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TAKE IT or LEAVE IT:
THE ROLE OF SELF-EFFICACY,
PERSONALITY, NEED FOR ACHIEVEMENT
AND NEGATIVE MOTIVATIONAL GRAVITY
ON INTENTION TO LEAVE

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Abstract

This research explored the potential influences of negative motivational gravity work environments, and whether the threshold for intending to leave could be predicted by individual differences. The sample consisted of 114 undergraduate and postgraduate students located at the Albany Campus of Massey University. The research explored quantitative and qualitative data, collected through a three part questionnaire. Part One used scenarios and asked participants to imagine how much negative motivational gravity they would probably tolerate before seriously thinking about leaving. Part Two included questions measuring individual differences relating to (a) self-efficacy (Sherer et al's., (1982) General Self-efficacy Sub-scale), (b) personality (Goldberg's (1999) International Personality Item Pool) and (c) need for achievement (Cassidy & Lynn's (1989) Achievement Motivation Questionnaire). Part Three collected demographic data. Although relationships were evident between the General Self-efficacy Sub-scale; the agreeableness, extraversion and neuroticism factors of the International Personality Item Pool; the mastery and acquisitiveness sub-scales of the Achievement Motivation Questionnaire; and tolerance threshold for negative motivational gravity, the results indicate that individual difference is not a strong predictor of tolerance threshold. The qualitative data is consistent with the quantitative data in so far as the dominant themes were rational, emotional, environmental and strategic related rather than associated with individual differences. The research has both theoretical implications, and implications for organisations to address negative motivational gravity to help reduce employee turnover. Limitations and recommendations for future research are also considered.