When Employees’ Well-Being and Organizational Preferences Start to Diverge: A Capability Decision Model

Abstract:

This study attempts to explain the instances when employees’ well-being and organizational preferences diverge. Practically, it aims to address the problem faced by organizations in retaining high-performance and experienced professionals. Inspired by Sen’s (1999) Capability Approach, this study develops a decision model to explain why some professionals decide to leave the organizations. This approach is novel because it evaluates employees’ decisions, not from the perspective of the organisation, but from their own viewpoints. The proposed research methods are strategic literature review, cross-sectional surveys, and semi-structured interviews, adopting a longitudinal approach.