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# Consolidated bibliography of military and civilian studies in personnel retention and job turnover

Reece, Jerrald D.

Monterey, California. Naval Postgraduate School



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# Working Paper Series

Consolidated Bibliography of Military and Civilian Studies  
in Personnel Retention and Job Turnover

by

Lieutenant Jerrald D. Reese, U.S. Navy

Lieutenant Joseph R. Almony, U.S. Navy



THE HUMAN RESOURCE MANAGEMENT RESEARCH PROGRAM  
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The views expressed herein are solely the responsibility of the authors and do not represent the official position of the U.S. Navy, the Naval Postgraduate School or the Department of Administrative Sciences.



This bibliography was developed during the authors' thesis research at the Naval Postgraduate School. During their search for studies in the field of personnel retention and job turnover, the authors found that the many articles and books present on the subject were widely dispersed and required considerable effort to locate. Recognizing the usefulness of a consolidation of available literature in the area of personnel retention and job turnover, this working paper was developed. Its purpose is to assist future researchers and military managers interested in reviewing the available research, both military and civilian, in this area.

It should be noted that the studies included in this bibliography were located during a research review concerned primarily with enlisted personnel retention. Accordingly, the sources listed in this bibliography do not include a complete listing of studies which address Navy officer retention, personnel attrition and desertion, personnel absenteeism, and personnel recruitment. Each of these major areas were were only superficially reviewed with respect to their relationship to Navy enlisted retention. Thus, only a few sources in these topic areas are included.

The studies listed in this consolidated bibliography were located through the following sources:

1. A computer search conducted at the Naval Postgraduate School library of all books and periodicals (social science and psychological), which included the following topics: personnel turnover, personnel management, and personnel retention. All materials requested in the computer search were post-1972, the inauguration of the all-volunteer force concept in the military.

2. A review of all government sponsored and funded research concerned with personnel retention, attrition, and turnover, completed after 1972.

3. Sources provided by the Naval Personnel Research and Development Center in San Diego, California.

4. Sources provided by the Office of Naval Research, Arlington, Virginia.

5. Recent articles noted in the Navy Times which addressed the subject of Navy Personnel Retention.

While all of the above sources were utilized in the construction of this bibliography, the majority of the studies listed are also cited in literature reviews by the following authors: Porter and Steers (1973); Price (1978); Mobley, et al., (1978); and Hand, et al., (1978). However, additional studies which were located during the authors' literature search were also included in this bibliography.

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