

*The Hong Kong Polytechnic University
Department of Logistics and Maritime Studies
Research Seminar*

**Do Employees Leave their Jobs in Herds?
An Empirical Study of Employee Turnover**

by

Dr Zhijian CUI
Visiting Assistant Professor of Operations Management
HKUST Business School
The Hong Kong University of Science and Technology

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Time: 10:30am-11:30am
Venue: P306, Anita Chan Lai Ling Building
The Hong Kong Polytechnic University

(Conducted in English)

Abstract:

We use a secondary data set from a large distribution center on its monthly employee turnover to evaluate whether employees leave their jobs voluntarily in herds. We find that herding behavior is prevalent in employee turnover. Herding behavior manifests itself in three different ways. First, employees' leave/stay decisions in the same month are positively correlated. Second, voluntary turnovers over time are positively correlated. Third, a high voluntary turnover, surprisingly, is followed by a high involuntary turnover. This may suggest that a high voluntary turnover increases the intension of leaving among the remaining employees, which affects their job performance. The herding behavior is not a result of employees' similar responses to changes of common working conditions. Neither is it a result of observational learning. It may simply be the result of employees mimicking the choices made by coworkers passively.

Bio:

Dr. Zhijian Cui is currently an Associate Professor of Operations Management at IE Business School (Spain) and has been a visiting Assistant Professor of Operations Management at HKUST Business School, the Hong Kong University of Science and Technology since August 2015. He earned his PhD in Operations Management from INSEAD (France), an M.B.A. from Pepperdine University (U.S.), an M.S. in Management from EuroMed Marseille School of Management (France) and a Bachelor in Engineering from Tsinghua University (China). Zhijian's research is focused on the management of collaborations and conflicts in new product development (NPD) process. His research work has been published in *Production and Operations Management*, *Decision Sciences*, *IEEE Transactions on Engineering Management*, *Cornell Hospitality Quarterly*, *Research-Technology Management*, etc.. Zhijian now serves as the Chair-elect of the *Technology, Innovation Management and Entrepreneurship Section (TIMES)* at *INFORMS (Institute for Operations Research and Management Sciences)*. At IE business school, Zhijian supervises the dissertation research of two doctoral students and teaches *Operations and Supply Chain Management* core course and *Strategic New Product and Service Development* elective course for PhD, M.B.A. and Master of Management Programs. Zhijian received the "Best Ten Lecturers" award and was invited as one of the ten "UST Great Minds" speakers at the Hong Kong University of Science and Technology in 2016, "the Best Professor of Master of Management Program" award from IE Business School in 2015 and "the Best Professor of the Year" award from the MBA Program of Shanghai International Studies University in 2013.

Please email to eunice.yt.wong@polyu.edu.hk for enquiries.

All are welcome!