

TABLE 3-2

Embeddedness and Continuance Commitment

What "Embedded" People Feel

FACET	FOR THE ORGANIZATION	FOR THE COMMUNITY
Links	<ul style="list-style-type: none">• I've worked here for such a long time.• I'm serving on so many teams and committees.	<ul style="list-style-type: none">• Several close friends and family live nearby.• My family's roots are in this community.
Fit	<ul style="list-style-type: none">• My job utilizes my skills and talents well.• I like the authority and responsibility I have at this company.	<ul style="list-style-type: none">• The weather where I live is suitable for me.• I think of the community where I live as home.
Sacrifice	<ul style="list-style-type: none">• The retirement benefits provided by the organization are excellent.• I would sacrifice a lot if I left this job.	<ul style="list-style-type: none">• People respect me a lot in my community.• Leaving this community would be very hard.