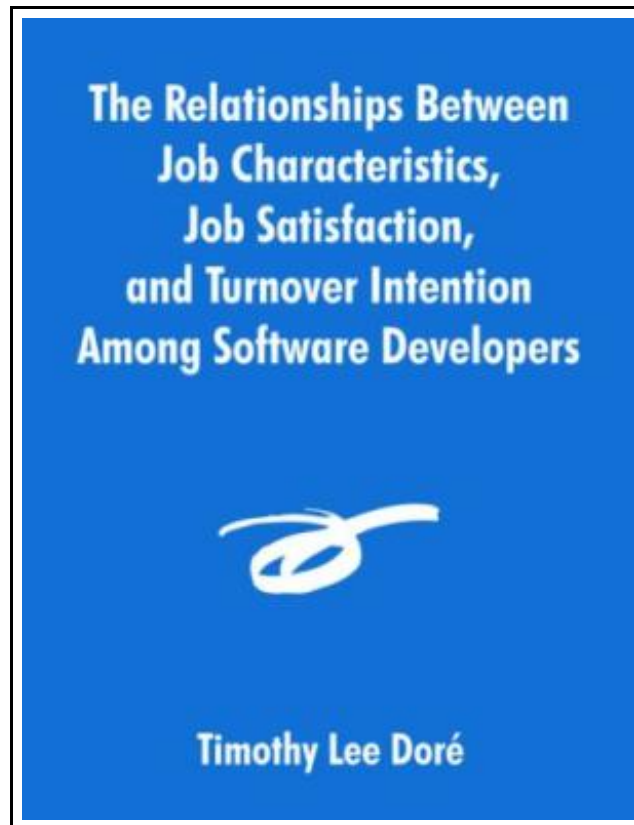# The Relationships Between Job Characteristics, Job Satisfaction, and Turnover Intention Among Software Developers (Paperback)

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Reviews

Simply no phrases to clarify. It is really basic but surprises from the 50 percent of the ebook. Once you begin to read the book, it is extremely difficult to leave it before concluding.

(Mr. Noah Cummerata IV)

THE RELATIONSHIPS BETWEEN JOB CHARACTERISTICS, JOB SATISFACTION, AND TURNOVER INTENTION AMONG SOFTWARE DEVELOPERS (PAPERBACK)

DISSERTATION.COM, United States, 2005. Paperback. Book Condition: New. 239 x 188 mm. Language: English Brand New Book ***** Print on Demand *****.Software developer turnover can have disastrous effects on an organization due to the loss of business process knowledge, as well as acquired technical skills. Annual rates of turnover in information technology (IT) departments have been estimated at 20 or more with the cost of replacing technology workers ranging from 1.5 to 2.5 times annual salaries. This study purposely focused only on software developers as opposed to IT employees in general due to the critical nature of their work. The factors leading to turnover intention in this field are poorly understood; therefore, this study was designed to further understand the relationships between job characteristics, job satisfaction, and turnover intention among software developers. 326 web surveys were completed that contained questions relating to job characteristics, job satisfaction, turnover intention, and demographic information. The first four job characteristics are specific to software developers while the last five job characteristics and the job satisfaction scales are from the Hackman and Oldham Job Diagnostic Survey (JDS). Two research questions, sixteen hypotheses, and a theoretical path model were developed to understand which job characteristic variables contribute to the various dimensions of job satisfaction and which job satisfaction dimensions contribute to turnover intention. Additionally, the indirect effects of job characteristics through job satisfaction on turnover intention were also determined. The statistical testing consisted of descriptive and inferential statistical analysis. Bivariate correlations are presented, as well as path analysis, an extension of multiple regression analysis. The results of the study uncovered several factors that can influence turnover intention among software developers. Identified in the study as statistically significant job characteristics that can be influenced by management are training, autonomy, feedback, number of developers, task significance, and skill...

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