

# Work demands and work resources: Testing a model of factors predicting turnover <sup>[1]</sup>

**Author:** Heilala, C., Kalland, M., Lundkvist, M., Forsius, M., Vincze, L. & N. Santavirta

**Source:** Early Childhood Education Journal

**Format:** Article

**Publication Date:** 21 Feb 2021

## AVAILABILITY

Access online <sup>[2]</sup>

Access full article [PDF] <sup>[3]</sup>

## Excerpted from abstract

We studied the working conditions in Early Childhood Education and Care (ECEC). The aim was to explore how ECEC staff experience work demands and resources and how these relate to turnover intentions. The research was based on a modified Job Demands-Resources model (Bakker and Demerouti in *J Manage Psychol* 22(3):309-328, 2007) according to which job strain is influenced by both job demands and resources. The sample was identified through trade union registers and the data were collected via a survey (N = 538). The findings show a rather high proportion of turnover intentions. Both general workload and emotional workload were related to turnover intentions, and they were mediated by participation. However, leadership satisfaction did not mediate the relationship between workload and turnover intentions. This study contributes to the knowledge on risk factors related to intentions to leave the ECEC profession in the Finnish as well as the international context. It is urgent to know more about factors related to turnover because a high rate undermines trust in the ECEC sector and negatively impacts staff and children.

**Region:** Europe <sup>[4]</sup>

**Tags:** child care workforce <sup>[5]</sup>

wages and working conditions <sup>[6]</sup>

---

**Source URL (modified on 4 Apr 2022):** <https://childcarecanada.org/documents/research-policy-practice/22/04/work-demands-and-work-resources-testing-model-factors>

## Links

[1] <https://childcarecanada.org/documents/research-policy-practice/22/04/work-demands-and-work-resources-testing-model-factors> [2]

<https://researchportal.helsinki.fi/en/publications/work-demands-and-work-resources-testing-a-model-of-factors-predic> [3]

<https://link.springer.com/article/10.1007/s10643-021-01166-5> [4] <https://childcarecanada.org/category/region/europe> [5]

<https://childcarecanada.org/category/tags/child-care-workforce> [6] <https://childcarecanada.org/taxonomy/term/9175>