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**VOLUNTARY TURNOVER INTENTION AMONG IT EMPLOYEES IN HI-TECH COMPANIES IN ISRAEL: INDIVIDUAL AND ORGANIZATIONAL RELATED CAUSES**

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**Abstract.** This paper focuses on individual and organizational related causes of voluntary turnover intention in the IT sector in Israel. Specifically, it takes into account employees' personal resources (such as education), organizational focus on employees' needs fulfillment and organizational focus on values. The sample consists of 170 employees from High-Tech companies in Israel. The findings show that in the companies focusing on organizational values there is less voluntary turnover intention, especially of the best IT employees (with more personal resources), in comparison with IT companies focusing on employees' needs fulfillment.

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