

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

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Potential competing interests: No potential competing interests to declare.

Title: Analyzing the Impact of Employee Development on Turnover Intention: A Meta-Analytical Review

Introduction:

The introduction provides a succinct overview of the importance of employee development within management practices and highlights turnover intention as a significant challenge. It effectively sets the stage for the research question and the study's objectives. However, the introduction needs more depth in explaining the context and significance of turnover intention and the broader implications for organisational performance.

1. Content & Structure:

Concepts of this Study and Turnover Intention:

This section effectively outlines the concepts relevant to the study, including developmental feedback, competence development, professional development, training, development opportunities, and career development. The research question is clearly defined, facilitating a focused investigation into the relationship between employee development variables and turnover intention.

2. Methodology:

The methodology section is well-structured and adheres to PRISMA guidelines for conducting meta-analytical reviews. The selection criteria for studies and the databases used for data collection are clearly outlined. However, further details on the search strategy and inclusion/exclusion criteria could enhance the transparency and replicability of the study.

3. Findings:

The findings are presented clearly in tabular format, providing a comprehensive overview of each variable's effect sizes and heterogeneity on turnover intention. Including effect sizes and heterogeneity, the analysis enhances the study's rigour. However, a more detailed discussion of the implications of these findings and their alignment with existing literature would strengthen this section.

4. Discussion:

The discussion section effectively interprets and relates the findings to the research question. The discussion on the importance of development opportunities and their impact on turnover intention is particularly insightful. However, the debate would benefit from further exploration of potential moderating factors and their practical implications for organisational management.

5. Conclusion and Implications:

The conclusion succinctly summarises the study's key findings and their implications for management policy. The recommendations for addressing turnover intentions through employee development are practical and actionable. However, a more robust discussion of the study's limitations and avenues for future research would add depth to this section.

6. References: The references provided by the authors include a mix of recent and older studies. The majority of the references provided are recent, with more than half published in 2017 or later. This indicates that the authors have included a substantial number of recent studies to ensure the relevance and currency of their literature review. However, it's also important to note that some older references are included, likely because they offer foundational insights or theoretical frameworks relevant to the study's context. Overall, the combination of recent and older references contributes to a comprehensive review of the literature on turnover intention and related constructs.

7. Language & Style:

The language used throughout the article is clear and professional, facilitating understanding for readers. However, there are instances of repetitive phrasing and minor grammatical errors that could be addressed for improved clarity and readability.

Overall, the article presents a well-structured and insightful analysis of the relationship between employee development and turnover intention. With some enhancements in contextualization, depth of analysis, and language refinement, this study could make a valuable contribution to the field of management research.