

Questionnaire On Employee Retention Studymode

Keeping the Best Stephen Bevan 1997 This book, which is intended to assist human resource professionals and line managers in the United Kingdom, is a practical guide to retaining key employees. Discussed in the introduction are the relationship between downsizing and retention, problems that retention difficulties pose for human resource management, and the effects of retention problems on labor market buoyancy. The next four chapters are devoted to the following topics: understanding why retention is a concern (external influences, consequences of turnover); determining whether retention is a problem (measuring labor turnover, making external comparisons, identifying key people and key posts, calculating the costs of labor turnover); understanding why people leave

(voluntary resignations, isolation of reasons for leaving, reasons often given for leaving); and determining what can be done (recruitment and selection, induction and training, job design/content, job satisfaction, career progression, development opportunities, supervision and management, pay and benefits, retention bonuses, different deals, examples of action taken by employees). The final chapter is a case study of how one information technology company worked to improve its retention of key employees. Appended are the following: checklist for determining the costs of labor turnover, form for analyzing retention risk, and exit interview questionnaire. Contains 16 references and useful addresses. (MN)
Employee Retention and Development Daniel E. Wald 2020 Retaining a skilled workforce can

often times be a challenge for any organization. While several factors play key roles in retention, it is important that an organization understand the factors that contribute to their own retention issues. Each company, organization, or industry faces challenges, internally and externally, that determine how well they can retain their employees. The first step, as with most issues, is to determine the causes for voluntary employee separation. Employees leave organizations for varying reasons. Some may leave for better pay and benefits, advancement opportunities, or a poor organizational culture. This study examined the factors that were leading to high employee turnover at Company XYZ. Company XYZ is a pseudonym for a Midwestern company referenced in this study. Although the company had experienced a stable workforce prior to the 2008 Great Recession, they began experiencing high turnover from 2016 through March 2020. The study, conducted in March 2020, included a literature review of retention factors, an

employee survey and analysis, and recommendations, was presented to management and ownership for their consideration.

Employee Retention and Job Performance Attributes in Private Institutions of Higher Education

Teng Sung Lee 2018 Higher education is no longer an alternative but a requirement. Private Higher Education Institutions (PHEIs) in Malaysia are a destination for both local and international students, in which the focus is on the creation of knowledge workers in the country. The number of PHEIs and student enrolment increases yearly as spaces in the public universities is scarce. For quality assurance, high staff turnover has always been a concern in PHEIs. Hence, this research explores the factors affecting job performance and employee engagement for both academic and non-academic staff. A quantitative, self-administered questionnaire was employed in this research. 200 respondents from the top ten

PHEIs participated in this study. Career development, employee engagement and work-life balance were found to have significant relationships with employee retention and job performance.

The of effectiveness of employee retention policies in Sainsbury and Tesco Alex Cole
2013-04-09 Bachelor Thesis from the year 2012 in the subject Business economics - Business Management, Corporate Governance, grade: A, The University of Liverpool, language: English, abstract: This particular research has been conducted in order to compare the employee retention practices of Tesco and Sainsbury in United Kingdom. This particular research has been conducted through triangulation methodology. Qualitative and quantitative data tools have been employed for comparing the employee retention practices of both competitors. Primary data has been collected through a survey which is conducted through a close end questionnaire. A sample of 100

employees has been selected through convenience sampling technique. The survey generated a response rate of 93%. The findings of the research suggest that Tesco has been more effective in its employee retention practices as compared to Sainsbury. Tesco adopts long lasting and effective tools for employee retention whereas Sainsbury looks for short term gains. The research found that in Tesco, management role, high salaries, extra benefits, and good working environment has been created for influencing employees to stay with the organization for a long time. On the other hand, Sainsbury lacks some important practices such as management role, extra benefits, job authority, job empowerment, and communication across departments which make it ineffective in its employee retention practices. In order to retain key employees for a long time period, it is important for Sainsbury to provide extra benefits and management support to the employees. This research has been limited to the

Tesco and Sainsbury in United Kingdom. Future researchers can expand the scope of this research by taking a large sample from different stores. They can generalize the results by taking large sample from different organizations.

An Analysis of Employee Retention Practices Within a Large Complex Organization

Sunil Jaigobin Ramlall 2001
Employee Retention 31 Success Secrets - 31 Most Asked Questions on Employee Retention - What You Need to Know Sarah Byrd 2014-03-30 Employee retention' alludes to the capacity of an business to keep its staff members. Employee preservation may be constituted by a straightforward statistic (for illustration, a preservation charge of 80% normally designates that an business held 80% of its staff members in a specified period). However, numerous review worker preservation as connected to the attempts by that bosses aim to keep staff members in their human resources. In this way, preservation goes the strategic

plans somewhat compared to the result. There has never been a Employee Retention Guide like this. It contains 31 answers, much more than you can imagine; comprehensive answers and extensive details and references, with insights that have never before been offered in print. Get the information you need--fast! This all-embracing guide offers a thorough view of key knowledge and detailed insight. This Guide introduces what you want to know about Employee Retention. A quick look inside of some of the subjects covered: Security guard - Types of security personnel and companies, Employee retention, Non-profit organization - Problems experienced by NPOs, Training and development - Talent development, Teacher education - Induction of beginning teachers, Corporate social responsibility - Human resources, Mentoring - Corporate mentorship programs, Slide.com - History, Workforce Planning - Steps in Workforce Planning, PR Week, Central Intelligence Agency Training, Salary.com,

Onboarding - Executive onboarding, Employer branding - Employer brand management, Employee engagement - Involvement, CIA - Training, Employee voice, Stanford University centers and institutes - Research, Retention - General, Synergy - Human synergy, Security Officer - Types of security personnel and companies, Health workforce, Compensation and benefits - Bonus plans, Onboarding - New employee characteristics, Organisation climate - Climate surveys, Employee engagement - Definitions, and much more...

Retaining Your Best Employees (In Action Case Study Series) Patricia Pulliam Phillips
2023-05-26 Keeping and retaining your best, high-performing employees is tough. But here's a resource that helps you take the best retention strategies from other organizations and apply them to your own situation. Explore what others are doing about managing retention, and learn about retention's impact on the individual employee who has chosen to leave or has been

forced to leave an organization. This book includes 10 case studies on important topics, such as using recognition to manage retention, reinvigorating a mature company and using an internal degree program to reduce turnover.
Minimizing Employee Turnover by Focusing on the New Hire Process Anthony T. Russo
2000-10 This dissertation summarizes research that focused on the new hire process for a targeted population within the Computer/Telephony Industry. The primary objective of this research was to determine how to build and maintain an effective employee/employer partnership that helped ensure employee loyalty. The research design was taken from the theoretical framework of Vroom's Work Motivation model adapted using Dunnette's work with relevant job features along with Scott's theories on Jablin's model of organization-wide communications. The study examined survey responses for importance and expectation/realization ratings of 15 job features

given by 150 newly hired individuals at their new hire orientation and then at the individual's eight month anniversary. In addition, focus group sessions were conducted and statistical analyses were performed. The study found that overall employees had stronger feelings about certain job feature importance than job feature expectation certainty. The results showed that employees who remained with the company exhibited a change in importance and initial expectation set. This flexibility was demonstrated in the trade-offs that employees made between attributes of intrinsic value. The Chi-Square results on intent to leave showed that the level of overall satisfaction is significantly related to intentions of leaving. Review of the exit interview data reveals that the job feature of being a "Good Boss" was the deciding factor in the individual's decision to leave the business. Overall, respondents who voluntarily resigned or who remained with the organization based their final decision on how

effective the supervisor/subordinate communications and organizational citizenship capabilities of the boss were perceived. The findings support Jablin and Scott's research investigating organizational communication relationships while expanding Dunnette's definitions of critical job features. In conclusion, the findings also validated that Vroom's expectancy theory can be used when predicting behaviors in situations where choices are made such as whether to expect an employee to remain or leave an organization.

Determinants of employee retention in the private education industry in Malaysia Wee Leong 2020-01-13 Research Paper (postgraduate) from the year 2019 in the subject Business economics - Business Management, Corporate Governance, , language: English, abstract: This work aims to investigate the intrinsic and extrinsic factors that contribute to organizational commitment in the private education industry in Malaysia, to identify how

employee retention programs can be effectively implemented in this industry, and to develop and empirically test a model of organizational commitment towards employee retention in the private education industry in Malaysia. Based on the identification of intrinsic and extrinsic factors in the private education industry in Malaysia, this work used a questionnaire to assess the Malaysian private education industry in terms of its cognition and perspective with regard to intrinsic and extrinsic factors that lead to organizational commitment and its organizational commitment toward achieving an effective employee retention program. A questionnaire survey method was used to collect primary data from emails that were sent to participants. The research findings revealed that intrinsic and extrinsic factors and organization commitment were significantly and positively related to employee retention. Based on the research results, the author discusses managerial implications of the findings and

opportunities for future research. In today's highly competitive business environment, organizations regardless of their sizes are facing employee retention challenges. Human resources are directly or indirectly related to all organizational processes and thus are important in allowing an organization to gain and sustain a competitive advantage. However, just to ensure employees stays on a payroll is meaningless, the company must also find out why employees stay. *Index to Theses with Abstracts Accepted for Higher Degrees by the Universities of Great Britain and Ireland and the Council for National Academic Awards 2008*
Role of HR Practices in Employee Retention
Nargis Qazi 2014-09-05 Market trends are changing very rapidly and with this change, organizations have realized the fact that keeping the quality and right number of work force could give them competitive advantage over their competitors. The relation between HRM and retention of employees is the old one. Past few

years has been the most critical and tensed period for the telecommunication sector in Pakistan regarding the retention of employees. The study of role of H.R. practices in employee retention was based on a survey of employees of a telecommunication sector i.e. PTCL and the employees of PTCL call centre and others were surveyed as well. This research has also been conducted to study the technique of the employee retention i.e. job sculpting. The result depicts the positive relation between the HR variables and employee retention and reveals that if employer designs jobs for their employees especially for the experienced ones by keeping employee's interest, expertise, skills in mind then employee works with more interest and try to gives his/her 100% in their job.

Managing Employee Retention Jack J. Phillips 2004-02-18 During the past decade, employee turnover has become a very serious problem for organizations. Managing retention and keeping the turnover rate below target and industry

norms is one of the most challenging issues facing business. All indications point toward the issue compounding in the future and, even as economic times change, turnover will continue to be an important issue for most job groups. Yet despite these facts employee turnover continues to be the most unappreciated and undervalued issue facing business leaders. There are a variety of reasons for this, for example, the true cost of employee turnover is often underestimated. The causes of turnover are not adequately identified, and solutions are often not matched with the causes, so they fail. Preventive measures are either not in place or do not target the issues properly, and therefore have little or no effect, and a method for measuring progress and identifying a monetary value (ROI) on retention does not exist in most organizations. 'Managing Employee Retention' is a practical guide for managers to retain their talented employees. It shows how to manage and monitor turnover and how to develop the ROI of keeping

your talent using innovative retention programs. The book presents a logical process of managing retention, from identifying turnover costs and causes, designing solutions that match the causes of turnover, developing tools for tracking turnover and placing alerts when action is needed, and measuring the ROI of retention programs.

Mr. How-To Jennifer A. Carsen 2005-03-21
Human Resource Strategies in the Era of Artificial Intelligence Yadav, Preksha 2024-10-04

As artificial intelligence (AI) transforms human resources (HR), its integration brings both opportunities and ethical challenges. AI can enhance recruitment, performance evaluation, and employee engagement. However, without careful oversight, it risks perpetuating biases, compromising privacy, and reducing transparency. It's crucial for HR professionals and organizations to adopt a responsible approach, ensuring that AI aligns with values of fairness, accountability, and respect for

individual rights. Human Resource Strategies in the Era of Artificial Intelligence elucidates how AI technologies can be strategically integrated into HR functions to enhance organizational performance and employee well-being. This book offers essential ethical frameworks, guidelines, and best practices for integrating AI into HR. Aimed at HR professionals, researchers, policymakers, and technology developers, it provides the insights needed to responsibly navigate AI's complexities in the workplace, promoting ethical AI adoption and safeguarding the integrity of HR practices.

NEED AND IMPORTANCE OF EMPLOYEE RETENTION IN ORGANIZATION RELATED TO HUMAN RESOURCE MANAGEMENT

S.Tephillah vasantham

Impact of Training on Employee Satisfaction and Employee Retention Sandra Salam Sader 2014

This study is an attempt to reveal the impact of training on employee retention and employee satisfaction. The research paper discusses the

results of a survey conducted on 60 employees in telecommunication industry. Questionnaires have been distributed. Data gathered discuss the outcomes of trainings in terms of employee satisfaction, recognition, empowerment, competencies, compensation and retention. The results showed the majority of respondents displaying affirmative reaction towards training. Therefore findings demonstrate the significant impact of training on these subjects. SPSS has been used in this study, with highlights on reliability analysis, descriptive statistics and multiple regression models.

Psychology of Retention Melinde Coetzee
2018-08-30 This book offers a contemporary review of talent retention from the viewpoint of human resource management and industrial/organisational psychology. With a practical and relevant perspective it enriches critical knowledge and insight in the psychology of talent retention. It offers interpretation of difficult factors facing organisations such as the

conceptualisation of talent, the forecasting of talent demand and supply, external and internal factors that influence talent attraction, development and retention, the alignment between talent management and business strategy. Also covered is the implementation of human resource practices and strategies in response to the needs of different organisational contexts and workforce characteristics. The chapter contributions will not only enrich knowledge and insight in the complex phenomenon of talent retention, but also advance new original ways of thinking and researching this critically important area of inquiry. The book is intended for graduate students and researchers as an overview of the topic of talent retention, practitioners will also find it informative.

Employee Retention Survey Kansas.
Department of Administration. Division of Personnel Services 200?

Employee Retention Model for Performance

Dr. Shafique Muhammad 2010-05 Employee turnover is an important flow of Human Resource System that effects organization. An integrated employee retention model from retention and performance perspective have been proposed and tested. The broader theoretical framework of retention couples the traditional napproach with contemporary thinking. A cross-sectional survey based study is designed to test the integrated model. Structural equation modeling analysis supports the integrated perspective.

Retention Management - Find, Foster, & Keep Top Performers Simone Janson

2026-01-05 Also in the 4th revised and improved edition, published by a government-funded publisher involved in EU programs and a partner of the Federal Ministry of Education, you receive the concentrated expertise of renowned experts (overview in the book preview), embedded in an integrated knowledge system with premium content and 75% advantage. At the same time,

you are doing good and supporting sustainable projects. Because in today's competitive work environment, companies face the challenge of finding, nurturing, & retaining highly qualified employees. The book 'Retention Management - Finding, Nurturing & Retaining Truly Good Employees' is a comprehensive resource that assists leaders in developing strategies to identify, foster, & maintain top talents within the company. With practical approaches & proven methods, the book serves as an essential guide for successful employee retention & development. It also emphasizes the importance of a positive company culture for the long-term retention of talent. Knowledge that makes a difference, independently documented by its own Wikipedia entry: With its "information on demand" concept, the publishing house has been successful for over 20 years and has received numerous awards. So when you buy the book, you are also doing good: The publisher is financially and personally committed to socially

relevant projects such as tree planting campaigns, scholarship foundations, sustainable living, and many other innovative ideas. The goal of providing you with the best possible content on topics such as career, finance, management, recruiting, or psychology goes far beyond the static nature of traditional books: The interactive book not only imparts expert knowledge but also allows you to ask individual questions and receive personal advice. In doing so, expertise and technical innovation go hand in hand, as we take the responsibility of delivering well-researched and reliable content, as well as the trust you place in us, very seriously. Therefore, all texts are written by experts in their field. Only for better accessibility of information do we rely on AI-supported research results to a limited extent to make information easier to find, which assists you in your search for knowledge. You also gain extensive premium services : Each book includes detailed explanations and examples, making it easier for you to

successfully use the consultation services, freeky available only to book buyers. Additionally, you can download e-courses, work with workbooks, or engage with an active community. This way, you gain valuable resources that enhance your knowledge, stimulate creativity, and make your personal and professional goals achievable and successes tangible. That's why, as part of the reader community, you have the unique opportunity to make your journey to personal success even more unforgettable with travel deals of up to 75% off. Because we know that true success is not just a matter of the mind, but is primarily the result of personal impressions and experiences. Publisher, journalist and editor Simone Janson is also a best-selling author, was a columnist for WELT and Wirtschaftswoche, and, according to ZEIT, one of Germany's most bloggers on success.

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