

عنوان مقاله:

Impact of Career Development on the Retention of Generation Y

محل انتشار:

سومین کنفرانس بین المللی مدیریت و صنعت (سال: 1401)

تعداد صفحات اصل مقاله: 9

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خلاصه مقاله:

The purpose of this study is impact of career development on the retention of generation Y. The research is applied based on the purpose, in terms of method, it is a descriptive of the type of correlation by structural equation model. A total of ۲۱۵ employees from Generation Y from Iranian telecommunication companies participated in this study. Data were tested using structural equation modeling (SEM) based on partial least squares (PLS). The results show that career development including individual factors, organizational factors and environmental factors have a positive and meaningful effect on the Y-generation employees' retention. The results of this paper also provide some practical insights on managers of human resource development and provide useful information about the needs and expectations of generation Y employees

کلمات کلیدی:

Career Development, Retention, Generation Y

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