

Reference:

Banks, T., Yeo, G. & Neal, A. (2004). Turnover and training: The influence of perceived organisational support, *Australian Journal of Psychology*, 56, 145.

Copyright 2004 Taylor & Francis**Abstract:**

The purpose of this study was to ascertain whether perceived organisational support moderated the relationship between turnover intention and training participation. The sample comprised 4316 employees in 2002 and 5757 employees in 2003, from the State Government Public Service. Data was collected via surveys. Multiple hierarchical regressions were conducted. The findings offer limited support for the hypothesized moderating influence of perceived organisational support. The interaction between perceived organisational support and training participation did significantly contribute to the prediction of turnover in time 1 and time 2. Furthermore, as anticipated, training participation was negatively related to turnover intention and this relationship was stronger in climates where organisational support was perceived to be low rather than high. However, longitudinal analysis revealed that given the effect of other variables, the interaction between perceived organisational support and training participation, did not significantly contribute to the prediction of turnover intentions. An implication of these findings is that employers who are striving to manage turnover, should focus on managing perceived organisational support rather than training participation.