



Retaining Valued Employees (Advanced Topics in Organizational Behavior)

Rodger W. Griffeth, Peter W. Hom

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How do you keep valuable employees from leaving? With employee turnover at a ten-year high in the tightest labor market in recent memory, human resource professionals face this challenge daily. This book briefly summarizes the current research in the area of employee turnover and provides practical guidelines to implement proven strategies for reducing unwanted turnover. Topics covered include differentiating between functional and dysfunctional turnover, job enrichment, employee selection, orientation programs, compensation practices, easing conflicts between work and home, social integration, and managing exiting employees. Separate chapters are devoted to using employee surveys to predict turnover and diagnose turnover causes and reduc

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