

# Organisational Change and Employee Turnover

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*Theorised Interactions Between Perceived And Actual Levels Of Avoidable Turnover*

Turnover Thought To Be	Avoidable	Chasing Shadows X	Unacceptable Losses ?	Bringing Back The Troops v
	Mix	Unacceptable Losses ?	The Fog Of War v	Unnecessary Casualties ?
	Unavoidable	Necessary Casualties v	Unnecessary Casualties ?	Charge Of The Light Brigade X
		Unavoidable	Mix	Avoidable

v = Fit  
 ? = Overlap  
 X = Misfit

Actual Turnover

*Theorised Relationship Between Organisational Change And Turnover*

