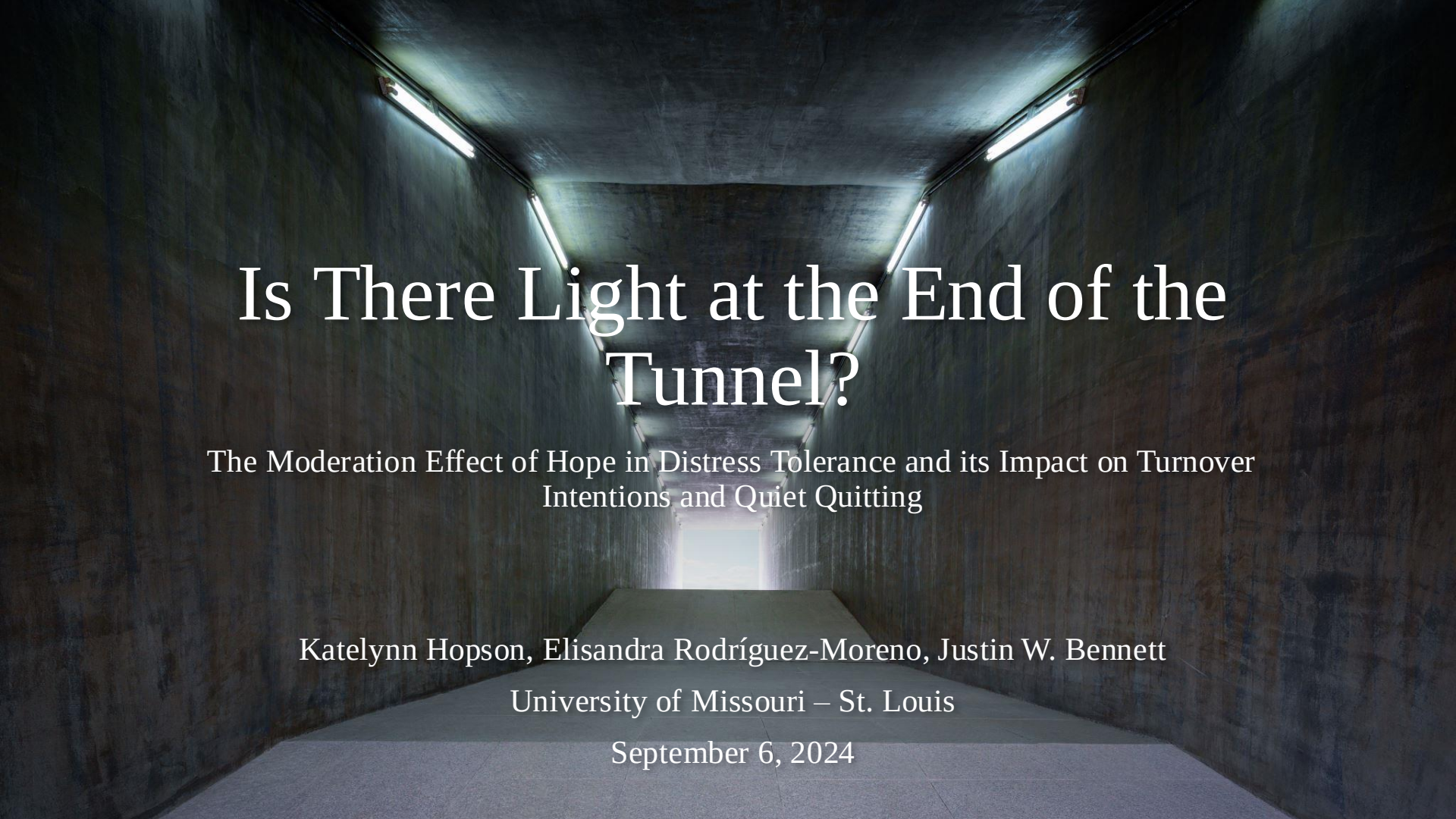




Is There Light at the End of the Tunnel?

The Moderation Effect of Hope in Distress Tolerance and its Impact on Turnover Intentions and Quiet Quitting

Katelynn Hopson, Elisandra Rodríguez-Moreno, Justin W. Bennett

University of Missouri – St. Louis

September 6, 2024

Introduction

- Purpose of the Study:
 - Explore the moderation effect of hope on distress tolerance's impact on turnover intentions and quiet quitting.
- Problem of Practice:
 - Employee turnover and quiet quitting are critical concerns for organizations.
 - Around 50% of the United States' current workforce has silently resigned (Formica & Sfodera, 2022; Mahand & Caldwell, 2023).
- Importance:
 - Understanding how distress tolerance and hope influence these outcomes is essential for effective retention strategies.

What is Quiet Quitting?

- A form of employee disengagement, where employees opt out of tasks beyond the officially assigned duties and/or becoming less psychologically invested in work (Klotz & Bolino, 2022).
- Mahand and Caldwell (2023) suggest the following reasons for quiet quitting:
 - Lack of commitment to career development
 - Failure to value employees
 - Increasing employee disconnection
 - Decline in organizational trust
 - Importance of employee autonomy

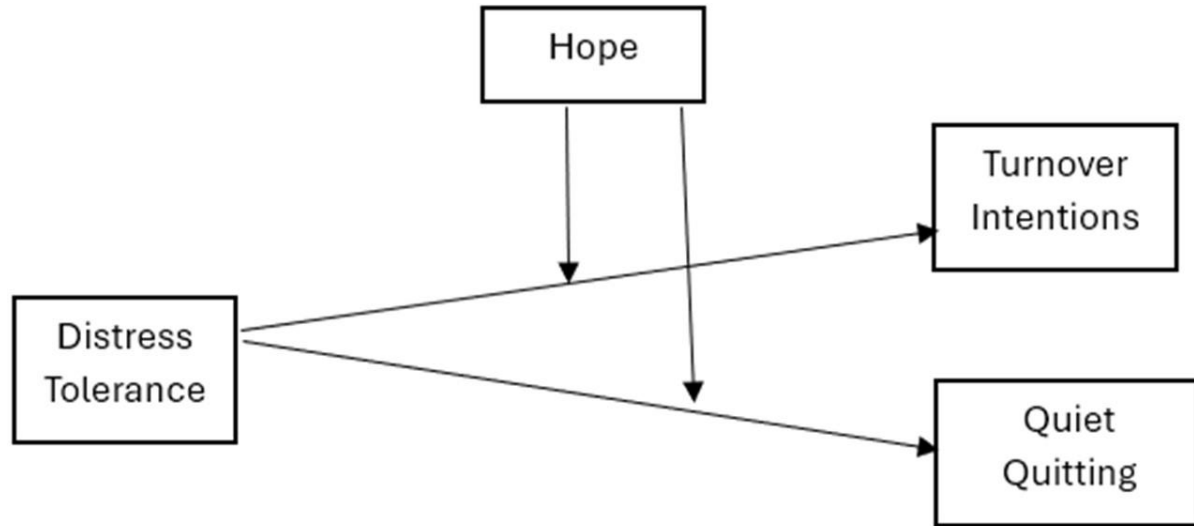
Theoretical Framework

- Conservation of Resources (COR) Theory:
 - Stress occurs from the loss or threat of losing resources.
- Distress Tolerance:
 - The ability to manage stress from resource loss.
- Hope as a Moderator:
 - Hope may buffer the impact of resource loss on distress, influencing turnover intentions and quiet quitting.
- Effects of Turnover:
 - Inflated operational costs due to recruiting, onboarding, and training employees (Hall, 2019).
 - Disrupt team dynamics and hinder productivity.
 - Impact employee morale and job satisfaction (Han, 2020).

Research Questions and Hypotheses

- Research Question:
 - How do distress tolerance and hope interact to influence turnover intentions and quiet quitting?
- Hypotheses:
 1. Distress tolerance is negatively related to turnover intentions.
 2. Distress tolerance is positively related to quiet quitting.
 3. Hope moderates the relationship between distress tolerance and turnover intentions.
 4. Hope moderates the relationship between distress tolerance and quiet quitting.

Theoretical Model



Methodology

- Research Design:
 - Survey of 301 Participants in the U.S.
- Measures Used:
 - Distress Tolerance Scale (DTS)
 - Snyder's Hope Trait Scale
 - Turnover Intention Scale
 - Quiet Quitting Scale
- Data Collection:
 - Two Time Points, Reducing Common Method Bias

Sociodemographic Characteristics of Participants

Baseline characteristic	Full sample	
	<i>n</i>	%
Gender		
Female	134	44.52
Male	161	53.49
Other	6	1.99
Highest educational level		
Some high school	3	1.00
High school diploma or equivalent	28	9.30
Vocational training	2	0.66
Some college	54	17.94
Associate's degree	32	10.63
Bachelor's degree	114	37.87
Master's degree	53	17.61
Doctorate degree	13	4.32
Other	2	0.66
Work Location		
Facility or office 100%	155	51.50
Telecommute 100%	51	16.94
Hybrid	95	31.56
Region		
Northeast	66	21.93
Midwest	82	27.24
West	44	14.62
South	109	36.21
Race		
Asian	14	4.65
Black or African American	21	6.98
Hispanic, Latino or Spanish Origin	13	3.24
Middle Eastern or North African	1	0.33
Native Hawaiian or Other Pacific Islander	0	0.00
White or Caucasian	233	77.41
Multiracial or Other	17	5.65
Preferred not to answer	2	0.66

Descriptive Statistics of Key Variables

Variable	Mean (M)	Standard Deviation (SD)
Distress Tolerance	2.599	0.867
Hope	6.097	1.101
Turnover Intentions	2.628	1.641
Quiet Quitting	2.445	0.660

Correlation Coefficients

Variable	1. DisTol	2. Hope	3. TurnOV	4. QuietQuit
1. DisTol	1.000	-.355**	0.207**	0.339**
2. Hope	-.355**	1.000	-.346**	-.326**
3. TurnOV	0.207**	-.346**	1.000	0.445**
4. QuietQuit	0.339**	-.326**	0.445**	1.000

** $p < .01$, two-tailed

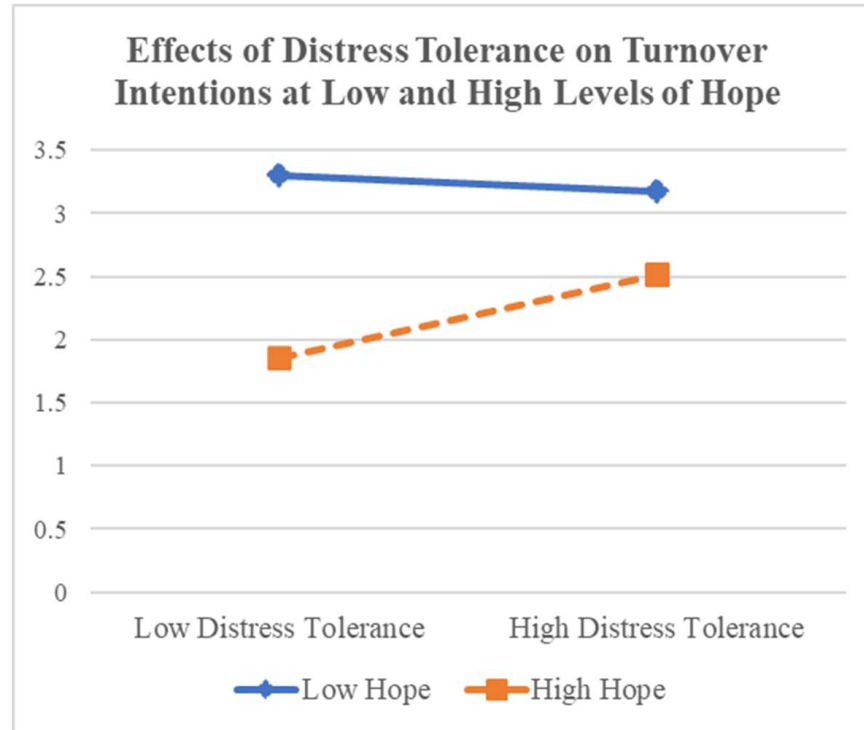
Results

- Hypothesis 1:
 - Partially Supported with a Positive Relationship between Distress Tolerance and Turnover Intentions.
- Hypothesis 2:
 - Supported with a Positive Relationship between Distress Tolerance and Quiet Quitting.
- Hypothesis 3:
 - Partially Supported with Hope Moderating the Relationship between Distress Tolerance and Turnover Intentions.
- Hypothesis 4:
 - Not Supported, as Hope did not Moderate the Relationship between Distress Tolerance and Quiet Quitting.

Quantitative Data: Regression Results

Hypothesis	Regression Coefficient (β)	Significance (p-value)
Hypothesis 1	0.207	< .001
Hypothesis 2	0.339	< .001
Hypothesis 3	0.199	< .05
Hypothesis 4	0.055	= .151

Interaction Plot for Hypothesis 3



Discussion

- Interpretation of Results:
 - Positive Impact of Distress Tolerance on Turnover Intentions and Quiet Quitting.
 - Hope Enhances Turnover Intentions in High-Distress Tolerance Employees.
- Practical Implications:
 - Organizations should be mindful of employee distress tolerance and hope levels.
 - Tailored retention strategies are necessary to manage turnover intentions and quiet quitting.

Conclusions

- Summary of Key Findings:
 - Distress Tolerance is Positively Related to Turnover Intentions and Quiet Quitting.
 - Hope Moderates the Relationship with Turnover Intentions but not with Quiet Quitting.
- Contributions to Research:
 - Extends Understanding of Turnover Intentions and Quiet Quitting.
 - Highlights the Role of Hope and Distress Tolerance in Employee Retention.
- Recommendations for Future Research:
 - Explore Additional Moderators.
 - Consider State Hope vs. Trait Hope in Future Studies.
 - Further investigation into the circumstances surrounding the positive relationship between Distress Tolerance and Turnover Intentions.

References

- Snyder, C. R. (2002). Hope theory: Rainbows in the mind. *Psychological Inquiry*, 13(4), 249-275.
- Simons, J. S., & Gaher, R. M. (2005). The Distress Tolerance Scale: Development and Validation. *Motivation & Emotion*, 29(2), 83-102.
- Zvolensky, M. J., et al. (2010). Distress Tolerance: Theory, Measurement, and Relations to Psychopathology. *Current Directions in Psychological Science*, 19(6), 406-410.
- Additional references as needed.

The background of the slide is a photograph of a large, multi-story university building with a prominent central dome and many windows. The entire image is covered with a semi-transparent red filter. In the foreground, there are some trees and a few people walking on a path.

Thank you!

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