

# Opinion book review

[Business](#), [Company](#)



## **Introduction**

The employee recruitment and retention in the workplace is essential in the continuity of business. Organizational performance is basically a function of the nature of the human resources it has in terms of skills and expertise. Varied factors contribute to a large extent on the reason why the organization possesses workforce within its premises. Similarly, the same applies on the reason why employees within a certain organization opt to remain within the entity. Based on various individuals and organization goals and objectives, there are observable trends that commonly appear in most organization settings. Individuals who are namely employees are leaving most organizations as managers. This is a situation which can be explained by the fact that within the entity and in relation to the job or work entitled to employees, it vividly shows that the experience gained by the employees will make him or her manager in another entity. As the main concept of the paper, managerial skills gained by workers are well observed in various fields of employment.

It is true that people join companies and leave managers. When employees are being recruited into the company, some of them barely have any skills regarding the roles in which they play in the company. The company takes up the training and the development of these employees to the point where the employees become full professionals. Although the present company should be able to offer a bigger challenge, the ambition of the employees may be greater, and they may wish to move on from the company to seek more ambition in other companies.

Employee maintenance in an organization is broadly contributed by the

ethical characters that he or she possesses in his working duration. In this regard, the ethical consideration is defined by the behaviour he or she adopts when in employment. This can be termed as his moral conditions, execution of the terms and conditions of employment and adhere to the organization rules and regulations. This to a large extent is contributed by his or her cultural background. The nature of human background defines the way he or she behaves and undertakes routines activities both in employment and in life.

In any normal employment, there are broad skills that are learned by an employee. These skills may be personal, interpersonal and technical skills. In the definition of managerial skills, this nature of skills which are gained by any employee in any employment situation plays a larger role. Managerial skills entail all the attributes that are gained by an employee in a given employment attributes. This clearly shows that many employees who leave any form of employment possess skills that enable them to act as managers in other attributes of employment.

However, not all employed workers leave as managers. Many factors may make an employee to leave an organization even before acquiring all the necessary conditions to define him or her as a manager. For instance, Branham (2005), argues that the employees may leave the company on the basis of lack of motivation. This, however, is not acceptable as the employee motivation should not be an aspect which is induced by the management but a thing that is derived from the employee himself. The employee lack of motivation should not be a reason enough for the employee to ditch the company and it is quite unethical for such employees to leave.

Also, he argues that the employee may leave the company due to lack of opportunities for growth and development. This may be a valid point when the employee moving on as the company should be in a position to create opportunities for its employees to feel challenged and to feel that the growth is happening in their careers. However, the employees who are trained by the company are in a position to have the company's knowledge, and their means to competitive advantage to other companies in which they compete with in the market. It would be unethical should these employees move on as the long time used in training and the company secrets will be out to benefit the rivals in the market. It is quite difficult to separate the employee knowledge, and the employee himself. This is the basic reason that some companies will seek permanency in the employees they hire. Moving on will mean that the company will have to contend with training staff who will espionage its activities only for them to benefit the rivals. The author also says that another reason that makes employees move on is the feeling of being devalued and being unrecognized in their endeavors, in the company. The managers ought to recognize the efforts of employees by using various approaches that exploit the employees' abilities to the fullest. This may include the rewarding system that the employees will be set in a manner which will encourage them to stay in the company.

Therefore, it is evident that an employee working conditions and cultural background greatly define whether the person is capable of acquiring the managerial skills necessary for him or her to be defined as managers.

Therefore, the moral and ethical conditions are within the organizational

framework in terms of employment conditions and employee perception and withholding of moral and cultural factors.

## **Works Cited**

Branham, Leigh. *The 7 Hidden Reasons Employees Leave*. New York: Amacom, 2005.