Kertas Asli/*Original Articles*

Understanding Work-Related Intentions Using the Theory of Planned Behaviour: A Systematic Review
(Memahami Kehendak Berkaitan Kerja Menggunakan Teori Tingkah Laku Terancang:
Tinjauan Literatur Sistematik)

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ABSTRACT

Work can guarantee financial stability and quality of life, foster identity and self-confidence and ensure social well-being. Thus, it is vital to understand the motivation and intention to work. The theory of planned behaviour (TPB) has been used extensively in theory and research in a wide range of human behaviours. However, research on the efficacy of the TPB in the vocational realm remains limited. This study aims to review the applications of the TPB in work-related intention. Relevant studies were systematically searched using standardised keywords across two databases. Three hundred and sixty-six research articles (n=366) were identified, however, only seven articles (n=7) were eligible to be evaluated in this study using the Assessment for Cross-Sectional Studies (AXIS) tool. All studies confirmed the efficacy of the TPB in explaining work intentions. The explained variance in intention varied from 10% (post-retirement work intention) to 59% (to work with older adults). However, the underlying core constructs of TPB namely attitudes, subjective norms, and perceived behavioural control (PBC) do not always altogether consistently predict the intention to work. Besides, few review studies have reported variables that are not included in TPB, such as moral obligation, identity, and tenure, which contributed to a significant amount of variance in intention. Overall, the findings of this review indicated that TPB is helpful in understanding work intention. However, further investigation is needed to estimate the extended variables' performance in explaining intentions and to cover a broader aspect of work intentions.

Keywords: Theory of Planned Behaviour (TBP); work intentions; systematic review

ABSTRAK

Kerja boleh menjamin kestabilan kewangan dan kualiti hidup, memupuk identiti dan keyakinan diri serta memastikan kesejahteraan sosial. Oleh itu, memahami motivasi dan kehendak untuk bekerja adalah penting. Teori tingkah laku terancang (TPB) telah digunakan secara meluas dalam teori dan penyelidikan mengenai pelbagai tingkah laku manusia. Namun begitu, penyelidikan mengenai keberkesanan TPB dalam bidang vokasional masih terhad. Tujuan penyelidikan ini dijalankan adalah untuk mengkaji aplikasi teori tingkah laku terancang dalam kehendak bekerja. Pencarian secara sistematik untuk kajian yang berkaitan dengan menggunakan kata kunci piawai di dua pangkalan data telah dijalankan. Tiga ratus enam puluh enam artikel penyelidikan (n=366) telah dikenalpasti namun hanya tujuh artikel (n=7) yang layak untuk dinilai dalam kajian ini dengan menggunakan alat Penilaian untuk Kajian Keratan Rentas (AXIS). Semua kajian mengesahkan keberkesanan teori TBP dalam menjelaskan kehendak untuk bekerja. Variasi kehendak yang dapat dijelaskan oleh TPB adalah dari 10% (kehendak bekerja selepas bersara) ke 59% (kehendak untuk bekerja dengan orang tua). Walau bagaimanapun, konstruk teras TPB iaitu sikap, norma subjektif dan anggapan kawalan tingkah laku tidak selalu meramal kehendak untuk bekerja secara konsisten. Di samping itu, beberapa kajian telah melaporkan

bahawa pemboleh ubah yang tidak termasuk dalam TPB seperti kewajipan moral, identiti dan pengalaman kerja juga meramal kehendak untuk bekerja. Secara keseluruhan, penemuan tinjauan ini menunjukkan bahawa TPB amat berkesan untuk memahami kehendak bekerja. Namun begitu, penyelidikan yang lebih lanjut diperlukan untuk menentukan keberkesanan pemboleh ubah tambahan dalam menjelaskan kehendak serta untuk merangkumi aspek kehendak bekerja yang lebih luas.

Kata Kunci: Teori tingkah laku terancang (TPB); kehendak bekerja; tinjauan sistematik

INTRODUCTION

Every individual has an innate desire to engage in activities that are meaningful to them. In occupational therapy, these activities, referred to as occupations, are everyday activities that people do as individuals, families, and communities to occupy time and bring meaning and purpose to life (AOTA 2020). Success in occupations is a significant contributor to self-worth and self-competency. No doubt, for adults, work is an essential part of their life. Work fulfils basic human necessities such as financial, societal, and intrinsic needs. Employment not only provides a predictable demand for action and imposes a time structure on one's day but also links a person to goals and purposes exceeding their own (Bähr et al. 2022). People who are unemployed often become depressed, losing their sense of identity, purpose in life, and health (Farré et al. 2018). Therefore, it is crucial to look into work intentions through social psychology theories to understand the underlying factors affecting work intention.

According to Eriksson et al. (2021) and Jaharuddin et al. (2019), work-related intentions that are regarded as critical organisational outcomes include employees' intention to perform better, to make extra effort for the organisation that exceeds job role, to defend organisation's interests, and to stay with the job. Whereas De Coen et al. (2015) described work intention as indicating a person's readiness to work, which is operationalised by asking whether they intend, expect or plan to engage in work. Work intentions emerge from an individual's appraisal process in which the person forms a conscious intention to cope with the impact of the environment on well-being (Biggs et al. 2017). The key reason to study intention is that intention is a stronger predictor of outcome behaviours than organisational commitment or job satisfaction (Xiong et al. 2020).

Over the years, social psychology theories have gained recognition as indicated by the abundant use of their applications to predict and understand social behaviours in different domains. For example, the theory of planned behaviour (TPB) has been widely used in theory and research in many human behaviours (Cooke et al. 2016; Mcdermott et al. 2015; Mceachan et al. 2011). The TPB proposes that intention is the primary antecedent of behaviour. The intention, in turn, is preceded by an attitude that appraisal the behaviour, subjective norms that give perceived social pressure to perform the behaviour and perceived behavioural control (PBC) which is the perceived difficulty to performing the behaviour.

Thus, individuals will have a stronger intention to participate in a particular behaviour when they have a positive attitude towards that behaviour, perceived social support for the behaviour from critical referent others, and have a sufficient degree of control over the behaviour. Furthermore, three salient beliefs namely behavioural beliefs, normative beliefs, and control beliefs are assumed to underlie the attitudes toward the behaviour, subjective norms and PBC, respectively (Ajzen 1991). The application of TPB on work-related intentions was chosen to be reviewed as TPB assumes that individuals make rational calculations based on personal gains and abilities and upon social pressure before engaging in a behaviour. Hence, it is reasonable to use TPB in studying work intention. Work intention is often formed from careful considerations to guide purposeful action for better job prospects (Zigarmi et al. 2011). As a step toward understanding how employee behaviour can be harnessed to achieve higher productivity.

The main objective of this study was to review the applications of the TPB in work-related intention. The focus was on the work context. It is vital to systematically review the most current and provided information to examine TPB's applications in work-related intentions that contribute to the field of employment. This information is very important to evidence the efficacy of the TPB in terms of attitudes, subjective norms, and perceived behavioural control in predicting employee engagement. In general, achievable behaviors influence the individual's tendency intention to engage in work. Moreover, this study provides information on the employee's perspective on intention in work engagement, which helps understand stakeholders such as employers, human resources organizations and practitioners concerned with employee engagement's consequences. The suggestion of TBP as one of the predictions in work-related intention can also give new insights and better understanding to occupational therapy practitioners in understanding various factors in managing patients, especially in return-to-work programs.

METHOD

A systematic search was conducted using electronic databases from EBSCOhost and MEDLINE. The initial search terms used include ('work intention' OR 'vocational intention' OR 'work attitudes') AND ('theory of planned behaviour' OR 'theory of planned behaviour' OR 'TPB'). An additional search was also performed using Google Scholar. This review consists of quantitative cross-sectional studies that were published in academic journals and were peer-reviewed. To ensure that the retrieved studies were up-to-date, only papers published within 20 years timeframe of January 2000 until December 2020 were accepted. Studies included in the search are those in the English language. All studies that were considered were those that provide the necessary information on the following variables: intention, attitude toward the action, subjective norm, and PBC. The focus is on the work sector, hence studies applying planned behaviour theory in other domains were excluded. Moreover, this review also excluded: (1) experimental studies and (2) studies that involve voluntary work only. The PRISMA guidelines were adhered to facilitate the searching, screening, and reporting of the systematic review (Moher et al. 2009). The PRISMA four-phase flow chart is presented in Figure 1.

As shown in Figure 1, the initial search identified 353 studies with 13 articles retrieved from Google Scholar. Six duplicates were removed before reviewing these studies. The articles were first filtered through title and abstract screening. Of the articles reviewed, full texts of 19 studies were retrieved for further examination. Each of the studies was independently reviewed to determine the degree to which they meet the inclusion criteria. Twelve (n=12) studies were excluded for several reasons including longitudinal or prospective cohort studies, no application of the TPB, and lack of relevance to a research topic. After deliberate examination, only seven were included in the final review and were critically appraised for their methodological quality using the AXIS (Downes et al. 2016). These studies provided information to determine the efficiency of the TPB to predict intention.
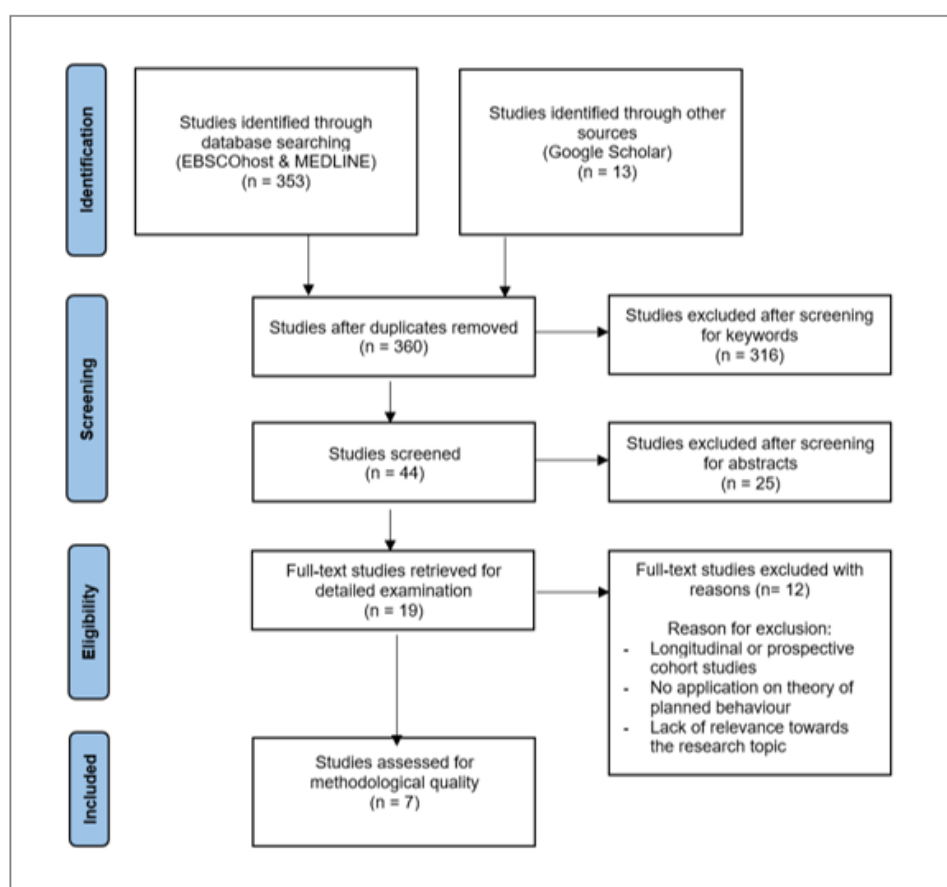

FIGURE 1. PRISMA four-phase flow chart

RESULT

CRITICAL APPRAISAL OF THE STUDIES

As shown in Table 1, all studies have established the study's context by discussing relevant literature. The authors have clearly stated their aims, objectives, and hypothesis under investigation in their respective studies. In this review, all studies used a quantitative cross-sectional design that is appropriate for their aims. As for methodology, although the target population, sampling frame, and selection process were clearly stated, only one study gave justifications for their chosen sample size verified that a minimum of 129 individuals was needed to test the proposed model using G*Power (Faul et al. 2009; Ruiz-Rosa et al. 2020). Next, none of these studies used the non-responder population, therefore, it is irrelevant for this review. A questionnaire was developed to measure the constructs of TPB in each study. Only a few instruments used were piloted. Ko et al. (2004) developed the questionnaire following TBP concept in constructing the questionnaire piloted among 30 staff nurses and reviewed by content experts before the actual study. Whereas, the questionnaire developed by Jung et al. (2020) had undergone a pilot study among a sample of 25 college students and content validity review.

TABLE 1. Study Appraisal using the Appraisal tool for Cross-Sectional Studies (AXIS)

	Ko et al. (2004)	Arnold et al. (2006)	Warren et al. (2010)	Yean et al. (2015)	Jung et al. (2019)	Van Gelderen et al. (2008)	Ruiz-Rosa et al. (2020)
Introduction 1. Were the aims/objectives of the study clear?	✓	✓	✓	✓	✓	✓	✓
Methods 2. Was the study design appropriate for the stated aim(s)?	✓	✓	✓	✓	✓	✓	✓
3. Was the sample size justified?	✕	✕	✕	✓	✕	✕	✓
4. Was the target/reference population clearly defined?	✓	✓	✓	✓	✓	✓	✓
5. Was the sample frame taken from an appropriate population base so that it closely represented the target/ reference population under investigation?	✓	✓	✓	✓	✓	✓	✓
6. Was the selection process likely to select subjects/ participants that were representative of the target/ reference population under investigation?	✓	✓	✓	✓	✓	✓	✓
7. Were measures undertaken to address and categorise non-responders?	NR	NR	NR	NR	NR	NR	NR
8. Were the risk factor and outcome variables measured appropriate to the aims of the study?	✓	✓	✓	✓	✓	✓	✓
9. Were the risk factor and outcome variables measured correctly using instruments/ measurements that had been trialled, piloted or published previously?	✓	✕	✕	✕	✓	✓	✕

10. Is it clear what was used to determined statistical significance and/or precision estimates? (eg: p-values, CIs)	✓	✓	✓	✓	✓	✓	✓
11. Were the methods (including statistical methods) sufficiently described to enable them to be repeated?	✓	✓	✓	✓	✓	✓	✓
Results 12. Were the basic data adequately described?	✓	✓	✓	✓	✓	✓	✓
13. Does the response rate raise concerns about non-response bias?	NR	NR	NR	NR	NR	NR	NR
14. If appropriate, was information about non-responders described?	NR	NR	NR	NR	NR	NR	NR
15. Were the results internally consistent?	✓	✓	✓	✓	✓	✓	✓
16. Were the results for the analyses described in the methods, presented?	✓	✓	✓	✓	✓	✓	✓
Discussion 17. Were the authors' discussions and conclusions justified by the results?	✓	✓	✓	✓	✓	✓	✓
18. Were the limitations of the study discussed?	✓	✓	✓	✓	✓	✓	✓
Others 19. Were there any funding sources or conflicts of interest that may affect the authors' interpretation of results?	✕	✕	✕	✕	✕	✕	✕
20. Was ethical approval or consent of participants attained?	NA	NA	✓	NA	✓	NA	NA

Notes: ✓ refers to 'yes'; ✕ refers to 'no'; NR refers to 'not relevant'; NA refers to 'not addressed'.

Conversely, Van Gelderen et al. (2008) conducted pilot studies among business administration undergraduate students before questionnaire development to capture the beliefs relevant to their population sample. Measures derived from the domain analysis of respondents' answers to the open-ended questions in the pilot studies and adaptations from previous studies were then incorporated into the questionnaire. The development of the questionnaire for each construct was drawn from on previous studies for Ruiz-Rosa et al. (2020), Yean et al. (2015) , Warren et al. (2010) and Arnold et al. (2006). Although the instrument used was not piloted, the measurement model's validity and reliability were tested and confirmed in the respective studies. All studies administered appropriate methods of data analysis and provided a precise statistical analysis method to allow replication. The results and limitations justified the authors' discussions, and conclusions were discussed for all studies in this review. However, only Warren et al. (2010) and Jung et al. (2020) mentioned the attainment of ethical approval or consent from participants.

SUMMARY OF THE STUDY DETAILS

The TPB by Ajzen (1991) have been used extensively in theory and research on a wide range of human behaviour. Comparatively, research on the efficacy of the TPB in the work context remains limited. These studies reported on the specific work-related intentions, for instance, retirement intentions by Warren et al. (2010), entrepreneurial intentions by Ruiz-Rosa et al. (2020) and Van Gelderen et al. (2008), return-to-work intentions by Yean et al. (2015) and intentions towards working with specific population or organisations by Arnold et al. (2006) , Ko et al. (2004) and Jung et al. (2020) as mention in Table 2.

TABLE 2. Key metrics and findings for included studies

Author	Design	Participant/ Population	Sample size	Outcome Measure	Key findings
Ko et al. (2004)	Quantitative cross-sectional correlational design	Nurses working in the study hospital encountered an emergent SARS epidemic.	n=750	Measurement Used: Self-developed TPB questionnaire SARS knowledge questionnaire	Correlations between TPB primary constructs: Attitudes, subjective norms, and perceived behavioural control (nurses' knowledge about SARS, self-efficacy, and resources) were all significantly positively correlated with intentions to care for SARS patients. R^2 value: Self-efficacy, attitudes, hospital experience, and resources explained 35% of the variance in intention.
Arnold et al. (2006)	Quantitative cross-sectional design	Fully qualified professionals who are not currently working for the National Health Service (NHS). Students in training. Respondents who are neither currently qualified nor undertaking qualification in the health profession (unqualified).	Unqualified (n=507); In-training (n=244); Qualified (n=227).	Measurement Used: - Self-developed TPB questionnaire Intention, Attitude (7-point semantic differential scale); Subjective norm, perceived behavioural control, identification with the NHS, and moral obligation (7-point Strongly Agree–Strongly Disagree scale).	Correlations between TPB primary constructs: All core variables were significantly correlated with the intention to work for NHS. The extended variables, moral obligation, and identity significantly correlated with intention. R^2 value: The core variables added 15% of the variance for overall work intention over and above the control variables. The core variables added 12%, 21%, and 32% of the variance in work intention for unqualified, in-training and qualified groups, respectively. The extended variables contributed 8% of the variance in the in-training group.
Van Gelderen et al. (2008)	Quantitative cross-sectional design	Undergraduate business students from four different universities.	n=1235	Measurement Used: Self-developed questionnaire adapted from other studies and derived from a domain analysis of the answers asked in the pilot studies using open-ended questions.	Correlations among TPB primary constructs: All variables have significant first-order correlations with the composite index of entrepreneurial intention (EI) measures. TPB primary constructs as predictors: Need for financial security (Attitude) and perseverance (Perceived behavioural control) are consistently related to EI, whereas self-efficacy and subjective norms show the most instability in their contribution.

Yean et al. (2015)	Quantitative cross-sectional design	SOCSO's insured persons who participated in the "Return to Work Program". stratified sampling method	n=160	Measurement Used: - Self-administered TPB questionnaire with items adapted from Mehrdad et al. (2010).	R² value: - The model explained 38% of the variance in EI with the composite dependent measure. The measurement model is valid and reliable. R² value: - Three core TPB variables explained 58.8% of the variance in the intention to return to work. - Attitude and subjective norms are significant positive predictors. - Perceived behavioural control is a non-significant predictor.
Warren et al. (2010)	Quantitative cross-sectional design	Employees who are close to retirement from several organisations.	n=281	Measurement Used: A self-developed questionnaire with adaptations from different studies for each construct.	The seven-factor measurement model provided a better relative and absolute fit to the data. The proposed structural model provided an acceptable fit to the data. - Social or policy influences predicted the planned retirement age. - Control the negatively predicted intention to work post-retirement - Attitudes toward work positively predicted intention to work post-retirement.
Jung et al. (2020)	Quantitative cross-sectional design	On-campus and distance, undergraduate and graduate nutrition students at the University of Alabama.	n=183	Measurement Used: - Self-developed TPB questionnaire with items adapted from previous studies (Francis et al. 2004; Rivis et al. 2003).	The measurement model is valid and reliable. The structural model provided an adequate fit to the data. - Attitude and the subjective norm are significant predictors of intention. - No significant relationship was found between perceived behavioural control and intention. - The model explained 59% of the variance of nutrition students' intention to work with older adults.
Ruiz-Rosa et al. (2020)	Quantitative cross-sectional design	Students at the University of La Laguna (Spain)	Before COVID-19 crisis (n= 324) During COVID-19 crisis (n= 234)	Measurement Used: - Self-developed questionnaire adapted from previous studies for each construct.	The measurement model provided sufficient evidence in terms of reliability and convergent and discriminant validity. Structural model assessment: - Personal attitude has the most excellent significant relationship with social entrepreneurial intention. - Subjective norms and perceived behavioural control have a positive and significant relationship with intention; however, with lower direct influence. - The proposed model explained 55.4% of the variance in social entrepreneurial intention. Social entrepreneurial intention is lower during COVID-19 than before.

According to Arnold et al. (2006), Ko et al. (2004) and Van Gelderen et al. (2008), the three core constructs of TPB namely attitudes, subjective norms, and PBC are significantly correlated to intention. Warren et al. (2010) reported that age, norms, and mandatory retirement impact is significantly correlated to the intended retirement age. In addition, the seven-factor measurement model of this study provides a relevant and absolute fit to the data. However, due to the statistical analysis approach differences, correlation coefficients among the TPB main constructs were not reported in some studies. The validity and reliability of the measurement models are assessed. Yean et al. (2015) reported on the adequate convergent validity (factor loading ranging from 0.635 to 0.957; composite reliability (CR) from 0.850 to 0.959; average variance extracted (AVE) > 0.50), discriminant validity, and construct reliability (Chronbach's alpha α > 0.60) for the measurement model. Whereas Ruiz-Rosa et al. (2020) reported on the factor loading ranging from 0.701 to 0.910, CR from 0.878 to 0.934, AVE > 0.50; heterotrait-monotrait ratio of correlations (HTMT) < 0.85, AVE value more than correlation squared, and α > 0.70 indicating that the measurement model has achieved adequate validity and reliability. A confirmatory factor analysis (CFA) conducted by Jung et al. (2020) prior to structural equation modelling indicate factor loadings ranging from 0.70 to 0.94, CR ranging from 0.87 to 0.94, and AVE ranging from 0.69 to 0.83, which showed good evidence of convergent validity. Discriminant validity was confirmed when the maximum shared variance (MSV) and average shared variance (ASV) of each construct did not surpass the corresponding AVE value. The author also reported on Chronbach's alpha values between 0.86 to 0.93, which exceeded the minimum threshold of 0.7. The CFA was also conducted to determine the model fit by using several goodness-of-fit measurements including Root Mean Squared Error of Approximation (RMSEA), Comparative Fit Index (CFI), and Tucker-Lewis Index (TLI). They also found that the structural model provided a good fit to the data (x^2=44.95, df=38, p<0.01; RMSEA=0.03, CFI=0.99; TLI=0.99).

According to Arnold et al. (2006), three core TPB variables were accounted for significant variance (15%) in the intention to work for the UK's National Health Service. All three had significant beta weights in the final regression equation for the qualified and unqualified respondents, but only attitude for the in-training group achieved significance. The extended variables (moral obligations and identity) also contributed to an additional 8% of the in-training group variance. However, the prediction of vocational intention by the three TPB constructs is not always consistent. For example, in predicting nurses' intention to care for SARS patients, only PBC (represented by self-efficacy and availability of resources), attitude, and experience

contributed to 35% of the variance. Although correlated to intention, the subjective norm was not a significant predictor (Ko et al. 2004). This result coincides with a study during the COVID-19 pandemic whereby the subjective norm was also a weaker predictor of entrepreneurial intention (EI). Nevertheless, the proposed model explained 55.4% of social EI with attitude (β = 0.647, p < 0.001) as the strongest predictor (Ruiz-Rosa et al. 2020). Another study by Van Gelderen et al. (2008) reported 38% of explained variance in EI with attitude (need for financial security) and PBC (entrepreneurial alertness) being consistent in explaining EI.

Conversely, Yean et al. (2015) found that attitude (β = 0.503, p < 0.01) and subjective norm (β = 0.378, p < 0.01) emerged as significant predictors of SOCSO's insured individuals' intention to return to work whereas no significant relationship was observed between PBC (β = –0.035, p > 0.01) and intention. This proposed model explained 58.8% of intention. Similarly, Jung et al. (2020) also reported that the three TPB constructs explained 59% of the variance in the intention to work with older adults among the nutrition students with attitude (β = 0.49, p < 0.001) while subjective norm (β = 0.39, p <0.001) emerges as significant predictors. In this study, PBC was found to be a non-significant predictor. Furthermore, Warren et al. (2010) reported PBC over finances and retirement decision (β = -0.24, p < 0.01) as well as attitudes (β = 0.29, p < 0.01) predicted intention to work post-retirement. The model accounted for 10% of the variance in intention to work post-retirement. The explained variance in intention varied from 10% (post-retirement work intention) to 59% (to work with older adults) based on the literature.

DISCUSSION AND CONCLUSION

Overall, the findings from this review indicate that the TPB is helpful as a predictive model for explaining work-related intentions in employment (Arnold et al. 2006; Jung et al. 2020; Ko et al. 2004; Ruiz-Rosa et al. 2020; Van Gelderen et al. 2008; Warren et al. 2010; Yean et al. 2015). In this review, the R^2 for work-related intentions ranges from 0.10 to 0.59 indicating an explained variance of 10% to 59%. The efficiency of each TPB construct, however, varies between work-related intentions. Furthermore, not all planned behaviour theory constructs, namely attitude towards the behaviour, subjective norms, and PBC, consistently predict work intentions. For instance, PBC was not a significant predictor in the context of intention to return to work and intention to work with older adults (Jung et al. 2020; Yean et al. 2015). Conversely, subjective norms emerged as a non-significant predictor for entrepreneurial intention and

intention to care for SARS patients (Ko et al. 2004; Ruiz-Rosa et al. 2020). Moreover, it was observed that numerous methods were used to assess the theory's constructs, which generates confusion in interpreting the findings. Therefore, it is recommended for researchers to follow the guidelines provided to develop the research instruments.

A few review studies reported variables that are not included in the TPB contributed to a significant amount of variance in intention. For example, the extended variables, moral obligation, and identity proposed by Arnold et al. (2006) contributed an additional 8% of the in-training students' variance for their intentions to work for a particular organisation. Some argued that moral obligation was neglected since several studies found that moral commitments add to the prediction of intention over and above the core of TPB variables (Black et al. 2022; Sun 2020). In addition, a sense of identity is likely to serve as a driver of a person's behaviour, as portrayed in studies concerning pro-environmental behaviours (Poškus 2020; Yuriev et al. 2020). Moreover, Ko et al. (2004) found that hospital experience is a significant predictor of intention to care for Severe Acute Respiratory Syndrome (SARS) patients. Tenure or working experience has traditionally played a prominent role in studying work-related intentions. This is in line with a study report whereby the term could explain additional variance in turnover intentions (Ju et al. 2019; Zhao et al. 2021). Therefore, due to the limited number of review studies, further investigation is needed to estimate these variables' performance in explaining intentions. Nonetheless, these aspects can be taken into consideration when trying to understand work-related intentions.

The limitation of this review is that it consists of a small number of studies that met the inclusion criteria. Furthermore, this review did not include behaviour prediction as it involves cross-sectional studies only. Hence, to fully understand the use of TPB in predicting work behaviour, it is recommended to have longitudinal studies when reviewing its application. Finally, as only specific work-related intentions such as retirement, return-to-work, career choice, and entrepreneurial intention were included in this review, further investigation and a more comprehensive review are needed to fully understand TBP theory in general.

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CONFLICT OF INTEREST

The authors have no conflicts of interest to declare.

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