Turnover Among Cybersecurity Workers: Influences from Job Characteristics, External Markets, and Security Culture

Abstract

We explore the utility of an existing conceptual model of information technology worker turnover intention as it may be applied to voluntary turnover intention among cybersecurity workers. For the purposes of this project, the term cybersecurity is used to represent all information security and related fields.

This research will use a modified version of existing survey constructs to deploy two instruments to collect attitudes, job characteristics, and external market perceptions as applied to employees at a number of organizations. It has been extended to include the possible influence of the security posture and practices in use and its effect on the intention to voluntarily turnover from the organization.