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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

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Abstract

Some universities rely on their élitism as one mechanism to attract and retain talented faculty. This paper examines two groups of elite 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 elite university group. The implications of these diverse results are posed for the management of academics in elite and non-élite universities, suggesting that a "one size fits all approach" to performance outcomes does not always fit. (HRK / Abstract übernommen)