

## **A Study on the Factors Influencing the Turnover of Knowledge Employees in State-Owned Enterprises**

### **ABSTRACT**

Under the background of knowledge economy, the competition among enterprises is gradually condensed into that for human resources. However, the turnover rate of employee in stated-owned enterprises is actually getting higher and higher, particularly, the knowledge staff. CZ Company is chosen as a case to examine the factors influencing knowledge employee turnover in stated-owned enterprises. After data analysis, it is found that promotional opportunity, job stress, distributive justice, autonomy have a significant positive impact on employee turnover. Some suggestions are proposed to decrease the employee turnover in stated-owned enterprises in this paper.