
A Study On Employee Retention In A Construction Company

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Application, Assessment, Causes, and
Consequences

Retaining Valued Employees

A Study of Employee Turnover and Retention

Involving Employee Background, Job Satisfaction,
and Reasons for Staying

Employee Tenure

Winning With Workforce Intelligence

The ROI of Human Capital

How to Recognize the Subtle Signs and Act
Before It's Too Late

The Wiley Blackwell Handbook of the Psychology
of Recruitment, Selection and Employee
Retention

Keeping Your Valuable Employees

ORGANIZATIONAL STRATEGIES FOR EMPLOYEES

RETENTION IN THE EMERGING ENVIRONMENT A

STUDY OF INSTITUTIONS OF HEALTHCARE

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Understanding Employee Turnover Around the
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Global Talent Retention
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Routledge
"The rationale
of this
Leadership
Issue Analysis
is to explore
employee
retention and
how leaders
can prevent or
minimize

workplace
turnover. The
purpose of
this study is to
further
understand
reasons why
workers are
voluntarily
leaving
companies
and how to
prevent future
departures
from
occurring. The
aim will be to
help business
leaders by
offering key
findings that
address

employee
turnover
factors."--
Leaves 12-13.
Application,
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Causes, and
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Managing
Employee
Retention
Managing
Employee
RetentionRout
ledge
**Retaining
Valued
Employees**
Routledge
The growth of
IT/ITES sector
is drastically

<p>influenced by the rate of employee turnover, as the availability of skilled and trained talent pool is imperative. Employee Turnover and Retention Strategies followed by the IT/ITES sector are designed to attract and retain the professionals and are formulated to meet the challenges and to increase productivity. Organization formulate strong HRD practices along with</p>	<p>effective strategies to accomplish goals of creating a congenial environment. It is important to utilize human resources to the optimum extent and to retain them in the organization. Many researches has been conducted across a range of industries. There is no serious research to ascertain the various elements of employee turnover in IT/ITES sector in Chennai.</p>	<p>The study generally encounters few research problems of determining predominant factors leading to employee turnover in IT/ITES sector and how effectively the management if IT/ITES sector take measures to retain their employees. The study aims at examining the dimensions of employee turnover and retention strategies and its respective outcome is select IT/ITES companies in</p>
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Chennai.
*A Study of
Employee
Turnover and
Retention
Involving
Employee
Background,
Job
Satisfaction,
and Reasons
for Staying*
Oxford
University
Press
The area of
work and
aging is
complex and
multi-faceted.
Its foundation
is formed by a
wide array of
disciplines
that both
contribute to
the
complexity of
its
understanding
, and offer
fertile promise

for research,
development,
and
application in
the years
ahead. With
an ever-
growing
population of
older workers,
many of whom
are
suggesting
they will likely
continue to
work past
traditional
retirement
age, it
becomes all
the more
important that
we increase
our efforts to
develop a
more
thorough
understanding
of older
workers, the
nature of their
interactions

with work and
the
organizations
for which they
work, and the
process of
transitioning
to retirement.
Clearly, there
are huge
societal and
global
challenges
that will both
inform and
influence
research and
application at
the individual
and
organizational
levels. The
Oxford
Handbook of
Work and
Aging
examines the
aging
workforce
from an
individual
worker,

organization, and societal perspective, and offers both an integration of current cross-disciplinary knowledge, and a roadmap for where research and application should be focused in the future to address issues of an aging workforce. The volume is divided into six core sections: demography, theoretical and methodological issues, the older worker, organizational strategies for

an older workforce, individual and organizational perspectives on work and retirement, and societal perspectives with an aging workforce. Bringing together seasoned authors from diverse academic and professional backgrounds, new approaches to recruiting, workplace flexibility, and the right mix of benefits and incentives are presented as a way of engaging an older workforce.

Employee Tenure Book Rivers 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. <i>Winning With Workforce Intelligence</i> Amacom Books "Bruce Tulgan is the new Tom Peters."--	Howard Jenkins, chairman and CEO, Publix Super Markets, Inc. <i>The ROI of Human Capital</i> LAP Lambert Academic Publishing "The Sixty-first Legislative Assembly of North Dakota passed Senate Bill 2061. Specifically the Bill directed Human Resource Management Services (HRMS) to conduct a study to evaluate steps the State could take to recruit and retain state
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<p>employees as they near retirement. As part of the study, HRMS was directed to: a. Select four state agencies with employees who occupy positions in the classified service to determine what actual and perceived barriers exist for retention and to determine what steps the State could take to increase retention of state employees who are retiring or nearing retirement. b.</p>	<p>Survey agency heads and employees of the selected state agencies to determine perceived and actual barriers to retaining state employees. c. Consider steps the State could take to retain employees in the employing agency and steps the State could take to retain employees in state government employment in a different agency. d. Consider steps other public employers have taken to retain their</p>	<p>workforce as members of their workforce near retirement. The objective of the study was to determine and report to the legislative council specific recommendations of legislative and non-legislative actions the State could take to address the issue of state employee workforce retention."-- Introduction. <i>How to Recognize the Subtle Signs and Act Before It's Too Late</i></p>
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W. W. Norton & Company
The purpose of this study is to investigate employee retention problems in the hospitality division of a corporate operation and to relate those findings to nationally published industry reports. The corporate operation used for this study will be a Native American Casino located in the Midwest. A survey will be conducted of the labor force in the hospitality

departments of the casino. The literature review consists of articles written by industry professionals who discuss employee retention issues across the country. Retaining qualified employees in a labor intensive, demanding, and fast-paced work environment is a major struggle in the hospitality industry. With the growth of tourism nationwide and the development

of hotels, resorts, restaurants, spas and casinos, there is a limited supply of staff that are well-trained and experienced in the day-to-day operations, leaving a limited pool of qualified employees to hire.
The Wiley Blackwell Handbook of the Psychology of Recruitment, Selection and Employee Retention
SAGE Publications
Market trends are changing very rapidly and with this

change, organizations have realized the fact that keeping the quality and right number of work force could give them competitive advantage over their competitors. The relation between HRM and retention of employees is the old one. Past few years has been the most critical and tensed period for the telecommunication sector in Pakistan regarding the retention of employees. The study of role of H.R.

practices in employee retention was based on a survey of employees of a telecommunication sector i.e. PTCL and the employees of PTCL call centre and others were surveyed as well. This research has also been conducted to study the technique of the employee retention i.e. job sculpting. The result depicts the positive relation between the HR variables and employee retention and

reveals that if employer designs jobs for their employees especially for the experienced ones by keeping employee's interest, expertise, skills in mind then employee works with more interest and try to gives his/her 100% in their job. *Keeping Your Valuable Employees* Simon and Schuster 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.

ORGANIZATIONAL STRATEGIES FOR EMPLOYEES RETENTION IN THE EMERGING ENVIRONMENT

A STUDY OF INSTITUTIONS OF HEALTHCARE ORGANIZATIONS IN UTTARAKHAND
D John Wiley & Sons
This dissertation, "The Study of Employee Retention Correlated With Corporate Culture and Individual Values in Property Management Industry" by Ping-ting, Yu, [redacted], was obtained from The University of Hong Kong (Pokfulam, Hong Kong) and is being sold pursuant

to Creative Commons: Attribution 3.0 Hong Kong License. The content of this dissertation has not been altered in any way. We have altered the formatting in order to facilitate the ease of printing and reading of the dissertation. All rights not granted by the above license are retained by the author. Abstract: The current study is to find out the relationship between Corporate Culture and Individual's

<p>Values towards Employee Retention and their Perceived Retention in Property Management Industry. The research design applied both qualitative and quantitative method. The variation in Employee Retention and Perceived Retention were explained by the independent match variable in small to medium sized company and large-sized</p>	<p>company. However, no significant relationship was found. Recommendat ions and implications were drawn for further enhancement. Subjects: Employee retention Real estate management <u>Employee Retention and Turnover</u> Edward Elgar Publishing Retaining Valued Employees briefly summarizes the current research in the area of employee turnover, and provides</p>	<p>practical guidelines to implement proven strategies for reducing unwanted turnover. Theory, Research and Practice WestBow Press The signs of discontent are all there, yet they are ignored. Workplaces are suffering from unnecessary turnover, unfilled positions, lost customers, overworked staff, and compromised profit. Taking the guesswork out of</p>
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engagement and retention, EmployER Engagement is the fresh and dissenting voice on the employment relationship. You've heard it too many times: "I've got to update my résumé." "I can't work for that jerk anymore." "I'm sick of having that carrot dangling in my face." "This is a dead-end job; I'm out." It happens every day. The signs of discontent are all there, yet they are ignored. Workplaces

are suffering from unnecessary turnover, unfilled positions, lost customers, overworked staff, and compromised profit. Employee morale is flat, clever but empty perks continue to fail, and everyone knows that employee engagement scores are a joke. Poaching is the new best practice, and employees are bailing. Like it or not, employees have control in this high-

stakes, employee-in-control market. And this employee market will continue for some time. It's simple demographic science. US workers will hold the hammer for years to come. Here's the deal, employer: There are plenty of people to do all the work that needs to be done; they're just working somewhere else. Employees don't need you; you need them. So how

can you recruit the best employees and keep them working for you? The answer is clear: companies CAN and MUST become better employers. Taking the guesswork out of engagement and retention, *EmployER Engagement* is the fresh and dissenting voice on the employment relationship. *A Study on Employee Retention in a Construction Company*
SAGE

With the increasing globalization and fast-paced technological advances in business today, service organizations must to respond to the changing business dynamic between employers and employees. The service industry has metamorphosed into a revolution not only in United States but in developed and developing countries also. Highly industrialized countries have

become 'service economies', at least when measured in terms of share of the workforce employed in service industries. This new book, *Employees and Employers in Service Organizations: Emerging Challenges and Opportunities*, the first volume in the 21st Century Business Management book series, provides an in-depth exploration of recent

concepts and trends in business management in the service industries. It looks at the changing expectations and loyalties of young workers and others and the challenges and opportunities presented for service employers. The book considers theory and research findings, providing a plethora of practical implications and applications for these new workplace

behavior dynamics. Exploring the different perspectives and concepts from the book's researchers and authors, Employees and Employers in Service Organizations: Emerging Challenges and Opportunities cover themes such as • work-life balance • spirituality in the workplace • emerging positive psychology concepts, such as psychological capital,

knowledge management, and mindfulness • expectations, motivation, and behavior of different generations, such as Generation Y This informative volume will be valuable for faculty teaching courses in management and self-improvement for leaders and executives as well as for those in service industries. **Keeping the People who Keep You in Business**

<p>Routledge A war rages in today's workplace, pitting company against company in the fight to find and keep good employees. The losses are high, and battle-weary managers are desperate for reinforcements. This compelling new book gives readers a battle-plan for victory, offering 24 strategies for retaining valuable people. <i>Understanding Employee</i></p>	<p><i>Turnover Around the World</i> CIPD Publishing 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</p>	<p>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</p>
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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...

programs as way of improving their working conditions, and attracting or retaining their employees. Many companies have realized that employees need Harvard Business Press 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. **Global Talent Retention** AMACOM/American Management Association This handbook makes a unique contribution to the fields of organizational psychology and human

resource management by providing comprehensive coverage of the contemporary field of employee recruitment, selection and retention. It provides critical reviews of key topics such as job analysis, technology and social media in recruitment, diversity, assessment methods and talent management, drawing on the work of leading thinkers including Melinda

<p>Blackman, Nancy Tippins, Adrian Furnham and Binna Kandola. The contributors are drawn from diverse backgrounds and a wide range of countries, giving the volume a truly international feel and perspective. Together, they share important new work which is being undertaken around the globe but is not always easily accessible to real-world practitioners and students.</p>	<p><i>A STUDY ON EMPLOYEE PERFORMANCE, ORGANISATIONAL CULTURE AND EMPLOYEE RETENTION TOWARDS TALENT MANAGEMENT AMONG IT EMPLOYEES IN START-UP COMPANIES IN BANGSAR SOUTH</i> Createspace Independent Pub Retention ... Satisfaction ... Turnover ... Engagement ... Survey ... Workforce Research ... To most managers, these are words heard</p>	<p>almost daily. But what does it all mean? With consultants touting multiple and diverse survey solutions for attracting and retaining the best talent, leaders are beginning to question how it is that so many different approaches can produce positive results. In <i>The Why Factor</i>, Mr. Nelms and Dr. Mahan introduce a unique observer to guide you through the dos and don'ts when developing and</p>
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implementing workforce research in your organization. The Work Institute specializes in measuring, understanding and predicting workforce behaviors. For more than a decade, customers throughout the world have depended on The Work Institute to implement research programs designed to their specific needs and objectives. The Work Institute, as an ethical and

values-based organization, utilizes the research science necessary for clients to implement evidence-based attraction and retention strategies. As a result, clients have been able to utilize workforce intelligence to reduce turnover, improve employee productivity, reduce the cost of human capital and become preferred employers.

Winning the Talent Wars

AMACOM Div American Mgmt Assn 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

<p>aspects of employee turnover, as well as its effects on workers and firms within the current socio-economic environment. It draws on</p>	<p>theories and evidence from economics, management, social sciences and other related disciplines. With its interdisciplinary approach, this book will</p>	<p>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.</p>
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