

**PREDICTION OF TURNOVER USING PAY, PAY SATISFACTION, AND ATTITUDES
TOWARDS BENEFITS IN CHINA, LATVIA, AND THE USA: ENTREPRENEURS
AND EMPLOYEES**

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Abstract/Executive Summary

Using two samples of employees and two samples of business owners, this study examines the influence that attitudes toward benefits, pay, and pay satisfaction may have on turnover. For the employee samples the classification rates utility increased slightly over time (e.g. they did better the longer the time period included as compared to base rates), while for the business owners the classification rates were relatively flat, as were the R^2 values. Within the employee samples the R^2 values decreased over time. It was noted that in three of the four samples one of the attitude towards benefits items - "what are the chances you could obtain a similar job with a better benefits package than you now receive" - was the most significant predictor of turnover in a four year time period. Directions for future research are also suggested.