

TABLE 4
FACTORS EXPLAINING PLANNED TURNOVER

VARIABLE NAME	PARAMETER ESTIMATE	t - STATISTIC
Constant	0.45**	4.55
Group 1 - Wages and Benefits		
Wage Differential	-0.012**	-2.04
Employer pays Extended Health Care	0.031	0.77
Employer partly pays Extended Health Care	0.030	0.93
EHC unknown	0.009	0.25
Employer pays Pension	-0.096**	-1.97
Employer partly pays Pension	-0.11**	-3.03
Pension unknown	-0.03	-0.83
Job-protected maternity leave	-0.0001	-0.005
Index of other benefits	-0.004	-1.38
Group 2 - Occupation		
Specific Occupation (Teacher omitted)		
Assistant Teacher	-0.03	-1.05
Teacher-Director	-0.03	-1.05
Administrative Director	0.0005	0.009
Other Job	0.19	1.67
Group 3 - Education/Experience		
Education Completed (less than high school omitted)		
High School Certificate	0.11**	2.15
Some College or University	0.13**	2.71
One-year Certificate	0.10**	2.00
Two-year Certificate	0.07	1.43
Two- or Three-Year College Diploma	0.15**	3.03
B.A. degree	0.23**	4.34
Some Graduate School	0.23**	2.56
M.A. Degree	0.14	0.74
Ph.D.	0.85**	1.96
Experience in Child Care Field (less than 1 year omitted)		
1-3 years	-0.11**	-2.38
4-5 years	-0.12**	2.61
6-10 years	-0.14*	2.89
Over 10 years	-0.12*	2.24
Job Tenure		
Number of years at current centre	0.006	1.46
Group 4 - Status of Worker		
Status of Worker (full-time omitted)		

VARIABLE NAME	PARAMETER ESTIMATE	t - STATISTIC
Part-time	0.055*	1.70
Casual or substitute	0.10	1.68
Other status	-0.10	-1.06
Group 5 - Institutional Factors		
Auspice (Commercial omitted)		
Municipal	-0.014	-0.22
Non-profit	-0.03	-1.19
Union Status (not a union member omitted)		
Union member	0.07**	2.12
Groups 6 -Province/Territory (Ontario omitted)		
B.C.	-0.05	-0.96
Alberta	0.11	2.32
Saskatchewan	0.05	1.06
Manitoba	0.10**	2.52
Quebec	0.07	1.31
New Brunswick	0.018	0.37
Nova Scotia	-0.016	-0.37
P.E.I.	-0.09	-1.39
Newfoundland	-0.05	-0.84
Yukon	-0.07	-0.87
North West Territories	0.18*	1.83
Group 7 - Individual Characteristics		
Marital Status (other than married/common-law omitted)		
Married	-0.01	-0.50
Age of Worker (less than 20 omitted)		
Age 20-24	-0.19**	-3.11
Age 25-29	-0.16**	-2.45
Age 30-34	-0.20**	-3.01
Age 35-39	-0.35**	-5.00
Age 40-44	-0.22**	-3.03
Age 45-49	-0.17**	-2.29
Age 50 and over	-0.20**	-2.51

** significant at .05 level, two-tailed.

* significant at .10 level, two-tailed.