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Abstract

The dissertation's focus on employee turnover in IT organizations is a response to the identified research gap, namely the lack of a uniquely defined approach to employee turnover in IT organizations. The analysis of literature sources and conducted empirical research led to the formulation of the scientific problem, which is the **identification of the mechanism of influence of factors identified as predictors of the employee turnover in IT organizations phenomenon.**

In order to clarify the indicated scientific problem, the author used an extensive analysis of the literature on the employee turnover topic, as well as an analysis of the results from the pilot and proper research. The analysis of the empirical research was divided into four stages: analysis of the reliability of measurement scales, and preliminary identification of relationships between variables shaping turnover intention - both stages were carried out based on previously conducted pilot studies. Stages 3 and 4 included data analysis to confirm the statistical fit of the basic and extended model of employee turnover in IT organizations, which was conducted based on the results of the relevant research.

Performing statistical analyses, namely: reliability analysis of measurement scales, confirmatory factor analysis, r-Pearson correlation analysis, linear and multiple regression analysis, as well as SEM path models, the author confirmed the validity of the assumed theoretical models of employee turnover. Thus, the author presented two models of employee turnover in IT organizations, namely:

- a model of employee turnover in IT organizations based on their dynamic capabilities, where the mediating factors are employee-job fit, job performance, job commitment, and job satisfaction,
- a model of employee turnover in IT organizations based on HRM solutions: servant leadership and internal communication, where the mediating factors are the employee's dynamic capabilities, person-job fit, job performance, work engagement, and job satisfaction.

Indeed, both models fill the indicated research gap and are the original solution to a formulated scientific problem, as they not only identify the factors influencing turnover intention but, more importantly, present the complexity of the mechanism of influence of factors on employee turnover intention in IT organizations. Therefore, the proposed original solution to a scientific problem is an important contribution, both theoretical and practical, as include clearly defined solutions that can mitigate the phenomenon of employee turnover in IT organizations. In addition, the conclusions derived from the dissertation set the direction for further research concerning the phenomenon analyzed.

