

Employee Retention - Tanglewood

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Abstracts

Voluntary turnover is the final form of the employment association. When the voluntary turnover happens, workers who have passed screening, selection, socialization and training in the organization chart depart instead the organization's effort to keep them. This deeply can be a considerable issue for a company, since all the costs linked with staffing a new worker currently should be incurred again for a new worker. Although voluntary turnover is not every time leads to unfavorable results. When the people who have a negative productivity, negative behavior and performance cannot survive for long time then if such workers leave the company it is better for the organization and also for the worker. In such scenario you will examine data in relevance to turnover in the managerial scale for Taglewood and describe whether managerial turnover is more likely to be a favorable or unfavorable occasion for this company. You will also utilize the strategies explained in the textbook to create recommendations for the Taglewood so that they can make sure that they are making effort for reducing turnover.

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Contents

Introduction

Analyze the information from both the qualitative surveys and narrative reports, and from this information, develop an overall plan for improving retention outcomes for Tangle-wood.

Plan for retention

Review the information from the regional data and exit interviews, focusing on the major patterns that are associated with store-level turnover. What appear to be the most significant problems for Tanglewood based on this information?

Significant issues leading to turnover

Review the information contained in the description of the situation, individual data, and the exit interviews, focusing on the types of people who seem to be leaving as well as the costs and benefits of voluntary turnover described in your textbook. Do you think the evidence suggests that Tanglewood has primarily functional or dysfunctional turnover?

What evidence led you to that conclusion

Dysfunctional turnover

Compare the suggestions for developing exit interviews from your textbook to the methods used by Tanglewood. What specific concerns do you have about the quality of the data from exit interviews in their current form? What advice would you give Tanglewood to improve the quality of data they are receiving?

Exit interview

Conclusion

References

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