

TABLE 2
 Hierarchical Regression for Testing Impact of Professional Commitment on Intent to Leave
 Profession after Controlled-For External, Personal, and Work-Related Variables ($N = 457$)

| Predictors | <i>B</i> | R^2 | Adj R^2 | Change | | |
|--------------------------|----------|-------|-----------|--------|-----------|----------|
| | | | | R^2 | Adj R^2 | <i>F</i> |
| External variables | | | | | | |
| Lab reduced | .04 | | | | | |
| Step 1 total | | .00 | .00 | | | |
| Personal variables | | | | | | |
| Sex | .10* | | | | | |
| Age | -.16* | | | | | |
| Marital status | -.02 | | | | | |
| Step 2 total | | .042 | .033 | .042 | .033 | 4.90** |
| Work-related variables | | | | | | |
| Overall job satisfaction | -.10* | | | | | |
| Wage | .05 | | | | | |
| Task responsibilities | -.03 | | | | | |
| Step 3 total | | .082 | .068 | .04 | .035 | 5.75** |
| Step 4 | | | | | | |
| Professional commitment | -.35** | | | | | |
| Step 4 total | | .198 | .183 | .116 | .115 | 13.73** |

Note. The personal and work-related variables were measured in 1993, the external variable and professional commitment were measured in 1994, and the criterion was measured in 1995.

* $p < .05$; ** $p < .01$.