

Five Considerations of Improving Employee Retention

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Start Now

- One study reported 86% of employees plan to pursue new jobs
- Millennials are not the only job hoppers
- 60% of companies report having difficulty recruiting key talent
- Track your turnover, understand the cost, and areas of turnover
- Accept times have changed



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1. Create the Right Culture

- Loyalty is a 2-way street
- Know your employees
- Employees should know your Core Values
- Talk and share your culture
- “Retention or “Tour of Duty”

* A culture of retention is when your employees recruit and support each other to build a great culture.



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2. Hire the Right Employees

- Get the best people, provide the best service
- Job fit based on past history
- Some of your best hires are from referrals
- Rely on profile testing as a tool in the hiring process
- Hire slow - proactive hiring



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3. Be More Flexible

- Understand work/life balance
- Tailor benefits to meet the needs of your employees
- Know the difference between treating employees fair versus equal
- Give your employees options



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4. Communication

- Stay Interviews versus Exit Interviews
- Performance Evaluations not just an annual exercise
- Employee Surveys
- Talk to and share information with your employees
- Insist on 2-way communication



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5. What is Working for You?

Audience Interaction

- i.e. TRSA HR Committee Member - Flex Time Policy



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QUESTIONS?

