

Retention paper assignment



**ASSIGN
BUSTER**

Retention Management Recruitment, Selection and Placement ABSTRACT

This research paper covers the retention management process, as it pertains to business. The two types of turnovers, involuntary and voluntary, will be explained, along with the cost and consequences of each. Also covered are reasons why employees are discharged. Details of why companies downsize will be reviewed. Statistical information is noted throughout the paper. Finally, it will reflect on what happens when an employee leaves a company and the reasons why.

Saint Oleo's core value of excellence should be incorporated into every business and organizations' policies and procedures and be a fundamental component of the retention management process. Has it ever crossed your mind, why your fellow co-worker, lost his or her job? You may ask, "were they fired?" This situation is classified as a turnover. There are different types of turnovers and they are conducted in different manners. The main three are voluntary, discharge, and downsizing. Each explains if an employee is leaving a job for good, if they have been fired or if they are asked to leave in order to benefit them for the better.

Voluntary turnover is connected with involuntary turnover. Under voluntary it holds both avoidable and unavoidable turnover. Involuntary holds both discharge, and downsizing in it. The first type of turnover is called voluntary or involuntary. This is either divided into avoidable or unavoidable. Avoidable is usually "initiated by the employee" (He-man, Judge, Mueller, 2012, p. 685). This symbolizes that the worker "could have been prevented by certain organization actions, such as a pay raise or a new job assignment" (He-man, Judge, Mueller, 2012, p. 685).

Unavoidable turnover probably could not have prevented”. Examples of unavoidable turnover are retirement or by returning to school” (He-man, Judge, Mueller, 2012, p. 685). More examples are: “ people who quit due to dual career problems, pursuit of a new and different career, health problems that require taking a different type of Job, child-care and elder-care responsibilities, or leaving the country’ (He-man, Judge, Mueller, 2012, p. 685). Another type of turnover is called involuntary, and just like voluntary it holds two main points. They are discharge and downsizing.

Discharge, like many people know is a nice way to say fired. The technical term is “ aimed at the individual employee, due to discipline and/or Job performance problems” (He-man, Judge, Mueller, 2012, p. 685). Do you ever wonder why discharge turnover happens? “ Discharge turnover is due to extremely poor person/Job matches, particularly the mismatch between Job requirements. The other form of discharge turnover involves unacceptable Job performance” (He-man, Judge, Mueller, 2012, p. 689). Examples of poor Job performance are “ dress code violations, horseplay’ (He-man, Judge, Mueller, 2012, p. 89) and bringing prohibited items into the work-place. This pertains to employee who comes into work late every day, who eats food, knowing it’s prohibited and the news who do not follow the rules and in turn do as they feel. Downsizing, on the other hand usually “ targets groups of employees and is also known as reduction in force (RIF) (He-man, Judge, Mueller, 2012, p. 685). This “ occurs as part of an organizational restructuring or cost -reduction program to improve organizational effectiveness and increase shareholder value”