

## Exploring the level of Job Embeddedness among College Faculty

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### Abstract

Job Embeddedness is relatively a new and theoretically a rich construct. It includes on the job factors and off the job factors which help in measuring an employee's intention to stay. The job embeddedness model by Mitchell and Lee (2001) has 6 original dimensions. Organization links and community links (individual connections with people in the organization and community), organization fit and community fit (individual perception of fit within an organization and community), organization sacrifice and community sacrifice (what the individual gives up when leaving the organization or community). Ramesh & Gelf and worked on its extension. Three new dimensions were added by Ramesh & Galfand (2010) by including family factor (family links, family fit, and family sacrifice) and suggested that this factor would predict turnover in a better way. Job embeddedness enables us to look the relations of an employee and the employer in a new context. The uniqueness of this construct is its focus on retention instead of turnover. The objective of this study is to explore the job embeddedness level of college faculty members of Higher Education Department, Govt of Punjab. 459 college faculty members were selected by using convenience sampling technique. Data was collected using job embeddedness questionnaire. Analysis of the collected data revealed that college faculty members showed high mean score on organization fit and community fit dimension of job embeddedness model. Demographic factors like gender, work experience, locality and designation showed a significant effect on job embeddedness level of college faculty members. College faculty stands on a medium level on job embeddedness scale.

*Key words:* Job embeddedness, Turnover, Link, Fit, and Sacrifice

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