

Oral Defense Announcement

University of Missouri – St. Louis Graduate School

An oral examination in defense of the dissertation for the degree
Doctor of Philosophy in Psychology with an emphasis in Industrial and Organizational Psychology

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M.A. in Psychology, May, 2011, University of Missouri-St. Louis
B.A. in Psychology, January, 2004, Washington University in St. Louis

Work Ethic, Turnover, and Performance: An Examination of Predictive Validity for Entry-level Employees

Date: September 15, 2017
Time: 9:00 a.m. to 11:00 p.m.
Place: 339 Stadler Hall

Abstract

Work ethic is continually cited as a top factor in hiring new employees (Flynn, 1994; Shimko, 1990; VanNess, Melinsky, Buff, & Seifert, 2010). Research on the relationship between work ethic and job performance has typically shown positive results in a variety of job related-settings (Meriac & Gorman, 2017; Miller et al., 2002). The purpose of this study was to examine facets of work ethic and its relationship with turnover and contextual performance in an often-neglected segment of the workforce: entry-level employees. Data were collected from a large fast food franchise, including work ethic, turnover data, and supervisor-rated job performance. In Study 1, the relationships between the work ethic dimensions and organizational turnover was examined. In Study 2, the relationships between work ethic dimensions and performance outcomes were examined through the mediating mechanism of job involvement. Turnover results indicated that facets of work ethic, including self-reliance, leisure and morality/ethics are potential predictors of avoidable and involuntary turnover. Further wasted time, morality/ethics and leisure are significant predictors of manager rated performance outcomes and counterproductive behaviours in entry level jobs.

Defense of Dissertation Committee

John Meriac, Ph.D. - Chairperson
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Mark Tubbs, Ph.D.
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