



The Effect of Employee Involvement on Satisfaction and Turnover

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Abstract

Using a large sample from a Midwest industrial organization, this research demonstrated that employee involvement in decision-making affects job satisfaction and turnover rates directly and via a reduction in role ambiguity and increased perceptions of justice. Analyses suggested outcomes are most strongly affected by employee involvement directly and through justice perceptions.

Please contact the authors if you have any questions or wish to obtain a copy of the paper.