

# [Tackling to the hindrances preventing the rapid](https://assignbuster.com/tackling-to-the-hindrances-preventing-the-rapid/)

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Tackling staffturnover via recruiting and retaining the right people Inthis section we will examine the experience of a high tech Australian organizationwhich desires to  advance their  staff retention rate .

Several methodologies  were employed, such as staff training , which  aided in  instilling  admirable attributes to  develop work ethics  and boost performance.  Challenges beingfaced by this organization Anincreasing rate of employee turnover is the main dilemma within this organization. It was observed few years ago, during the management meeting , a platform wheretough issues where spilled out and taken care of. A significant magnitude ofthe employees was in the sales and marketing department. Which cost shook theorganization financially due to the charges paid for training, equipping andrecruiting an employee totaling five thousand Australian dollars for everyfiscal year. Low retention rate was added to the hindrances preventing therapid growth of the company.

Furtherdown the road , high level managers met with their employees via  anonymous protocol. Each departments  leader oversaw these process , to receivetheir anonymized  feedback to him. Thiswas followed by a ‘ fishbone analysis’ of the  feedback, analyzing several  potential reasons behind the high rate ofturnover. Thefollowing reasons was discovered.

Better conflict management, highermanager-employee inter-relations and team building. All Managers should be morereceptive to listening and be approachable  and the ability to detect negative trends and  customize their strategies based on thesituation. Employeespropose that their there should not be partiality and disrespect at work. The infamoussituation was within several departments. For instance, protests regarding intensestress from sales  manager pressure to meettarget goal. Employees  perceived thatmanagers should  acknowledge , each staff skills and desires, to mitigate a generalized problemsolving strategies. In addition , managers did not  portray  a talent identification technique needed to detectthe abilities and weaknesses of their staff , especially during job rolesappointment.

Poor line management performance signified below average  coaching and training of  staff in this company. Their focus was onprofit while several key issues were brushed off. Theydid not examine the present  skills acquiredby the managers . A call for intensive  managerialtraining  channeled towards the high levelmanagers to acquire broader  comprehension of key real time   management abilities   to solveinter-departmental with a cooperative strategy engage with challenges.       Thedecisive approach by  engaging the  issues at stake , shows  the organization’s conformity  to Hoshin kiri  strategic approach which is part  of the organizations  management  improvement guideline. Hoshin Kiri is an Asianmanagement term which consists of  fourkey elements of business management, which are policy development , policycontrol , vision and policy deployment. Itis related to overall quality management with a strategic  approach to   targeted benchmarking , precise planning and  use of continuous  advancement tools at all levels of theworkforce. The organization measured its business management practices against othercloud service  organizations.

Based onthe pursuit of an optimum workplace environment, they  acquired the guidance of training professionals to tackle the issues successfully, suchas  HRCONNECT. HRCONNECT, has extensiveyears of  experience in  supervising  management to execute impressive . In April2015 , HRCONNECT commenced a  management  focused on  appraisals. They assisted in  facilitating a five  management skills intensive course. It focusedon management of conflict, listening skills and attaining a win-win result. Severalmanagers for Cloudyboss were active participants , who at the end of theprogramme , gave a positive  feedback abouttheir training experience , especially the alignment with their current crisis.

Basedon the recent events , it can be observed that the managers of  Cloudyboss has realized their mistakes  by partnering with problem solving experts andby evaluating  their  practices against other Cloud service  companies. Cloudybosshas decided to initiate  a  skills enhancement programme, aimed at developingresult oriented meetings, precise decision-making, conflict management and rapidroot-cause analysis and conflict management. The HR recruiting strategies hasan online assessment and demo  day totest the potential  employees. These  assessment focuses on  personality  traits of potential staff, this will enablethe organization detect longterm employees from short term employees.