

# Influence of Human Resource Practices on Employee Intention to Quit

Michael Joseph Martin

Dissertation submitted to the faculty of  
Virginia Polytechnic Institute and State University  
in partial fulfillment of the requirements for the degree of

Doctor of Philosophy  
In  
Agricultural and Extension Education

Eric K. Kaufman, Chair  
Cathy M. Sutphin  
Lanny W. Hass  
Michael T. Lambur

July 15, 2011

Blacksburg, VA

## Keywords:

Cooperative Extension  
Human Resources  
Job Satisfaction

Intent to Quit  
Organizational Commitment

**Draft 09/01/2009**

(Questions? Concerns? Contact Gail McMillan, Director of the Digital Library and Archives at Virginia Tech's University Libraries: [gailmac@vt.edu](mailto:gailmac@vt.edu))

(Please ensure that Javascript is enabled on your browser before using this tool.)

## **Virginia Tech ETD Fair Use Analysis Results**

***This is not a replacement for professional legal advice but an effort to assist you in making a sound decision.***

Name: Michael Joseph Martin

Description of item under review for fair use: Figure 1-1. Intermediate linkages in the employee withdrawal process. Adapted from "An Evaluation of Precursors of Hospital Employee Turnover," by W.H. Mobley, S.O. Horner, and A.T. Holingsworth, 1978. Journal of Applied Psychology, 62, p.410.

Report generated on: 08-17-2011 at : 14:17:08

### **Based on the information you provided:**

#### **Factor 1**

Your consideration of the purpose and character of your use of the copyright work weighs: *in favor of fair use*

#### **Factor 2**

Your consideration of the nature of the copyrighted work you used weighs: *in favor of fair use*

#### **Factor 3**

Your consideration of the amount and substantiality of your use of the copyrighted work weighs: *in favor of fair use*

#### **Factor 4**

Your consideration of the effect or potential effect on the market after your use of the copyrighted work weighs: *in favor of fair use*

**Based on the information you provided, your use of the copyrighted work weighs: *in favor of fair use***

**Draft 09/01/2009**

(Questions? Concerns? Contact Gail McMillan, Director of the Digital Library and Archives at Virginia Tech's University Libraries: [gailmac@vt.edu](mailto:gailmac@vt.edu))

(Please ensure that Javascript is enabled on your browser before using this tool.)

## Virginia Tech ETD Fair Use Analysis Results

*This is not a replacement for professional legal advice but an effort to assist you in making a sound decision.*

Name: Michael Joseph Martin

Description of item under review for fair use: Figure 2-1. Intermediate linkages in the employee withdrawal process. Adapted from "An Evaluation of Precursors of Hospital Employee Turnover," by W.H. Mobley, S.O. Horner, and A.T. Holingsworth, 1978. Journal of Applied Psychology, 62, p.410.

Report generated on: 08-17-2011 at : 14:20:42

### **Based on the information you provided:**

#### **Factor 1**

Your consideration of the purpose and character of your use of the copyright work weighs: *in favor of fair use*

#### **Factor 2**

Your consideration of the nature of the copyrighted work you used weighs: *in favor of fair use*

#### **Factor 3**

Your consideration of the amount and substantiality of your use of the copyrighted work weighs: *in favor of fair use*

#### **Factor 4**

Your consideration of the effect or potential effect on the market after your use of the copyrighted work weighs: *in favor of fair use*

**Based on the information you provided, your use of the copyrighted work weighs: *in favor of fair use***



## MEMORANDUM

**DATE:** October 27, 2010

**TO:** Eric Kaufman, Michael J. Martin

**FROM:** Virginia Tech Institutional Review Board (FWA00000572, expires June 13, 2011)

**PROTOCOL TITLE:** Investigation of Human Resource Practices that Influence the Intent to Quit of Newly Hired Extension Agents in Their First Five Years of Employment

**IRB NUMBER:** 10-717

Effective October 27, 2010, the Virginia Tech IRB Chair, Dr. David M. Moore, approved the new protocol for the above-mentioned research protocol.

This approval provides permission to begin the human subject activities outlined in the IRB-approved protocol and supporting documents.

Plans to deviate from the approved protocol and/or supporting documents must be submitted to the IRB as an amendment request and approved by the IRB prior to the implementation of any changes, regardless of how minor, except where necessary to eliminate apparent immediate hazards to the subjects. Report promptly to the IRB any injuries or other unanticipated or adverse events involving risks or harms to human research subjects or others.

All investigators (listed above) are required to comply with the researcher requirements outlined at <http://www.irb.vt.edu/pages/responsibilities.htm> (please review before the commencement of your research).

### PROTOCOL INFORMATION:

Approved as: **Expedited, under 45 CFR 46.110 category(ies) 7**

Protocol Approval Date: **10/27/2010**

Protocol Expiration Date: **10/26/2011**

Continuing Review Due Date\*: **10/12/2011**

\*Date a Continuing Review application is due to the IRB office if human subject activities covered under this protocol, including data analysis, are to continue beyond the Protocol Expiration Date.

### FEDERALLY FUNDED RESEARCH REQUIREMENTS:

Per federal regulations, 45 CFR 46.103(f), the IRB is required to compare all federally funded grant proposals / work statements to the IRB protocol(s) which cover the human research activities included in the proposal / work statement before funds are released. Note that this requirement does not apply to Exempt and Interim IRB protocols, or grants for which VT is not the primary awardee.

The table on the following page indicates whether grant proposals are related to this IRB protocol, and which of the listed proposals, if any, have been compared to this IRB protocol, if required.