



The influence of work environments on employees' participation in the share purchase schemes of businesses

Publication type: Journal article

Journal: [Entreprise & Société](#)
2019 - 1, n° 5. varia

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Abstract: In this article, we suggest that employee turnover and absenteeism can encourage companies to develop employee stock ownership in order to cap the withdrawal behavior of their employees. Our econometric case study, about 15,000 employees, shows that turnover and absenteeism are significantly associated with employee stock ownership. These results shed new light on the determinants of employees' investment behavior in a company based savings plan.

Pages: 115 to 145

Journal: [Business & Society](#)

CLIL theme: 3312 -- SCIENCES ÉCONOMIQUES -- Économie publique, économie du travail et inégalités

EAN: 9782406101789

ISBN: 978-2-406-10178-9

ISSN: 2554-9626

DOI: 10.15122/isbn.978-2-406-10178-9.p.0115

Publisher: Classiques Garnier

Online publication: 04-29-2020

Periodicity: Biannual

Language: French

Keyword: Employee stock ownership, shared capitalism, turnover, absenteeism, corporate performance

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