

Dq1charwill and dq2. dd

[Business](#), [Management](#)



DQ1charwill and DQ2. DD s Management Policy How to Identify Methods of Retaining High Quality Employees

When identifying the steps or methods that the company employs to ensure that high-quality employees are retained, I agree with the writer`s comments in this context. Various steps such as current employee referral, internal interviews and the talent pool are some of the examples. To enable the selected employees be retained in a satisfactory manner for them to work in the company, the management ensures that several surveys are sent to them so as to receive their opinions since the unsatisfied ones usually quit (Stewart, 2012). The writer`s company has a good program called `All in` for recognizing the employee`s extra work as a accomplishment.

Dimensions of Job Satisfaction

When selecting dimensions of job satisfaction, it is essential to be vigilant since it may contribute to either retaining or sending away the employees. An example of a dimension is the satisfaction with the fulfillment of job. This is a sense of accomplishment that the employees seem to have possessed after using their skills maximally and it further motivates them to put more effort (Stewart, 2012). As a result, it contributes to the employees` retention. The writer portrays a good character towards the employees because in his company, individuals get challenged constantly and have the freedom of giving their opinions for the better of the company. An example of a job satisfaction dimension that does not contribute to the retention of employees is `satisfaction with a group.` Due to the fact that most employees prefer personal work, when placed in to groups, the outcome at many times affects the company negatively because of different personality (Hellriegel, &

Slocum, 2011).

Additional Methods of Identifying High-Quality Employees

There are other additional several steps or methods that the company may employ to ensure that high-quality employees are retained. Firstly, the company can retain employees of high quality by availing favorable opportunities to them that may help them the earn more (Fannie, 2012). Another step is to appreciate the ethical practices, conducting proper communication with them and adopting an acceptable culture within the organization. In addition, job satisfaction also has other dimensions such as hygiene and motivation that also might help the company to retain the employees.

References

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