

03.7.2025

Author

FERRER, Justine L. (MORRIS, Leanne)

Title

Engaging élitism : the mediating effect of work engagement on affective commitment and quit intentions in two Australian university groups / Justine L. Ferrer and Leanne Morris

Publication year

2013

Source/Footnote

In: Higher education quarterly. - 67 (2013) 4, S. 340 - 357

Inventory number

35408

Keywords

Ausland : Australien : einzelne Hochschulen ; Hochschule : Wettbewerb

Abstract

Some universities rely on their élitism as one mechanism to attract and retain talented faculty. This paper examines two groups of élite and non-élite universities and the mediating effect that work engagement has on affective commitment and intention to quit. Findings indicate partial support for the mediating effect of work engagement in the non-élite group but no support in the élite university group. The implications of these diverse results are posed for the management of academics in élite and non-élite universities, suggesting that a "one size fits all approach" to performance outcomes does not always fit. (HRK / Abstract übernommen)