**Boomerangs: Our Exit Reason Value System**

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### Introduction:

This multimodal, cross-cultural study resulted from a desire to discover how past employees (i.e., Boomerangs) are perceived by HR professionals. The study's objective was to examine the extent to which the reason for leaving a company impacts hiring support. The research was conducted through a web-based study involving 56 participants who were presented with vignettes describing potential candidates. The study aimed to understand how perceptions of leaving reasons influence hiring decisions.

### Methods:

**Participants:**  
56 participants were recruited from the author's professional network via LinkedIn. Of those, 49 provided complete data.

**Procedure:**  
Participants responded to two questions:  
- Would you support Exco hiring?  
- Would you hire this person onto your team?

**Independent variable:**  
The reason for the person's initial departure. This was operationalized through four treatment groups:  
- Impact (i.e., personal or financial reason)  
- Compensation (e.g., financial, bonus, benefits)  
- Issue w/Manager (e.g., conflict, disengagement)  
- Illness (e.g., medical, mental health)

**Demographic information:**  
- 51% were between the ages of 25-34
- 65% were male
- 37% were between the ages of 35-44

**Analysis & Results:**

**Question 1:** How supportive would you be of ExCo hiring this employee? (1.12)  
- Impact: 5.83  
- Compensation: 3.38  
- Issue w/Manager: 4.23  
- Illness: 4.82

**Question 2:** Would you hire this person onto your team? (1.13)  
- Impact: 5.61  
- Compensation: 3.28  
- Issue w/Manager: 4.32  
- Illness: 4.82

### Literature Cited


### Conclusions

**Future Research Opportunities:**

- Further analyzing the results by demographic. The researcher also recommends having a more random and varied sample, and collecting demographic information which is helpful in both describing the sample, and improving future research. In a future study, the researcher recommends profiling and measuring both gender and race as a variable, and including a healthy amount of psychological distance in the case of both questions, or candidates didn’t understand how it works. This would enable the researcher to test their hypotheses and draw more accurate conclusions.

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**Further Information:**

For more information on this study, you can visit the university's Human Dimensions of Organizations website or contact the author at Juan De Amezaga, Master of Arts Candidate.