

# HR Tips from Express



## Managing Turnover

Turnover costs an average of one-and-a-half times the employee's salary. High turnover rates drain your bottom line and prevent you from building a team with knowledge and experience with your organization. You can learn how to reduce turnover by reading and implementing these tips from Express Personnel Services. Contact Express Personnel Services for more information on this and other human resource issues.

## Calculating Monthly Turnover Rates

The direct and indirect costs of employee turnover make a big impact on the profitability of both large and small businesses. The first and most important step in controlling the turnover in your business is to better understand what it costs. There are several ways to calculate turnover and turnover costs, but Express Personnel has made it easy for you by giving you FREE access to a turnover calculator that is available at [trc.expresspersonnel.com](http://trc.expresspersonnel.com).

## Why Good Employees Leave

Contrary to common belief, money is rarely the most important factor in a person's decision to leave a company. Research has shown that one of the main reasons employees leave companies is due to their relationship with their direct supervisor. Because of this, it is important that employers train their supervisors on how to properly lead employees. Express has many resources available to help you accomplish this. Contact your local Express office to learn more.

## Generations and Turnover

As generations X and Y start to dominate the workplace, employers need to understand how they differ from previous generations so they can motivate and retain them. If you would like to learn more, ask your local Express office how you can obtain a copy of our DVD and training materials on generations in the workplace.

## Organizational Effectiveness Surveys

Confidential employee surveys are a great way for companies to identify what is going well in their organization and target areas that need improvement based on employee perception. Administering a survey communicates to employees that their opinions matter, and it allows management to focus their time and energy on improving areas that really will make a difference in retention and morale. Express Personnel's Organizational Effectiveness Survey measures 22 competencies and provides you with easy-to-read reports identifying areas for improvement. Express also goes one step further and offers a treatment action plan to help you address critical issues. To take a demo survey, go to [employers.expresspersonnel.com](http://employers.expresspersonnel.com), then select HR Services and click on Take a Demo Survey. Contact your local Express office to find out more.