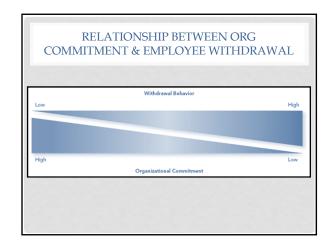


KEY CONCEPTS	
Organizational commitment Affective commitment Continuance commitment Normative commitment	
Withdrawal behavior Psychological Physical	
Four primary responses to negative events at work Exit Voice Loyalty Neglect	

A COMPARISON			
Organizational Commitment	Withdrawal behavior		
 desire to remain a member of the organization. 	actions that employees perform to avoid the work situation		
	may eventually culminate in quitting the organization.		







EMBEDDEDNESS

(CONTINUANCE COMMITMENT)

- A person's links to the organization and community
- Describes what they would lose from a job change.
- Provides more reasons why a person needs to stay in his or her current position.



"Embedded" People Feel:				
FACET	FOR THE ORGANIZATION:	FOR THE COMMUNITY:		
Links	I've worked here for such a long time. I'm serving on so many teams and committees.	Several close friends and family live nearby. My family's roots are in this community.		
Fit	My job utilizes my skills and talents well. I like the authority and responsibility I have at this company.	The weather where I live is suitable for me. I think of the community where I live as home.		
Sacrifice	The retirement benefits provided by the organization are excellent. I would sacrifice a lot if I left this job.	People respect me a lot in my community. Leaving this community would be very hard.		

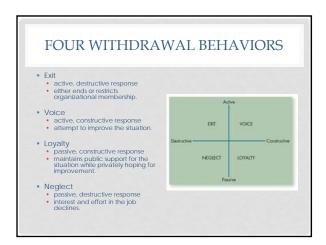
NORMATIVE COMMITMENT

- Normative commitment exists when there is a sense that staying is the "right" or "moral" thing to do.
- May result from personal work philosophies or more general codes of right & wrong developed throughout their lives.









HOW BIG OF A PROBLEM ARE WITHDRAWAL BEHAVIORS?









PSYCHOLOGICAL & PHYSICAL WITHDRAWAL

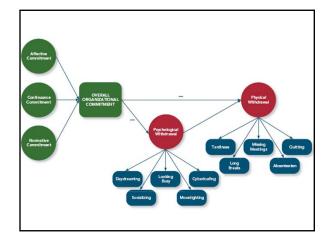
- Psychological withdrawal consists of actions that provide a mental escape from the work environment. ("warm-chair attrition")
- DaydreamingSocializingLooking busyMoonlightingCyberloafing

- Physical withdrawal consists of actions that provide a physical escape, whether short term or long term, from the work environment.
- Long breaksMissing meetingsAbsenteeismQuitting



COMPETING MODELS OF WITHDRAWAL

- Independent forms model of withdrawal
- various withdrawal behaviors are uncorrelated
- Compensatory forms model of withdrawal
 - various withdrawal behaviors are negatively correlated
 - doing one means you're less likely to do another
- Progression model of withdrawal
 - various withdrawal behaviors are postively correlated
 - doing one means you're more likely to do another.



Todd Weber – MGT 386 6