

Review of: "Employee Development and Turnover Intention: A Meta-Analytical Review"

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Introduction

In the following work, I will carry out a review of the previously mentioned article. This will briefly encompass its general areas of opportunity, as well as some specific points that I consider to be relevant. By changing them, the article will improve in the way it delivers its message to the readers.

Review

Orthographic or grammatical improvements:

1. "23 suitable studies were brought together for this meta-analytical review." - "were brought" could be changed to "were gathered" for smoother flow.
2. "Increasing experience will be more useful with the true employee development policies." - This sentence is a bit unclear. It could be rephrased such as: "Effective employee development policies are essential for maximizing the benefits of increasing experience."
3. "Turnover intention is the biggest threat on employee development." - This could be revised as: "Turnover intention poses a significant threat to employee development."
4. "Developmental feedback, competence development, professional development, and training are some variables regarding employee development." - Add a comma after "training" for parallel structure.
5. "Development opportunities, and career development some other variables regarding the employee development." - This sentence needs revision. It could be rephrased as: "Development opportunities and career development are additional variables related to employee development."
6. "Developmental feedback refers to the constructive feedback received by the employees." - "Received by the employees" could be corrected to "received from supervisors or peers".
7. "Professional development is the contribution of a job to the professional knowledge or skills of an employee." - It might be clearer to say: "Professional development refers to the enhancement of an employee's professional knowledge or skills through their job."
8. "This study aimed to survey the effects of variables regarding development of the employees on turnover intention by

using a meta-analytical review." - This sentence could be simplified, such as: "This study aimed to analyze how various employee development variables affect turnover intention through a meta-analytical review."

9. "According to these, the research question of this study can be prepared as below:" - This could be revised as: "Based on these considerations, the research question of this study is formulated as follows:"
10. "The chosen keywords for the search were "development" and "turnover intention." - The period inside the quotation marks should be placed outside.
11. "23 studies were suitable for this meta-analytical review and none of them was eliminated due to low quality scores." - "None of them was" can be changed to "None were" for conciseness.
12. "The effect sizes of each data set ismedium (Cohen, 1988)." - "ismedium" should be "is medium."
13. "The publication bias of data sets including more than 4 studies should be tested." - "more than 4 studies" could be revised as "four or more studies."
14. "This study also determined some other antecedents of turnover intention regarding development." - "Regarding development" could be corrected to "related to development".
15. "But they are not added into the meta-analysis." - "added" should be "included."
16. "Development perceptions have significant connections with the turnover intention of the employees." - "Connections" could be corrected to "implications".
17. "Except lack of personal development, all the other variales have a negative significant effect on turnover intention." - "variales" should be "variables."
18. "This shows that the expectations of the employees about their job regarding their capability and future has a significant effect on their turnover intention." - "has" should be "have."
19. "This study is the first meta-analysis surveying the relationship between the variables regarding employee development and turnover intention." - "surveying" could be replaced with "to survey" for clearer expression.
20. "All the other variables taking place in the meta-analysis have a medium effect size (Cohen, 1988)." - "taking place" could be replaced with "included".
21. "Moreover, they can also arrange their attitudes by reviewing the knowledge provided by this article." - "arrange their attitudes" could be revised as "adjust their approach".
22. "CONTRUBUTION" should be corrected to "CONTRIBUTION" under the "Statements and Declarations" section.

These are just suggestions to enhance clarity, flow and consistency. Overall, the article is well-structured and informative

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Redaction improvements:

Abstract:

- Think of rephrasing the sentence: "In this perspective, developmental feedback, competence development, professional development, training and development, development opportunities, and career development variables were added into meta-analysis." It sounds a bit awkward. Perhaps you could say: "This meta-analysis explores various

factors related to employee development and their impact on turnover intention."

- "23 suitable studies were brought together for this meta-analytical review." This sentence could be clearer if you specify what "suitable" means in this context. Were they selected based on specific criteria? If so, it's helpful to mention them briefly.

Introduction:

- Instead of saying "Increasing experience will be more useful with the true employee development policies," consider rephrasing to clarify the meaning. For example: "Effective employee development policies enhance the value of increasing experience."

Methodology:

- In the sentence: "The chosen keywords for the search were 'development' and 'turnover intention,'" consider adding more detail about the search strategy. Did you use any Boolean operators, limiters, or synonyms?
- Mentioning the inclusion/exclusion criteria for the selected studies would provide transparency and clarity about the study selection process.

Findings:

- The presentation of Table 1 could be improved by providing clearer headings for each column.
- Another way of expressing: "Each data set is heterogeneous," is by specifying what aspect of the data sets is heterogeneous. For example: "Each data set exhibits significant heterogeneity in effect sizes."

Discussion:

- The phrase "The employees prefer to feel like they are getting better" could be clearer. Perhaps rephrase it as: "Employees prefer to perceive improvement in their skills and abilities."
- Consider providing more context or explanation for statements like "Except lack of personal development, all the other variables have a negative significant effect on turnover intention." What does this mean for practical implications or future research?

Conclusion

Over all, it is certainly a good article, the topic is interesting, denotes a comfortable previous investigation and its vocabulary matches the i