

Developing a Competitive Edge: Guarding Against Employee Turnover

- ✦ Employee Turnover is a huge Drain on Company Resources.**
 - Safety Performance**
 - Training and Retraining Costs**
 - Mistakes by Short Service Employees**
 - ✦ Lost Production**
 - ✦ Cost of Damaged Equipment**
 - Frustration of key employees**
 - Reputation**
 - Consider the gross sales needed to compensate for costs.**

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Employee Basic Needs:

1. Financially support their families.
2. Being treated with respect.
 1. Their safety and health is important to you.
 2. Asked their opinions for planning.
 3. Have pride in the company and team.
3. Understand rules and plans clearly up front.
4. All employees are treated fairly.
5. Recognition for a job well done.
6. Able to take something home to their families besides their paycheck.
7. Time for important family events.

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✦ Compensate.

- Employers must match the competition.
- Competitive Insurance and Benefits.
- Vacation for work-life balance.
- Pay for Performance.. Even small spot bonuses mean a lot.
- Skills Training
- Have a celebration which includes families.
- Workers and their families should understand all the benefits of working for you.

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✦ Respect.

- Leadership training for managers and supervisors.
- Listen and respond to concerns and ideas.
- Form an hourly employee HSE committee.
- Provide an open door for employee feedback.
- Reward performance including good ideas or extra work.
- Provide a workplace free from discrimination.

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- ✦ Perception of diminished job security will demoralize the workers.
- ✦ Take care of your workers and they will usually take care of you.
- ✦ Conduct exit interviews to understand why people leave your company.
- ✦ Keep communications open. Don't burn bridges.