

Retaining Valued Employees

How do you keep valuable employees from leaving? With employee turnover at a ten-year high in the tightest labor market in recent memory, human resource professionals face this challenge daily. This book briefly summarizes the current research in the area of employee turnover and provides practical guidelines to implement proven strategies for reducing unwanted turnover. Topics covered include differentiating between functional and dysfunctional turnover, job enrichment, employee selection, orientation programs, compensation practices, easing conflicts between work and home, social integration, and managing exiting employees. Separate chapters are devoted to using employee surveys to predict turnover and diagnose turnover causes and reducing turnover among special groups -- minorities and women. Hands-on interventions are described and illustrated with cases drawn from companies who have been successful in retaining personnel. The appendix includes two sample employee surveys. Human resource professionals, trainers, consultants, students, and researchers will find this a timely and helpful resource.

How do you keep valuable employees from leaving? With employee turnover at a ten-year high in the tightest labor market in recent memory, human resource professionals face this challenge daily. This book briefly summarizes the current research in the area of employee turnover and provides practical guidelines to implement proven strategies for reducing unwanted turnover. Topics covered include differentiating between functional and dysfunctional turnover, job enrichment, employee selection, orientation programs, compensation practices, easing conflicts between work and home, social integration, and managing exiting employees. Separate chapters are devoted to using employee surveys to predict turnover and diagnose turnover causes and reducin



184,90 €

184,90 € (zzgl. MwSt.)

Lieferfrist: bis zu 10 Tage

Artikelnummer: 9780761913054

Medium: Buch

ISBN: 978-0-7619-1305-4

Verlag: Sage Publications, Inc

Erscheinungstermin: 02.03.2001

Sprache(n): Englisch

Auflage: 1. Auflage 2001

Serie: Advanced Topics in Organizational Behavior series

Produktform: Gebunden

Gewicht: 577 g

Seiten: 288

Format (B x H): 157 x 235 mm

