# Exploring job embeddedness' antecedents

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## Abstract

Employees are the key resources of organizational success. Developing and maintaining job
embeddedness is a cornerstone success in the workplace.    e purpose of this research study is to
analyze selected antecedents of job embeddedness. role ambiguity, training, and demographics (age
groups, gender and education) were identified from the extant literature as the selected antecedents
for this study. An in-depth statistical analysis of the job embeddedness sub-dimensions was conducted
in relation to the selected antecedents. Questionnaires were administered among the employees
working in the private banks in Egypt. results revealed a negative relationship between role ambiguity
and job embeddedness, a positive relationship between training and job embeddedness, elder
employees held higher level of embeddedness compared to young employees, females possessed
higher level of embeddedness compared to males, and no significant differences among the various
education levels and job embeddedness.