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INTERNATIONAL GROUP



How To Retain Employees When Your Top Talent Is Leaving

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How To Retain Employees When Your Top Talent Is Leaving

Does it seem like your recruitment firm is constantly working towards making up for the high attrition rate your company is suffering from? Are those people leaving too who have not worked for the company for long?

Then it is time for either your [HR Strategy Consultants](#) to try to understand the root cause of this or your [Strategy Consulting Firms India](#) need to step in. It is a simple fact that an employee who is satisfied would not think of leaving the job.

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So if you have a high attrition rate, it is time to make a change and bring in a few changes in your organisation. Human by nature is adaptable.

A positive work environment would motivate people to do their work efficiently whereas an environment with high turnover rates can lead to low employee morale, decreased productivity, and huge costs directly impacting your business. This problem becomes even bigger if your key team members are leaving the company.

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The higher attrition rate needs to be addressed proactively and immediately, before it becomes an even bigger problem. Here are few things you can do in order to address the issue:

- » Advancement Potential
- » Flexible Working Arrangements
- » Attractive Benefits Package
- » Positive Work Environment
- » Recognition For Achievements

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Advancement Potential

Talented workers do not want to get stuck in a dead-end job. If they feel for a second that there is no room at all for growth at your company, they will start looking for options everywhere. As they say, when a company grows, it's employees grow with it. So keep expanding your business as well as team so that there is always a room for growth for the existing employees and an opportunity for the new ones.

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Flexible Working Arrangements

Today's generation do not like a nine-to-five desk job where there is no room for flexibility. Studies have shown, that the employees remain more motivated in a flexible work environment.

- A balance of both professional and casual work environment is what you need to achieve in your company.

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Giving a breathing window to employees to adjust their hours or work remotely has become a “must-have” for the employees.

Attractive Benefits Package

Nowadays, employees look up to their companies as much as the companies look up to their employees. A motivated employee is the one who knows that the company cares for him.

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Employees greatly value a comprehensive benefits package, including retirement savings, healthcare coverage, and more. The better the benefits package is, more likely you will be able to retain your employees.

Positive Work Environment

- Do you look forward to go to office each day? This is the question you need to ask yourself everyday for your company.

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Enter into your employees shoes and see if the work environment in your company is positive. No one would like to spend each day in an environment that is hostile and unfriendly.

Recognition For Achievements

- This is very important. According to Maslow's Hierarchy of Needs Theory, the need to be recognised and appreciated comes on the 4th priority.

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Studies have shown that as the employee go up the hierarchy ladder, the needs become less materialistic.

If you are not recognizing the employees for a good job, they might feel undervalued, thereby leading them to search for better opportunities.

Thanks 