
**Researcher Notes**

**Categories addressed:** retention, turnover, organizational commitment, burnout, supervisor support, job satisfaction, role autonomy.

**Participants:** Of the 286 Title IV-E graduates who were eligible to participate in the study, 267 (93%) volunteered for the study and completed beginning employment surveys. Of the 267, 201 (75%) returned at least one of the yearly follow up mail surveys and were included in these analyses.

**Method:** This was a longitudinal study and data was collected between June 2001 and August 2005. Over a 4-year period, the researchers attended every New Hire Training Academy that was modified for Title IV-E graduates, on the first training day to administer surveys to the MSWs who had participated in Title IV-E programs at four universities in Southern California. Survey packets were then mailed to all study participants yearly until they left the PCW agency. Yearly response rates ranged from 71% to 74%.

**Independent variables:** Role conflict, autonomy, burnout, self-actualization, working conditions, inclusion-exclusion, peer cohesion, supervisory support, diversity management, training practices, organizational commitment and job satisfaction.

**Dependent variable:** Retention

**Purpose of the study:** The primary purpose of this study was to identify factors that increased or decreased the likelihood that children’s social workers who participated in the Title IV-E training programs during their MSW education remained at public child welfare agencies after they had fulfilled their stipend commitment.

**Findings:**

- Workers who had better working conditions, higher levels of supervisor support, more organizational commitment, and more job satisfaction were more likely to remain employed in child welfare after the first years of employment.
- Workers who had high levels of burnout were more likely to leave child welfare after the first year of employment.
- Workers who had more job autonomy, more organizational commitment, and less role conflict were more likely to remain in child welfare after the second year of employment.