

MONTCLAIR STATE UNIVERSITY  
THE GRADUATE SCHOOL  
DISSERTATION APPROVAL

We hereby approve the Dissertation

**Influence of Parsimony and Work-related Psychological Constructs in  
Predicting Turnover Intention when Using Machine Learning VS Linear  
Regression**

of

Diego Figueiras

Candidate for the Degree:

Doctor of Philosophy

Graduate Programs:  
Counseling

Dissertation Committee:

Certified by:

---

Dr. Michael Bixter  
Dissertation Chair

---

Dr. Scott Herness  
Vice Provost for Research and  
Dean of the Graduate School

---

Dr. Kevin Askew

---

Date

---

Dr. John T. Kulas