

The 7 hidden reasons employees leave: how to recognize the subtle signs and act before it's too late

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Abstrak

This book can help you identify the push factors in your organization, and mitigate or eliminate all of them. Incorporating data from surveys performed by the prestigious Saratoga Institute of more than 19,000 employees, this critical book examines in depth: how the employee and the employer travel a two-way street of expectation and reality; what are the warning signs of unmet expectations, and how can you best act on them?; how incomplete talent strategies lead to employee-job mismatches; why a passion for matching must become a core competency in your organization; the ultimate cost of insufficient or ineffectual feedback; a five-step coaching process that builds strong and durable working relationships; how growth and advancement opportunities are not keeping pace with new career expectations; how to create opportunities and help your employees create their own; best pay practices, rewards programs, and other initiatives for valuing and recognizing employees; understanding the emotional impact of compensation and recognition programs; the real toll that stress and overwork take on your employees and on your bottom line; a look at how the best places to work in America got that way, even without high-profile or newfangled perks or benefits; how leadership and employees can (and must) build an environment of mutual trust and confidence; the three universal questions every employee needs answered, and how a disengaged workforce is the direct result of detached leadership The key to becoming an employer of choice, a workplace where top talent are knocking down the doors to get in, is to develop the attitudes and implement the programs that address each of the above areas.