**Turnover Intentions Scales Overview**

Turnover intentions is a central variable in the study of employee attitudes and behaviors. One reason for its popularity is that intentions are studied as proximal responses to job dissatisfaction and poor working conditions. Dissatisfied employees are at risk for quitting their jobs, and typically quitting begins with intentions to quit. Some researchers have used turnover intentions as a proxy for turnover itself, but this is a risky practice since intentions do not always translate into behaviors.

Intentions predict future turnover, but that relationship is moderated by job opportunity. In a meta-analysis Carsten and Spector (1987) found that although the mean correlation of intentions and turnover was .38, it ranged from essentially zero to .71, depending on the unemployment rate at the time of the study. Turnover was significantly predicted by both our 3-item measure (Michaels & Spector, 1982) and our 1-item measure (Spector, 1991).

**References**

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