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Loyalty in humanity

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STELLINGEN
Propositions

LOYALTY IN HUMANITY

Turnover Among Expatriate Humanitarian Aid Workers

By Miranda Simone Visser

1. Skeptical remarks on the humanitarian sector's attempts to professionalize its workforce and organizational routines can be questioned (Chapter 2 to 5)
2. Work-life balance is possible among expatriate humanitarian aid workers (Chapter 2)
3. Autonomy only has a positive effect on the satisfaction with work-life balance when employees trust their management (Chapter 2)
4. When relationships among co-workers are of high quality, role clarity can reduce turnover intentions (Chapter 3)
5. Even for employees who work in highly dynamic environments, role clarity can still make a difference (Chapter 3)
6. The more general the type of training that is provided by the employer the more commitment can be accomplished among employees (Chapter 4)
7. Gifts may carry ambiguous signals, specifically related to training and the gift exchange perspective (Chapter 4)
8. Even when monetary HRM practices are not an option, favorable organizational outcomes can still be achieved (Chapter 5).
9. "A man is not an orange. You can't eat the fruit and throw the peel away" (Arthur Miller, *Death of a Salesman*, 1949)
10. "The best way to find out if you can trust somebody is to trust them." (Ernest Hemingway)