

Response Essay 3: Employee Turnover

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Institution Affiliation

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#### **Introduction**

Aw, Shucks! Oyster Bar & Grille has a high rate of employee turnover and recently the problem has elevated to 72%. This condition shows that the company requires new strategies to help solve the problem and maintain its employees. It encounters both functional and dysfunctional turnover where the former refers to the rate at which highly rated workers leave a firm while the latter is the rate at which low performing employees leave an organization (Hom et al., 2017). The purpose of the paper is to describe a plan created by the new regional manager of the company to retain employees.

#### **How to Increase Employee Retention**

- Onboarding and orientation: the manager could find device new ways of ensuring every new employee is set up for the firm's success immediately they get the job (Hom et al., 2017). They should begin by orientation to ensure the new staff understands what is required in the firm.
- Mentorship Programs: each new hire should have a mentor to get directions from the veterans. Besides, the new employees could as well share fresh ideas with the old ones.
- Compensation: compensation is essential in retaining employees because they feel appreciated. Attractive compensation packages are offered to hardworking employees every year or month (Zimmerman et al., 2019).
- Training: training the employees helps motivate them because they know that the firm allows them to grow. This condition makes them stay devoted.

- Effective communication: the new regional manager should ensure effective communication between employees and the leaders where the workers can present their ideas and concerns and get encouraging feedback.

### **Causes of Turnover**

Several problems cause turnover in many organizations. First, a worker needs to feel that they have an opportunity to grow and develop. If they think that they are oppressed and have no hopes to become better, they decide to leave. Besides, the majority of turnovers result from overworking employees. The turnovers in Aw, Shucks! Oyster Bar & Grille could result from the workers being overworked. They could have little time to rest, and this situation leads to stress. Lack of useful feedback and recognition in a firm demoralizes an employee (Zimmerman et al., 2019). They need to have their views, questions, and concerns listened to, and if not, they will have to leave for a better place. Furthermore, when workers have little or no chance for making decisions in a company, they are likely to shift to a new one. They must have a sense of responsibility.

### **How to Reduce Turnover**

To reduce turnover, the regional manager must ensure the organization employs the right staff. The hiring process should be useful and check the necessary background information about the applicants (Hom et al., 2017). Besides, the manager should advise the leadership team to motivate the staff by praising them whenever they offer excellent performance and advice where an employee performs poorly. This move helps show the staff that the company recognizes their efforts (Hom et al., 2017). Besides, there is a need for competitive pay and benefits. Hardworking employees should be well paid or compensated and even get a pay rise. Moreover, the firm should devise a flexible working schedule to allow the workers to balance work with

their social life because it helps reduce work-related stress. The workers should also have a growth opportunity by getting promotions to help trust the system and avoid turnover.

These plans will differ regarding functional and dysfunctional turnover because the strategies intend to empower the hard working and devoted staff. Therefore, the organization will not make any plans to favor the poor performing members. The system will force them to leave since their departure is more helpful to the firm.

## References

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