Employee Inter- and Intra-Firm Mobility
Taking Stock of What We Know, Identifying Novel Insights and Setting a Theoretical and Empirical Agenda

Daniel Tzabbar
Bruno Cirillo

About the Book

Tzabbar and Cirillo bring together an interdisciplinary team of experts to develop new theoretical and empirical directions to the study of employee mobility.

Employee mobility has significant implications for the ability of organizations to transform their capabilities and increase their competitive advantage. Research from different disciplines have examined the strategic implications of the internal employee mobility (i.e., lateral vs. promotion) and of the external employee mobility (i.e., within and between industries; move to rivals and employee entrepreneurship). However, a unifying conceptual structure within and across different disciplines will enhance our ability to gain comparative insights regarding the varying effects of the various mechanisms associated with each type of mobility.