

Reduce Employee Turnover by 32%

The Major Causes of Employee Turnover

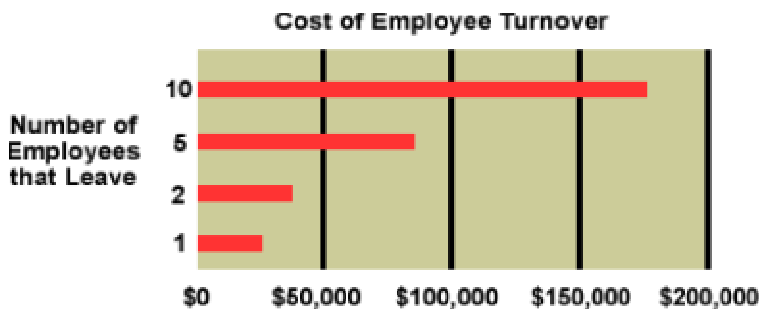
The Society for Human Resource Management and Aon Consulting did a study that discovered the top three reasons employees voluntarily leave a company.

- To advance their career with greater opportunities for training and career development.
- A better compensation and benefits package.
- Poor management

The Cost of Employee Turnover

The *Wall Street Journal* reports the total cost of employee turnover ranges from a low of 50% to 60% (The Hay Group) to 100% to 150% (Hewitt Associates) of the employee's annual compensation.

Imagine the savings if your company retained one or two additional employees each year by having better managers and by providing training and career development as an employee benefit. Take a mid-level manager that earns \$35,000. If you had to replace this manager, at the minimum it would cost your business \$17,500. How many managers does your company lose per year? If your business loses two managers in a year, that's \$35,000. Five managers, that's \$87,500. Ten managers, that's \$170,500.



Imagine the savings by holding onto one or two extra managers per year!

The Leadership Journey is a supervisory, management, and leadership training system consisting of 24 courses delivered on DVD, CD-ROM, VHS, and Online.

Call 1-800-541-7872 or visit www.btedemo.com to preview courses.

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Creating Opportunities for Training and Career Development

Let's look at the first cause of employee turnover -- employees want to advance their career with greater opportunities for training and career development. Providing a set of tools to develop the leadership and management skills of your employees will provide immediate and long-term benefits to your business. It should be a major step in your employee retention strategy.

When you provide training to your supervisors and managers, they will be receiving training and career development which they want and need. Their sense of advancement and skills will lead to increased productivity for them and their team. They will have more fulfilling work and are less likely to leave your company. This provides an immediate benefit to your bottom line - reduced employee turnover!

Improving the Poor Managers at Your Company

Another cause of employee turnover is poor management. Have you had a poor manager? What happened to your work, initiative, and attitude? Exactly! Work quality diminishes, productivity decreases, attitudes drop. Have you left a job because you had a poor manager? Your company's employees should be focusing on the advancement of your company goals, not on their manager.

Using a comprehensive training system like The Leadership Journey is guaranteed to reduce employee turnover. Call 1-800-541-7872 to learn more.

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