

Antecedents and Consequences of Job Embeddedness in the Egyptian Hospitality Context

Sameh Abd-elMaksoud Aboul-Dahab, Faculty of Commerce, Kafrelshiekh University, Egypt

ABSTRACT

Although there is a growing body of studies on the influence of job embeddedness on turnover intention, few researches have been conducted on the drivers and outcomes of job embeddedness. Thus, this paper seeks to examine the drivers and outcomes of job embeddedness in the Egyptian hotel context. Data were collected from employees in the Egyptian hotels. Structural equation modelling was used to analyse the data. The results indicated that organisational support, employee advocacy, organisational rewards, and procedural justice are key drivers of job embeddedness. Furthermore, job embeddedness is related to organisational commitment and turnover intention. This study provides implications for the hospitality industry.

KEYWORDS

Employee Advocacy, Job Embeddedness, Organisational Commitment, Organisational Rewards, Organisational Support, Procedural Justice, Turnover Intention

1. INTRODUCTION

Worker turnover and the undeniable degrees of work portability in the friendliness labour forces are significant issues. The outcomes of representative turnover incorporate immediate and circuitous costs, for example, enlisting and preparing new workers and the deficiency of authoritative information when representatives leave (Fasbender, Van der Heijden, and Grimshaw, 2019; Sender, Rutishauser, and Staffebach, 2018). Possible answers for high turnover incorporate expanding mentalities, for example, work fulfilment and hierarchical responsibility (Yang et al., 2020; Zhang et al., 2019). Nonetheless, while expanded degrees of occupation fulfilment and authoritative responsibility foresee lower aims to leave, they are frequently helpless indicators of real turnover (Akgunduz and Sanli, 2017; De Clercq, Haq, and Azeem, 2020).

Plainly different components are grinding away as far as work turnover, as has been noted (Coetzer et al., 2019), and further exploration is required in the neighbourliness and different businesses to comprehend the nature and part of this more extensive scope of variables. For instance, towards building up a more vigorous clarification of the variables affecting expectations to leave, a few agents have started to analyse the part of off-the-work factors, for example, the effect of harmony between serious and fun times (for example Ferreira, Martinez, Lamelas, and Rodrigues, 2017; Marasi, Cox,

DOI: 10.4018/IJCRMM.2022010103

This article published as an Open Access article distributed under the terms of the Creative Commons Attribution License (<http://creativecommons.org/licenses/by/4.0/>) which permits unrestricted use, distribution, and production in any medium provided the author of the original work and original publication source are properly credited.

and Bennett, 2016). In any case, in a more extreme re-situating of the exploration, others contend that holes in our present arrangement are related with too incredible a concentration upon the reasons why individuals give up positions occupations instead of why individuals stay. Specifically, Mitchell and his associates (2001) at first speculated the work embeddedness build to represent the part of at work (for example individual arrangement with the work and association) and off-the-work (for example associations with the local area through history, family and social gatherings) factors that may impact worker perspectives and practices according to turnover. It is proposed that these factors supersede work perspectives that would commonly incite goals to leave (Allen, Peltokorpi, and Rubenstein, 2016; Porter, Woo, and Campion, 2016).

As per “Social Exchange Theory” (SCT) (Blau, 1964) and “Norm of Reciprocity Theory” (NRT) (Gouldner, 1960), workers who see that their commitment is esteemed by the association create good inclination towards their work and association. Along these lines, deciding and applying administrative practices that mean to build workers’ good insights about hierarchical help can assist representatives with creating good emotions towards their association. Cropanzano, Anthony, Daniels, and Hall (2017) contends that “individuals should help the individuals who help them” and “individuals ought not mischief the individuals who help them” during the time spent human exchange.

The ebb and flow study explores the nature and job of occupation embeddedness, specifically adding to the assortment of investigation into the design and effects of the build. While customary turnover hypothesis is prefaced on the idea that individuals will leave if their work fulfilment and authoritative responsibility are low, a task embeddedness ‘maintenance’ point of view fights that individuals will remain, given a specific blend of at work and off-the-work factors that make leaving disadvantageous. Fundamentally, this catches this present examination’s maintenance approach, which accepts a positive attitude towards representative hierarchical responsibility. Initially, the current investigation applied occupation embeddedness to the setting of forefront inn labourers to test and approve the factor design of the build. Furthermore, the connection between the components of occupation embeddedness and other occupation related mentalities that are set up indicators of worker turnover was examined. This assessment of occupation embeddedness, related to hierarchical responsibility and goals to leave, looks at the utility of advancing position embeddedness as an elective methodology in the maintenance methodologies used to more readily oversee high staff turnover among forefront lodging labourers.

2. RESEARCH BACKGROUND AND HYPOTHESES DEVELOPMENT

2.1. Job Embeddedness

Set up hypothesis on deliberate turnover generally comes from crafted by Spring and Simon (1958) who set that apparent simplicity (for example the presence of occupation choices) and attractive quality (for example level of occupation fulfilment) of relinquishing one position join to foresee goals to leave. This model supports most of the ensuing disposition driven turnover research, with work fulfilment and hierarchical responsibility being two of the most generally operationalized factors (for example Ampofo, Coetzer, and Poisat, 2017; Chan, Ho, Sambasivan, and Ng, 2019). Nonetheless, while there are critical outcomes, the impacts are additionally powerless and many contend that insufficient consideration has been given to elective clarifications (see Akgunduz and Sanli, 2017).

Splitting away from this tight concentration upon mentality driven turnover research, the work embeddedness build proposes the part of three between related components (Lyu, and Zhu, 2019). To start with, network factors impact an individual’s connection to their work. For instance, analysts, for example, Marshall, Chadwick and Marshall (1992) propose a ‘overflow’ model of turnover where work and everyday life associate. Moreover, Lee and Maurer (1999) found that hierarchical responsibility was not as solid an indicator of aim to leave as having a mate and additionally youngsters at home. Second, other authoritative elements that are not attitudinally based are exactly connected to turnover,

13 more pages are available in the full version of this document, which may be purchased using the "Add to Cart" button on the publisher's webpage: www.igi-global.com/article/antecedents-and-consequences-of-job-embeddedness-in-the-egyptian-hospitality-context/282718

Related Content

The Extent of Pilgrims and Umrah Performers' Reliance on the Mobile Exhibition Using Hologram Technology During the Performance of the Rituals

Osman Bakur Gazzaz and Hamza Saad Mohamed (2021). *International Journal of Customer Relationship Marketing and Management* (pp. 76-96).
www.irma-international.org/article/the-extent-of-pilgrims-and-umrah-performers-reliance-on-the-mobile-exhibition-using-hologram-technology-during-the-performance-of-the-rituals/287767

Understanding the Luxury Brand Consumer: A Proposed Conceptual Framework

Natalie A. Mitchell and Christine Kowalczyk (2021). *Building Consumer-Brand Relationship in Luxury Brand Management* (pp. 1-23).
www.irma-international.org/chapter/understanding-the-luxury-brand-consumer/265874

Growth the KONE Way

Matti Perttula (2003). *Information Technology Enabled Global Customer Service* (pp. 163-174).
www.irma-international.org/chapter/growth-kone-way/23759

Customer Relationship Management in Professional Service Organizations: An Application to the Building Industry

Hamed M. Shamma, Robert F. Dyer and Marilyn L. Liebrecht-Himes (2011). *International Journal of Customer Relationship Marketing and Management* (pp. 1-15).
www.irma-international.org/article/customer-relationship-management-professional-service/54029

Communication Strategies and Information Choice Strategy of the Arab Tourists: The Mediating Role of Situational Characteristics

Bilal Ahmad Ali Al-khateeb and Mohammad Abdel-Hammed Ali Al-Hussein (2020).
International Journal of Customer Relationship Marketing and Management (pp. 36-47).

www.irma-international.org/article/communication-strategies-and-information-choice-strategy-of-the-arab-tourists/263778