



TenStep Supplemental Paper

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When Employers Want Staff to Come Home to Roost

Retaining talented staff is every HR manager's dream. However, while there are no easy solutions for controlling employee turnover, various HR strategies can help retain the best employees.

- Listening to their employees, providing training, focusing on change management and improving leadership skills
- Increasing performance bonuses and instituting bonuses for perfect attendance.
- Providing facilities like memberships at health clubs and conducting social events
- Devising personal development plans for key employees
- Providing free or subsidized food
- Introducing flexi-work options
- Conducting sporting events
- Organizing 'Out Bound Learning' in leadership and team building
- Increasing professionalism
- Providing Employee Stock Options (ESOPs)
- Ensuring involvement in the decision-making process.
- Conducting periodical employee satisfaction surveys
- Providing career counseling, conflict resolution programs, welfare management programs, etc.

In a highly competitive world where specialized skills are at a premium, it is in the long term interests of any organization to do all it can to retain employees using innovative and creative ways.