



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

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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.

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