

What can employers do to retain employees and prevent them from leaving?

One in three employees said their departure from their last organization could have been prevented. What can employers do to prevent turnover?

Overview

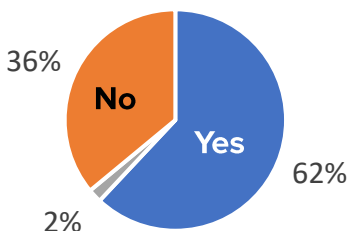
Voluntary employee turnover can be preventable and save the organization money in replacement costs. Many voluntary leavers express their dissatisfaction and intent to leave with someone at their organization. However, much of this information is not acted upon in a timely manner to retain employees with elevated flight risk. What can employers do to retain their best employees?

Research Findings

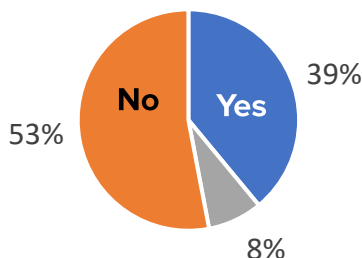
Our research found that most voluntary leavers (62%) discussed their decision with either their managers or coworkers. However, most voluntary leavers reported not being recognized for their contributions (53%) or having discussions about their future or growth within the organization (70%) in the three months prior to leaving their last job. Recognition and career growth are two key drivers of retention.

In the three months prior to your last job departure...

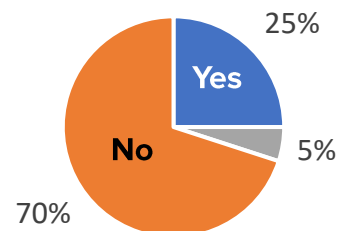
...did you discuss your decision with a manager or coworker?



...were you recognized for your contributions?



...did someone discuss your future or growth in the org?



Recommendations

- Build a culture of recognition where employees are authentically and individually recognized for their contributions to organizational success.
- Develop managers who can have skilled one-on-one conversations about employees' career growth and development within the company.
- Utilize stay interviews and surveys to help uncover why employees choose to stay at your organization.