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Mr. How-To The Employee Retention Handbook **NEED AND IMPORTANCE OF EMPLOYEE RETENTION IN ORGANIZATION RELATED TO HUMAN RESOURCE MANAGEMENT** Employee Retention and Turnover Global Talent Retention **Keeping Your Valuable Employees** Research Handbook on Employee Turnover *Rethinking Retention in Good Times and Bad* **Employee Retention Management. Instruments of Human Resources in the view of current developments** **Employee Retention Managing Employee Retention** Employee Retention Rules! **Employer Branding and its Impact on Employee Retention in Automobile Service Provider** **The Impact of Capacity Development, Employee Empowerment and Promotion on Employee Retention** **Managing Employee Turnover Motivation Beyond Compensation** *An Analysis of Employee Retention Practices Within a Large Complex Organization* *Employee Retention 31 Success Secrets - 31 Most Asked Questions on Employee Retention - What You Need to Know* *Impact of HR Policies on Employee Retention* **Work-Life Programs Enhances Employee Retention** Retaining Top Employees **Taming Turnover** *Employee Turnover Tips on Employee Retention* Role of a Developed Reward System on Employee Retention **Best Practices** Rethinking Human Resources Management during and post COVID-19 Era. Effect of the Pandemic on Employee Retention *Employee Retention* **Employee Retention Management** **The of effectiveness of employee retention policies in Sainsbury and Tesco** **Employee Retention. Small Tax Payers' Branch Offices in Bole Sub City, Addis Ababa (Ethiopia)** **The Connection Between Employee Satisfaction and Employee Retention Factors Influencing Employee Retention** **Employer Branding Dimensions and Employee Retention in the Hospitality Industry** *Effects of Shift Work on Employee Retention* *The*

Effect of Employee Retention on the Demand for On-the-job Training
Assessing Communication Affects on Employee Retention The Impact of Effective Training on Employee Retention Coping Systems for Employee Turnover The Effects of Rotational Leadership Development Programs on Employee Retention

The Essential Guide to the Most Crucial Challenge Facing Twenty-First Century Human Resources Management "This book offers a practical, realistic approach to keeping the best employees. It draws on good theory and offers excellent advice." --Dave Ulrich, Professor of Business, University of Michigan, and coauthor of *Organizational Capability* "Business owners who agonize over attracting and retaining employees will find a wealth of information. Suzanne understands how to apply today's best ideas in human resources management to businesses large and small." --E. Jill Pollock, President, Pollock Consulting Group, Inc., and Chair, Small Business Association of Michigan "A two-year Gallup study found that companies with a positive workforce reported higher profits, productivity, and lower turnover. Every organization would like these results. Suzanne shares her human resources experience and provides hands-on tools for retaining those people who are key to an organization's success. It is an easy-to-read, practical guide for working with today's and tomorrow's employees." --Hunter A. Pickens, President, The Pickens Group, Ltd. 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... In today scenario Employee retention has been one of the major and serious problem that almost all organization are facing these major issue on account of various reasons be it compensation, job satisfaction, work environment or host of factors all these affects employee loyalty who as a result are constantly on verge to explore new avenues ultimately leading to employee turnover leading to retention issues and challenges. Man is a social animal who has varied need and desire to be satisfied. In today scenario compensation is un-doubly one of the major factors that has an tremendous impact on employee satisfaction, attraction and ultimately retention. Today's employees are wareof market scenario in terms of pay and rewards offer by other organization in the market if they are not paid less or not according to their expectations they are constantly looking for opportunity to switch on to another job and raising retention issues for the organization. A work environment can be understood in terms of varied and different factors such as Organization culture, Climate, Management Philosophy, Policies, Level of Hierarchy etc all these factors in some way or other has bearing on employee satisfaction and if it leads to dissatisfaction employee is bound to leave the organization Employee satisfaction is directly and indirectly linked with above mentioned two factors that is compensation and work environment as work environment and compensation directly affects employee job satisfaction which if not given due importance by the employers will lead to dissatisfaction employees and major issue such as employee retention would emerge. The main purpose of this study was to the study the effect of Job Satisfaction, Work Environment and Employee Compensation on Employee Retention and develops effective strategies that would help Employer in Retaking key talents. as employers intoday's global world work environment are constantly looking ways to develop strategies to retain their best talents so

that they can have share in the market but on other side employers caution about pay, work environment has led to dissatisfaction among employees who are looking to explore new avenues and opportunities This examination underlines on the affectability of variables influencing employee continuation in Banking Industry of Bangladesh. Retain human resources is a procedure practiced by organizations to keep hold of a successful workforce and simultaneously meet operational necessities. Every organization must regard their work force as prime assets and need not to intend to depart since they enhance the value of the organization. The goal of the investigation is to gauge the view of employee retention. For this purpose, the sample chose 204 employees working in private banks of Bangladesh. We have utilized needed testing technique for credible information accumulation. We have utilized just essential information through an endorsed questionnaire. The gathered information was handled by applying t-test, ANOVA. In this investigation, univariate, bivariate and multivariate examinations were executed. Factor analysis and regression examination have attempted to evaluate the relationship of the factors. The aftereffect of the examination uncovers that employee retention relies upon depends on growth opportunity of the employees, employee self-attainment, Training and Development and employee benefits. The purpose of this study was to investigate the influence of Human Resource policies on employee retention in the petroleum industry by focusing on the case of Hass Petroleum Limited. The policies selected for the study were training, promotions and rewards policies only. The research was conducted from the entire population of employees working in Hass petroleum (census). The total workforce comprised of 60 employees but only 55 of them responded to the study. This constituted about 92% of the target population which is allowed in census research (Desa, 2001). Data was collected using questionnaires and analyzed with the help of the Statistical Package for Social Sciences (SPSS) computer program which involved computation of descriptive statistics and the results were summarized and presented in frequency tables and pie charts. Pearson's correlation analysis was used to determine the relationship between the independent factors and the dependent factor. Regression analysis was used to determine the contribution of each variable on employee retention. Employee turnover can be expensive, disruptive, and damaging to organizational success. Despite the importance of successfully managing turnover, many retention management efforts are based on misleading or incomplete data, generic best practices that don't translate, or managerial gut instinct at odds with research evidence.

This book culminates volumes of academic research on employee turnover into a practical guide to managing retention. Turnover fictions are dispelled and replaced by research-based facts. Keys to diagnosing and managing employee turnover are presented such that you can effectively manage employee retention today. These ideas will be invaluable to you and anyone who cares about the impact of turnover on the organization, including the CEO who is looking at the impact on the bottom line, managers who suffer when their best talent leaves, and human resource professionals whose career success may depend on effectively managing turnover. Thesis (M.A.) from the year 2019 in the subject Business economics - Business Management, Corporate Governance, , language: English, abstract: The main purpose of this study was to assess the factors affecting employee retention in Bole sub city small tax payers' office. The study also attempted to determine whether Compensation, training and development, Work-Life Balance, Employee Engagement and working environment affects employee retention in Bole sub-city small taxpayer's branch office. In order to seek the research objectives data was collected through closed ended questionnaires. The target population for this study was 438 employees working in the Bole sub-city small tax payers' branch office. A sample of 210 respondents was drawn from the total population using simple random sampling technique. In order to analyze the data both descriptive and explanatory way of analysis were used to analyze the data. The descriptive analysis was analyzed facts using frequency, percentage, tables, figures, mean and standard deviation. However explanatory analysis was analyzed using correlation and regression. The findings revealed that the Compensation, Training and Development, Work Life Balance and Work Environment in the organization have significant and positive effect on employee retention (p-values The purpose of this study was to investigate the influence of Reward on employee retention in the education sector by focusing on the case of Secondary Schools in Kisii Central District. Factor analysis was used to determine the contribution of each variable on employee retention. The findings of the study were that; all the employees were aware of the existence of Reward. About half of the number of employees in Secondary Schools in Kisii Central District would leave their employer if they were given an opportunity of a higher rank in another organization. Reward contributed to performance in their schools. The researcher concluded that a developed reward policy should be formulated and used across all schools. Now translated into 12 languages! This reader-friendly, icon-rich series is must reading for managers at every level All

managers, whether brand-new to their positions or well established in the corporate hierarchy, can use a little "brushing up" now and then. The skills-based Briefcase Books series is filled with ideas and strategies to help managers become more capable, efficient, effective, and valuable to their corporations. State-of-the-art techniques and technologies are fine, but only those companies that recognize and hold on to their top-performing employees will thrive in a tough competitive environment. Retaining Top Employees focuses on specific actions to make retention a top priority. From innovative recruitment and compensation policies to making effective use of exit interviews, it outlines a complete program for becoming the employer of choice and is today's most in-depth exploration of this increasingly essential topic. Today employers are competing with EDD this is the hard facts. If you are having a hard time acquiring employees or keeping employees this is the book for you, this is the book to help you beyond the money and tap into the employees' minds. Employees today want to be fulfilled beyond compensation. The thought in past business models was to pay your employees a decent salary and you will keep them around and keep a happy staff. Today you are dealing with a new staffing pool. This pool of individuals has to be fulfilled and motivated in anything they do. This pool of staff must have fulfillment, or they will leave, not produce, or simply be displeasing to work with. In this book, you will find 5 keys to motivating while compensating your staff. These 5 keys will help with maintaining staff retention and happy vested employees who are willing to have their talents exploited on behalf of your company. These 5 keys will address the top 5 preventable reasons employees quit their jobs according to the Workforce Institute 2019 Retention Report. These 5 keys will help you create an effective employee retention program that will allow you to dig deeper into your staffing by taking on a more holistic approach while investing in the things that are fulfilling to your employees. "Employer branding is a concept that has enabled the organisation to face cutthroat competition in terms of attraction and retention of talent. Though organisations facing high amounts of staff turnover have implemented various human resource management strategies in order to overcome the persistent problem of turnover, still reports have shown that staff turnover rates have remained high in New Zealand. This problem, particularly in the hospitality, is partly attributed to employer branding issues. Empirical research on the link between the dimensions of employer branding and employee retention is relatively scarce in the New Zealand context. Therefore, this study investigates the influence

of the dimensions of employer branding on employee retention. Also, the study tested the mediating impact of employee engagement in the relationship between employer branding dimensions and employee retention. This study adopts a quantitative research design, using a survey for the data collection. Research participants in this study were the employees working in the hospitality industry. The research hypotheses were tested through the partial least square structural equation modeling (PLS-SEM). SmartPLS version 3 was used to test the structural model. Findings from this study revealed that employer branding dimensions (rewards, training and development and perceived organisation support) were positively related to employee retention. The result of mediation analysis was also supported by the model. All the six hypotheses tested in this study were accepted. Precisely, the findings imply that understanding of these dimensions will enable organisations to tackle turnover problems in the hospitality industry." -- Abstract. 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. Bachelor Thesis from the year 2014 in the subject Business economics - Personnel and Organisation, grade: 1,7, University of applied sciences Frankfurt a. M., course: International Management, language: English, abstract: "We have to get used to the thought that

companies are much more dependent on their best employees than the good people from the company.” With reference to this statement made by Peter Drucker in 2002, the contribution of employees to a company’s success and their growing independence from current employer takes on greater significance in the management of human resources. Already in the 1990s, the war for talents has been declared on the basis of decreasing resources of employees who own valuable qualifications on behalf of organisational success. Employers nowadays are growingly confronted with economic circumstances influencing the quantity and quality of their workforce. Thus, demographic changes will modify the composition of employee workforces, while globalisation will enable employees to rapidly change their place of employment. In addition, organisations are likely to counteract skill shortages and increasing readiness of employees to leave an employer for a more profitable offer. With regard to these global developments, the work of HR management is to implement a specified form of management strategy in order to maintain experienced and valuable employees within the organisation, as well as to ensure continuing productivity. Similar to the common practiced customer relationship management aiming at establishing a stable customer base and associated higher profitability, employee retention management transfers experiences in retaining promising customers to human resource processes and therefore focuses on employees as an additional crucial element in corporate success. Basically, there is a growing consensus that the retention of employees is a key determinant of further strategic competitiveness and longterm success of a company. In fact, various surveys among human resource departments agree in their findings that the retention of employees will be prioritised in further human resource strategies. In order to counteract employees’ willingness to leave their employer, retention management intends to respond appropriately to employees’ needs by means of individualised incentives which are considered to improve the employees’ conformity and loyalty with the employer. Thus, the elaboration of the variety of possible instruments presented in this thesis may lead organisations in their development towards a strategic concept enhancing the organisations’ attractiveness as an employer which will enable organisations to current economic influences. **YOU GOTTA KNOW THE RULES!** Employee turnover is expensive-it costs the average company \$3,500 every time an entrylevel employee leaves. How do you start retaining more employees? In **Employee Retention Rules!**, Harold Lloyd gives you 52 great ideas for finding, motivating, and keeping your best employees. Read one Rule a

week-or all 52 at once! Employee Retention Rules! is your guide to success in retaining your best employees. PRAISE FOR HAROLD LLOYD "Not only entertaining, but extremely inspirational." MARK D. BUSCHER, DIRECTOR OF RETAIL STORE OPERATIONS, CABELA'S "Harold's energy, commitment, and knowledge is enlightening." CAROL SCHONE, TRAINING MANAGER, DIERBERGS "The most difficult thing is deciding which ideas I want to implement first!" MARY MCMILLEN, BUEHLER FOOD MARKETS

How do organizations keep the workers they want? Until now, employee retention strategies have been based on instincts rather than research. With no firm body of knowledge to use as a guide, employee turnover has been a problem for all organizations. Rethinking Retention in Good Times and Bad is the first book to offer a top-to-bottom, organization-wide retention action plan. Many organizations lose employees and profits because they don't know which processes to put into place to cut employee turnover. They speak of building retention cultures but don't know who should do what and when. This hands-on tactical guide gives those answers, providing specific strategies and tactics backed by the author's own research and on-site experience. Rethinking Retention in Good Times and Bad is essential reading for all types of organizations—large or small, public or private, with high concentrations of low-skilled or high-skilled workers and across multiple industries. If you are losing workers you want to keep—in good economic times and bad—this book will tell you how to put retention solutions in place across your company.

Inhaltsangabe: Abstract: As business activities become increasingly global and cross-nationally intertwined, human resource management is no longer defined by national boundaries. In particular, multinational corporations (MNCs) face the challenge of managing their globally dispersed work force effectively. Yet, the field of international human resource management (IHRM) remains an understudied domain, lacking substantial empirical and conceptual research. Also, a prevailing focus on quantitative data suggests a need for deeper qualitative investigations, which allows a more profound assessment of the context in which IHRM unfolds. By addressing IHRM at MNCs, the current empirical work contributes additional scientific insights into this domain. In this respect, the author has selected an approach of inductive comparative case study research, mainly based on qualitative data, that enables the generation of theory through an iterative, data-driven process. This method has been applied to investigate IHRM because it is particularly fruitful when examining new and narrowly developed scientific fields as well as

considering contextual conditions. Thus, a multiple case study was conducted through exploratory and semi-structured interviews with managerial employees at six western MNCs which maintain their regional headquarters for South-East Asia in Singapore. The initial guiding objective was to provide a more thorough understanding of the forces that influence IHRM. Due to the exploratory nature of the research set-up, this broad focus has narrowed during the conduct of the study and the subsequent data analysis. Based on the interviews, employee turnover emerged as a key concern for international organizations operating in Singapore. Although a tight local labour market has led to the effect that job turnover is a widespread phenomenon, there is a lack of research addressing this issue and the resulting implications for foreign MNCs. The present study's focus on employee turnover also takes into account the growing importance of local staff for MNCs. Indeed, by acknowledging the critical role that local nationals play at the host country level, it will be increasingly imperative for international organizations to establish effective retention strategies. Despite this obvious significance, the field of managing employee turnover also remains considerably underdeveloped. Building on the results of the conducted multiple case study, the purpose of [...] Staff turnover is a key issue for HR executives. It costs your organisation money and time. Stephen Taylor looks at the causes of staff turnover and the most effective ways of measuring, costing, predicting and preventing it. With six detailed case studies covering retailers, graduates, engineers, professional services, call centres and the police, this book offers you effective approaches to solve your retention issues. The purpose of this study is to explain the factors that help in retaining employees in IT and banking industry. These factors include performance appraisals, training and development and workplace environment. It is important to learn how different organizations use these variables as tools to keep their employees satisfied and preserved. In order to carry out this research, a count of 120 questionnaires were distributed among the respective officials in various IT companies and banks. SPSS software was used to analyse the received data to find the relationship between employee retention and these three factors. The study explains that some variables such as performance appraisal, training and development and work environment largely affect the rate of employee retention. Results showed that performance appraisal has a significantly more impact on the retention rate of the employees working in IT sector whereas in banking sector training and development has more influence on retention rate. And through conducting a survey from employees working in these sectors, it

is verified that banking and IT industries are also focusing on employee retention management. The academic implication of this research is that academicians should introduce the separate course of employee retention or retention management for the students of HR major as this area is gaining attention of not only researchers, but also of corporate world practitioners. And the practical implication of this research includes the importance of employee retention in the local and global competitive market. The practitioners must understand the worth of retention factors so that they can compete nationally and globally by effectively implementing them in retention strategies. They must work out for their employees as employees are the organization's prior customers and satisfied employees can satisfy the organization's customers. Research Paper (postgraduate) from the year 2020 in the subject Leadership and Human Resources - Leadership, , language: English, abstract: The purpose of this research is to explain the effect of the current pandemic on employee retention and, also, to evaluate the performance of the management and human resource development. This business report has been prepared and focused only on three strategic management theories that can be employed in order to minimize employee turnover during these unprecedented times. The main objective being targeted in this research is to assess how to ensure that employees are contributing efficiently and effectively to organizational goals through a virtual workplace and the techniques that the human resource department can employ in order to keep workers motivated and loyal to the organization. The project discusses the use of motivation theories such as Maslow's hierarchy of needs, EVP; Resource based view and achievement of socio political goals of a corporation. Bachelor Thesis from the year 2011 in the subject Business economics - Business Management, Corporate Governance, grade: B, language: English, comment: Great dissertation., abstract: Implementation of work-life programs, as promoted by many organizations, aim at attracting better employees, increasing performance and productivity of employees, reducing work-to-life conflicts, and reducing the rate of employee turnover. Still, other organizations implement work-life programs because of the regulations by governments or other bodies. This research paper examines how work-life programs enhance employee retention. There have been extensive studies on this issue as work-life practices continue to increase in their importance and adoption. However, there has been varying results regarding the effectiveness and benefits of implementing work-life programs. Whereas some researchers have reported positive results, others have

established negative results. There are those who have also found no difference at all. In our study, we reported positive outcomes of work-life programs in relation to employee retention. We propose through the paper that organizations that have not adopted work-life programs do so, although they have to modify the programs and practices according to their specific needs. This is because work-life programs, apart from enhancing retention, increase productivity, reduce costs, and create competitive advantage to the organization.....

purpose of this research was to examine how work-life programs enhance employee retention. Many companies are presently initiating work-life programs as way of improving their working conditions, and attracting or retaining their employees. Many companies have realized that employees need Master's Thesis from the year 2016 in the subject Business economics - Personnel and Organisation, grade: A, , language: English, abstract: Employee retention is one the core problems of the modern era. As firms are facing difficulties to retain their best employees in current time, employees also have the best option for them to utilize their talent in different organizations. So in this environment firms have to spend a lot on employees to retain them. If one employee leaves the organization then it can become very difficult for the organization to immediate fulfill that position. The firm has to hire the new employee after fulfilling all the procedure i.e hiring, recruiting etc. Training is also necessary for newly hired employees to became an active part of the organization and sometimes after doing lot of effort the firm does not even succeed to get the competent employees so therefore employee retention remains one of the biggest challenge for any organization to retain its best employees for the longer period. In this case the firm has to increase the salaries of employees and other benefits from time to time, promotion and other incentive to retain its employees. Training and development for capacity building is also key figure to increase employee retention. So employee retention problems exist in the business industry. Apart from the government sector, in private sector employee retention is an even more serious problem as government sector employees are not easily willing to leave the organization because they have job security in government sector but in private sector employees can move easily when they get any better opportunity. The objectives of this study are to find out: How capacity development influences and helps in retention; how employee empowerment effects on retention; and how promotion impacts retention. Covering the period of the financial crisis, this Research Handbook discusses

the degree of importance of different driving forces on employee turnover. The discussions contribute to policy agendas on productivity, firm performance and economic growth. The contributors provide a selection of theoretical and empirical research papers that deal with aspects of employee turnover, as well as its effects on workers and firms within the current socio-economic environment. It draws on theories and evidence from economics, management, social sciences and other related disciplines. With its interdisciplinary approach, this book will appeal to a variety of students and academics in related fields. It will also be of interest to policy makers, HR experts, firm managers and other stakeholders. This exploration of what employee turnover is, why it happens, and what it means for companies and employees draws together contemporary and classic theories and research to present a well-rounded perspective on employee retention and turnover. The book uses models such as job embeddedness theory, proximal withdrawal states, and context-emergent turnover theory, as well as highlights cultural differences affecting global differences in turnover. Employee Retention and Turnover contextualises the issue of turnover, its causes and its consequences, before discussing underrepresented antecedents of turnover, key aspects of retention and methods for regulating turnover, and future research directions. Ideal for both academics and advanced students of industrial/organizational psychology, Employee Retention and Turnover is essential for understanding the past, present, and future of turnover and related research. Through extensive research Global Talent Retention: Understanding Employee Turnover Around the World addresses the need for turnover theory and research to give more careful consideration to global and cross-cultural perspectives on employee retention, and includes contributions from a global range of scholars. Despite the bad economic conditions, Lebanese companies are currently experiencing high turnover rates. This reality has ignited my curiosity to have a closer look at retention management in Lebanon as it is directly linked to employee turnover. In fact, retention management has an impact on the economy, the organization, and the individual. Retention is costly to the organization because it affects its business results. Poor retention management also leads to higher unemployment rates which affect negatively the Lebanese economy. Ineffective retention programs affect the individual as well since the employee feels insecure and undervalued by his/her employer. Few companies realize the importance of retention programs. These programs involve the different functions of the Human Resources Department i.e. recruitment and selection,

orientation, training and development and compensation management. Retention is also the job of every manager as it capitalizes on many practices such as leadership, communication, respect, involvement and empowerment. This project aims at identifying the reasons that drive employees to leave their companies and examining the actions that are being undertaken by Lebanese companies to retain their employees. Since it is a very wide topic, my focus will be on employee training and development as well as the work environment as tools used to retain employees. The first section of the project will encompass a comprehensive literature review of the concept of retention management, and the different retention activities that can be adopted by companies. The second section will involve an empirical study of the current practices of Lebanese companies in terms of retention. The study will also highlight the employee's perception as to what his/her company is doing to retain its employees and what are his/her expectations in this regard. Conclusions, recommendations, and implications for future research will then be outlined in light of the findings. In light of today's economic landscape it's more important than ever for companies to have happy and productive employees, when employees are loyal and engaged in the company, profits are higher. Conversely, when people feel unmotivated or undervalued, the company suffers. Employee retention is a process in which the employees are encouraged to remain with the organization for the maximum period of time or until the completion of the project. Employee retention is beneficial for the organization as well as the Employee. Employees today are different. They are not the ones who don't have good opportunities in hand. It is the responsibility of the Employer to retain their best employees. If they don't, they would be left with no good employees. A good employer should know how to attract and retain its Employees. The goal of this research is to help anyone responsible to find new ways and strategies for retaining employees. Bachelor Thesis from the year 2013 in the subject Leadership and Human Resource Management - Miscellaneous, grade: 1,0, University of Applied Sciences Kempten, course: Personalmanagement, language: English, abstract: Research results of the Institute "Work and Qualification" of the University of Duisburg Essen from 2011 came to the conclusion that employee satisfaction in Germany is continuously declining in the long run. We are also in fifth last place in a European comparison. This finding could become a serious problem in German companies. After all, which entrepreneur today is not familiar with the emerging problem of the "war for talents"? Shouldn't one assume that

companies do the best they can to ensure that their employees are satisfied and enjoy working for their company? Aren't these companies afraid of losing their top employees to the competition? "Only satisfied employees are good employees." This statement is often heard, but is it sufficiently implemented? If you look at the study results of the University of Duisburg-Essen, you have to doubt it. Employee satisfaction has not increased but decreased in the last few years and this should lead some companies to rethink - at least one would think so. Employee satisfaction is becoming an increasingly important topic - not only for the companies themselves, but also for the employees. When employees notice how much is done for their satisfaction and well-being in other companies, they start to think, which in the worst case could lead to their quitting their current jobs. That is why, in this context, employee retention is an issue that companies can no longer suppress. It is becoming increasingly important for companies to retain their "high professionals" who have a broad range of knowledge and skills in order to keep this knowledge within the company. The current Gallup study on the commitment of German employees came to a shocking conclusion in this regard: in 2012, only 15% of the employees surveyed in Germany had a high level of employee commitment. 61% felt only a low level of emotional commitment to their company and the remaining 24% had no emotional commitment at all. More and more companies are therefore implementing measures to increase job satisfaction and thus increase the loyalty of their employees. 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.

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