

# Biblical and secular perspectives on the causes of dysfunctional turnover

[Business](#), [Work](#)



Biblical and secular perspectives cause a dysfunctional turnover in business. A dysfunctional turn over refers to the kind of turnover where good performers leave the company. Many employees and especially high performers will leave their work or positions if their sincerely held religious believes practices and observances requested are not adhered to by the company managers. Religious observances include praying, attending worship services, displaying of religious objects wearing of religious symbols and adhering to specific dietary rules.

Determining whether a kind of practices is biblical or religious does not depend on the nature of a particular activity but on the motivation of the employee. This same practice might be engaged in by one person for biblical purposes and another person for specifically secular reasons. For example an employee might observe specific dietary restrictions for religious reasons while another employee will adhere to the very same dietary restrictions just for secular reasons. This might call for a reasonable accommodation if it is just for religious reason.

Many employees do not feel good when their secular or religious believes are assumed by their employers and they will therefore end up leaving the work place. For example according to Christianity the bible says that every seventh day is a Sabbath day and therefore every one should rest. Some of the Christian employees hold this biblical saying with a lot of regard and therefore if an employer disregards this day then they may quit their jobs for no other reasons other than that. Dysfunctional turn over is also facilitated by secular reasons.

For example some of the employers will want to have increased salaries, holidays, promotions nay many other worldly things. If the employee fails to provide this then many employees will end up quitting jobs. Secular employees are very hardworking and committed to their careers and puts God aside from their job. There are various strategies for increasing the retention of high performers. One of the strategies is the hiring of the right person. This is because the correct candidates are quickly in adopting the strategy referred to as “ train for skill hire for fit”.

The other strategy is integration for success. This is because turnover can be brought down by the implementation of a thorough and well orientation program. The other strategy is phase training. This can be achieved if employees are provided with basic training at the outset but as the employees build time and experience with the company then further training can be offered according to the recognition of their growth. The other strategy is the provision of growth opportunities.

This is because the more the employees feel that they have the ability to grow and even become more marketable then the more they are likely to stay. Nowadays employees are taking ownership of their carriers by recognizing the need to continuously upgrade and refine their skills. Employers who offer easily accessible and relevant kind of training tends to have a declined turnover. The other strategy is the alignment of aspirations with contributions. This can be achieved through the matching of interests and skills of the employees and their respective work assignments.

This can be possible only if the employers provide an environment where employees have the capacity to make necessary adjustments so that they can be effectively aligned with what the company needs them to do and what they are talented and what they find to be enjoyable. The other strategy is the motivation of the troops; this can be done through the assessment of the underlying motivators for work beyond the paycheck or salary. The main factor in the motivation of employees is through the creation of the sense of affiliation within the company. This creates a two way kind of relationship based on the meeting of the mutual needs.

Employees must be motivated to feel the sense of their purpose in the organization. The other strategy is the making of the rewards count. This strategy can be achieved through making all the employee rewards immediate, appropriate and personal. For instance employees find the receiving of a bonus check at the end of the year less or smaller compared to frequent payouts. The other strategy is the enlistment of problem solvers. This strategy can be achieved if and the employers invite the employees when solving the company problems. This is because a shared problem approach creates a deep ownership for employees in the company's triumph.

Many companies with formal retention and succession plans tend to show low costs per new hire and also lower cost of separation per employee. This helps the human resource professionals in validating the retention costs such as expensive benefits package which are vital to successful employee retention. High performing employees are always concentrated on their work if they are given proper treatment and this leads to increased

performance at work and reduced cost of production thus resulting into increased return on investment (Gardner, 1).