

Quiet Quitting: The Role of Career Orientation in the Relationship Between Turnover Intentions and Employee Creativity

This study examines whether employees with turnover intentions report different levels of employee creativity depending on their career orientation. A longitudinal approach allows me to examine how turnover intentions affect employee creativity over time and how this relationship behaves when turnover intentions are dynamic. Arguing that attitudes toward one's career (i.e., career orientation) are related to employees' extra-role behavior, this study considers how having an organization-centered versus a self-centered career orientation affects the relationship between turnover intentions and employee creativity. Based on three-wave data, the results of the study aim to add to the literature on individual differences in quiet quitting.