

Retaining key employees in times of change

Sociology



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The companies are rewarding the high performers while overlooking the normal performers who can also play an important part in the success of the organization when the change occurs. The first step is to identify the key players and target the ones who are the most important and the ones who are at the risk of leaving. They can be offered both financial as well as non-financial incentives modified according to their requirements. According to the article, it is important to find out the hidden gems where the HR and the line managers would work together when the changes take place. These will certainly help the companies to identify the talents that are hidden within the company.

Agreement/Disagreement with the Article

It can fundamentally disagree with the article as when the changes take place, retaining not only the key performers is essential but also the normal performers or the average performers is very important as they may also play a crucial role in the long run of the organization's fortune. Moreover throwing financial incentives does seem to be the best way of retaining the employees. Though, utilization of this method can in turn de-motivate the other performers. It may at times turn out to be an improper utilization of financial resources of an organization. There are other ways through which the employees can be retained during such difficult times and it would also maintain aid in maintaining a balance between the key performers and the others.

The rationale for Choosing the Article

The main reason behind choosing this article was that employee retention is a major problem that is faced by almost all the companies during the times of restructuring. The article helps to provide a proper understanding of what <https://assignbuster.com/retaining-key-employees-in-times-of-change/>

can be done in order to maintain the talents in the organization. It also highlights the importance of normal performers in supporting the changes. Such change often makes the employees nervous and frightened. Therefore it is of utmost importance to win the hearts and minds of the participants and also those who are associated with the change process. Although an employee's performance can turn out to be not that remarkable their knowledge, as well as skill and expertise, must be recognized and their retention must be made possible. There are various hidden talents within the organization who might have not shown their talent while performing in a certain area but could be highly productive in some other area of the organization. Therefore, it must be the duty of the HR managers to locate such hidden talents and retain them during times of restructuring. If the key talents are to be recognized by means of financial incentives then the normal performers must also be rewarded in order to encourage them to perform well. Thus, an organization will be able to completely utilize their human resources for the benefit of the organization.