

# FACTORES ASOCIADOS A LA ROTACIÓN DE EMPLEADOS EN LAS ORGANIZACIONES: UN ANÁLISIS DE LA LITERATURA

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## RESUMEN

La presente investigación a partir de una búsqueda bibliométrica tiene como propósito identificar los factores asociados a la rotación de empleados dentro de las organizaciones, con el fin de reflexionar sobre las principales tendencias en la literatura y caracterizar áreas de investigación, autores que mas escriben del tema, universidades y países con mayor número de publicaciones, así mismo identificar los principales retos para la continuidad en los estudios en esta área de investigación. Para su desarrollo, se realizó una revisión bibliográfica con cuyos resultados se hizo un análisis de artículos científicos mediante base de datos web of science, Redalyc, Scielo y Scopus. A partir de los resultados, se concluye que los principales factores asociados a la rotación de personal son: la satisfacción laboral, las prácticas de RR. HH, el desempeño, el clima, la motivación y los factores psicológicos. Los resultados mostraron que la rotación de personal es un campo de estudio con poca exploración en países latinoamericanos incluyendo Colombia, frente a otros países del mundo. Por esto, se hace necesario el estudio de este fenómeno debido a que al analizar los índices, perfiles y predictores de rotación de personal se pueden proponer nuevas estrategias a las gerencias de las organizaciones, a través de un modelo de análisis propio expuesto en el presente artículo y que contribuirá a una mayor inserción de personal y a la retención del mismo dentro de las compañías.

**Palabras Claves:** Rotación de personal, perfiles, predictores, estrategias.

## Abstract

The present research based on a bibliometric search has the purpose of identifying the factors associated with the rotation of employees within organizations, in order to reflect on the main

trends in the literature and characterize research areas, authors who write more about the subject, universities and countries with the largest number of publications, also identify the main challenges for continuity in studies in this area of research. For its development, a bibliographic review was carried out with the results of which an analysis of scientific articles was made using the web database of science, Redalyc, Scielo and Scopus. From the results, it is concluded that the main factors associated with staff turnover are: job satisfaction, HR practices, performance, climate, motivation and psychological factors. The results showed that staff turnover is a field of study with little exploration in Latin American countries including Colombia, compared to other countries in the world. For this reason, it is necessary to study this phenomenon because when analyzing the indexes, profiles and predictors of staff turnover, new strategies can be proposed to the management of the organizations, through a model of own analysis exposed in the present article and that will contribute to greater staff insertion and retention within the companies.

**Keywords:** Employee turnover, profiles, predictors, strategies.

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