

Slp - 2 recruitment, selection, and retention

[Business](#), [Human Resources](#)



RETENTION STRATEGIES IN ORGANIZATIONS RETENTION STRATEGIES IN ORGANIZATIONS One of the strategies that successful organizations use to retain employees is to make the retention personal in the sense that the strategies are tailored down to the individual level owing to the fact that employees are different and diverse in nature. The view of employees differ in terms of the nature of work, flexibility at the workplace, opportunities available as well striking a balance between work other life aspects which must be taken into consideration when laying down the strategies. Another strategy is to cultivate a sense of ownership in the employees. The employees need to feel that they are part and parcel of the organization and to own its success as well as failures. This can be attained through sharing of bonuses or shares of the company in times of huge profits as well as increasing their remuneration and rewarding top performances in order to boost their morale. Making employees to own the organization will make them cautious on how they relate among each other and how they will handle the assets of the organization. Choosing the right reward for employees offers another approach to retention strategies (Dibble, 1999). The management needs to devise creative techniques of appreciating the performance of employees which is not only based on monetary terms but the inclusion of other incentives. Such may include time off, initiation of shifts, leave days or exclusion from work on certain occasions. It has been realized that some employees quit their jobs because of lack of proper treatment by their immediate managers who may not have the basic knowledge required to relate well with their juniors. Therefore another strategy of retaining employees is by investing in the line managers through

training so that they can be well equipped to empower employees to success and growth. It is proper for the management to create more opportunities for the check-ins of employees with their respective managers as well providing avenues for both formal and informal interactions.

Some of the retention strategies that are not appropriate for the organization to adopt include the use of strict supervision to ensure to ensure that employees comply with the laid down rules and regulations of the organization or setting stiffer penalties for employees who wish to resign from their positions. Some organizations do not allow their employees to exit at their own free will so that they can be retained in the organization which only serves to lower the morale of the employees thus reducing their performance. Another retention strategy that should not be applied by the organization is withholding of employees' remunerations so that they may continue working in the organization after they have shown signs of quitting the organizations.

Recruitment and selection practices play a key role in the retention of employees. Retention efforts by employers need to be made evident on the first day of interaction which is during the first interview. It is at that time when the employers need to know the long-term as well as the short-term goals of the candidate being interviewed and how it is related with the organization. Employers achieve these criteria by allowing the current employees to be the one to interview the candidates since they are well informed with the operations of the organization and can therefore provide the right advice to the potential employees.

Reference

<https://assignbuster.com/slp-2-recruitment-selection-and-retention/>

Dibble, S. (1999). Keeping your valuable employees: Retention strategies for your organizations most important resource. New York: Wiley.