

# Turnover Management



## Do you need a retention program?

Answer the questions below to determine if you need a retention program. If you answer “no” to more than two questions, call Express for tips on creating a retention program. In addition, check out the Turnover Podcasts and HR Tips for more information.

- 1) I identify the jobs in my organization that have the highest turnover and investigate why.
- 2) I conduct post exit interviews 30–90 days after separation to discover the real reason they left.
- 3) I hold my managers/supervisors accountable for turnover in their department.
- 4) I reward my managers for high retention in their department.
- 5) A part of every staff meeting is devoted to retention and morale.
- 6) We have a good orientation process that we follow for all new employees.
- 7) We go out of our way to communicate with our employees.
- 8) We receive and value employee feedback.