

Abstract

Two constructs that are related to job stability, namely *job embeddedness* and *occupational embeddedness* were studied in the present thesis. Past research on job embeddedness has mainly focused on the feasibility to apply the construct to the tradition model of turnover. The aim of the present study was first to validate the job embeddedness construct by comparing the results from previous studies. One additional contribution was to develop and validate the measures of occupational embeddedness from the established job embeddedness scales. The second purpose of this study was to explore whether age moderates the relations between job / occupational embeddedness and intention to change job / occupation, and whether there are age differences in job and occupational embeddedness. Results proved the validity of both composite job and occupational embeddedness constructs as well as global job and occupational embeddedness constructs. Besides, it was found that age has a significant moderation effect on the relations between occupational embeddedness and intention to change occupation. Specifically, people who were older were less inclined to change occupation, even when they were not occupationally embedded. Lastly, this study demonstrated significant differences in the magnitude of various dimensions of job / occupational embeddedness and overall job / occupational embeddedness levels across ages. In general, older adults were

more embedded into their job / occupation. Possible underlying mechanisms of the moderating effect, study limitations, future research and the implications of this study were discussed.