

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

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The meta-analytical review on "Employee Development and Turnover Intention" is an exemplary contribution to the field, providing a comprehensive and insightful synthesis of existing research. The study's meticulous approach to analyzing a wide array of studies offers valuable insights into the complex relationship between employee development and turnover intention. The thorough examination of the literature, coupled with the robust meta-analytical methodology employed, lends credibility and depth to the findings.

One of the commendable aspects of this review is its ability to distill diverse findings into cohesive patterns, providing a nuanced understanding of the factors influencing turnover intention in the context of employee development. The synthesis of results from various studies not only adds clarity to the existing body of knowledge but also highlights the practical implications for organizations aiming to enhance employee retention through strategic development initiatives.

Furthermore, the study's attention to potential moderating factors and the exploration of contextual nuances contribute to its richness. The nuanced approach acknowledges the multifaceted nature of the employee development-turnover intention relationship, recognizing that organizational and individual variables play pivotal roles.

Overall, this meta-analytical review stands out for its scholarly rigor, methodological soundness, and the valuable synthesis it offers to both researchers and practitioners. It not only advances our theoretical understanding of the topic but also provides actionable insights that can inform human resource management practices.