



NEWS & VIEWS

New Employee Retention

New employee retention is critical, especially if you consider the cost of replacing an employee, and the shortage of available talent.

The average turnover rate for businesses is hovering around 15 percent. The cost associated with that turnover can be high - generally 25 percent of the individual's annual salary if you utilize traditional recruitment methods. Clearly finding ways to attract and retain high quality staff can be a competitive advantage to any organization. The job market is still competitive for the "best and the brightest," which means that employers are frequently vying for the same candidates.



A work environment that attracts, retains and motivates its workforce is one that gives workers a sense of pride



and purpose in what they do. Managers have the sole responsibility for creating a positive work environment. They have to provide the leadership that holds everything together. Leaders can improve motivation within their organizations by:

- **Providing a positive working environment**
- **Recognizing, reinforcing and rewarding everyone's efforts**
- **Involving everyone**
- **Developing skills and potential with employees**
- **Evaluating and measuring continuously**
- **Reducing employee turnover**

ReCareer offers business owners a new and innovative way of discovering the "best & brightest" in a more effective and efficient manner. Our ability to translate your brand culture more accurately eliminates resume clutter and agency bias. This ensures you stand out amongst the competition. We work with you to fulfill your recruitment needs for the long-term.



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