

To Stay or Not to Stay?

Business lesson 5

Learning aim: To apply critical thinking skills within the process of motivating and retaining employees.




Creativity step 6 – I use creativity in the context of work.



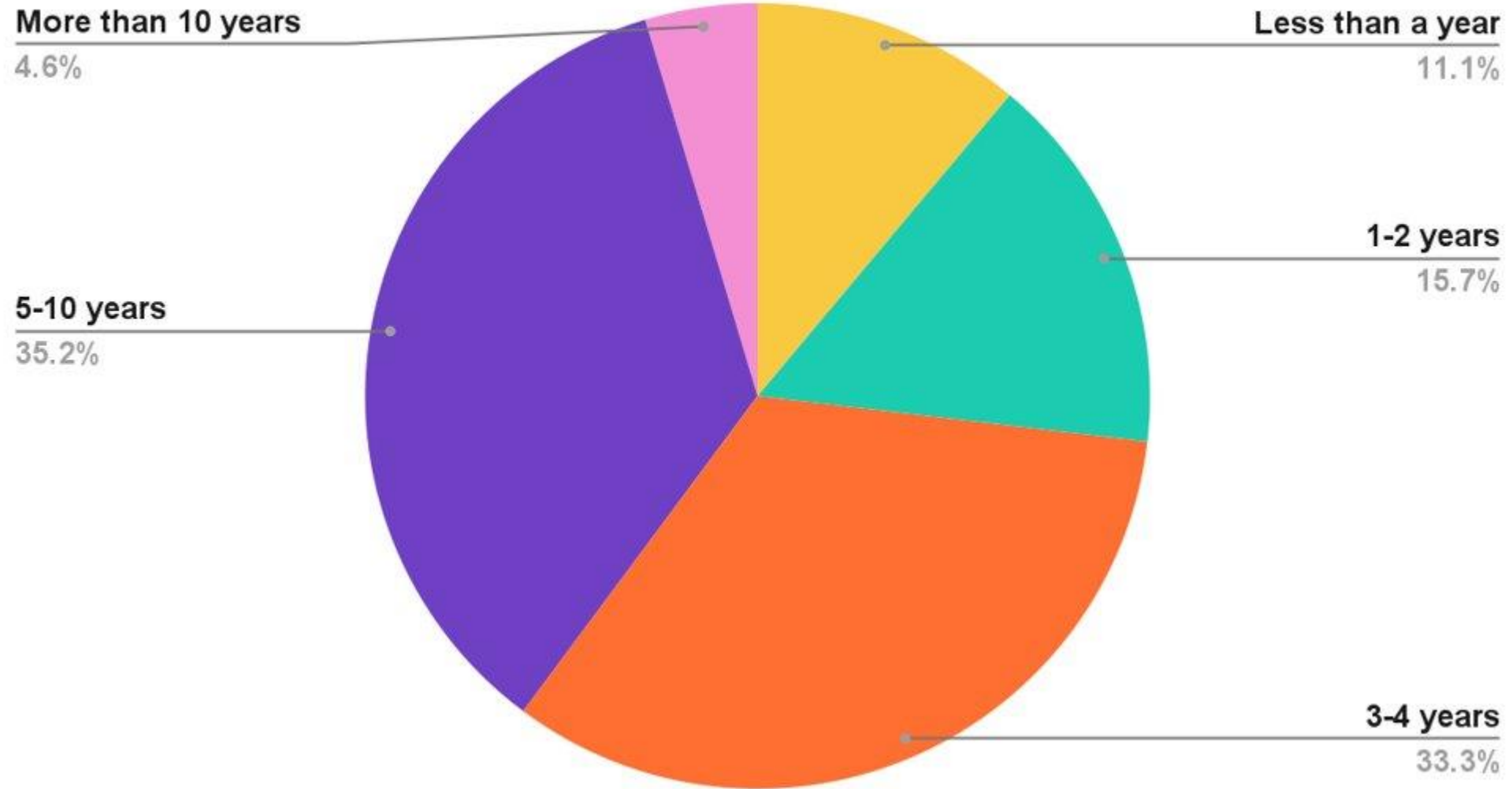
Teamwork step 7 – I contribute to group decision making, whilst recognising the value of others' ideas.

Scenario

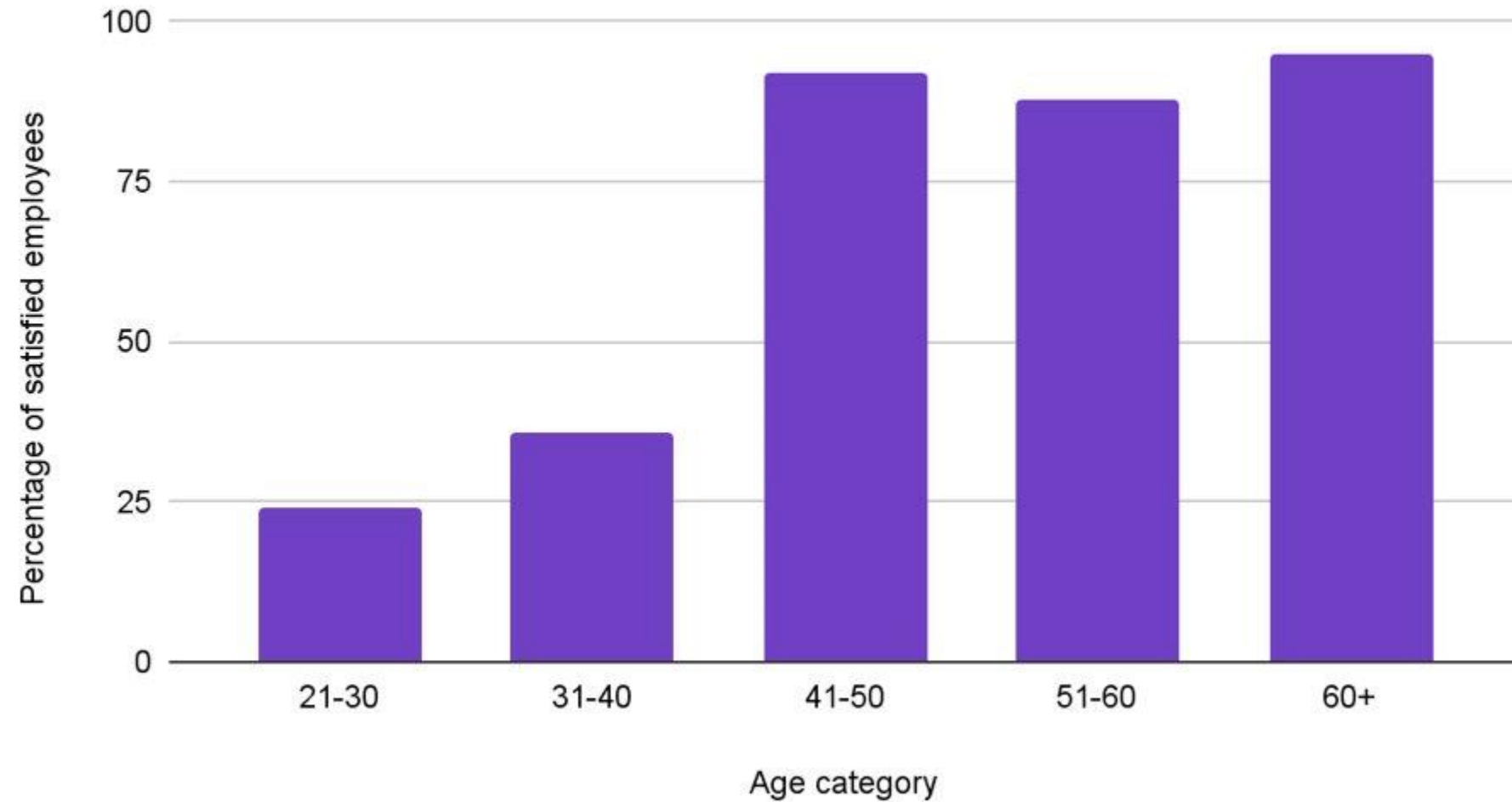
A HR manager at a leading accountancy firm has undertaken a review of employee satisfaction within their organisation. They have identified from the review that more must be done to retain staff and attract new employees.



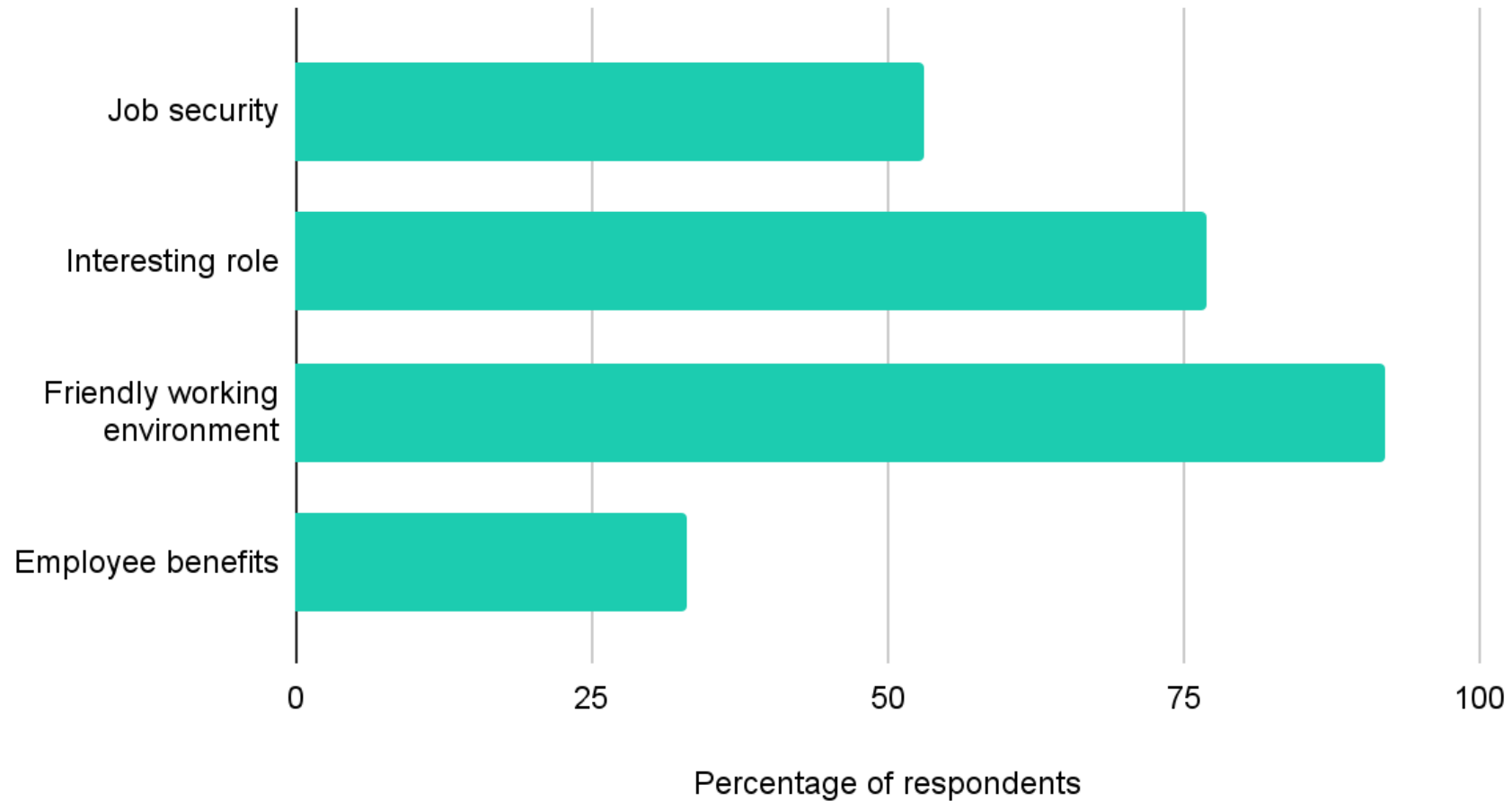
Length of time employees have spent in their current position



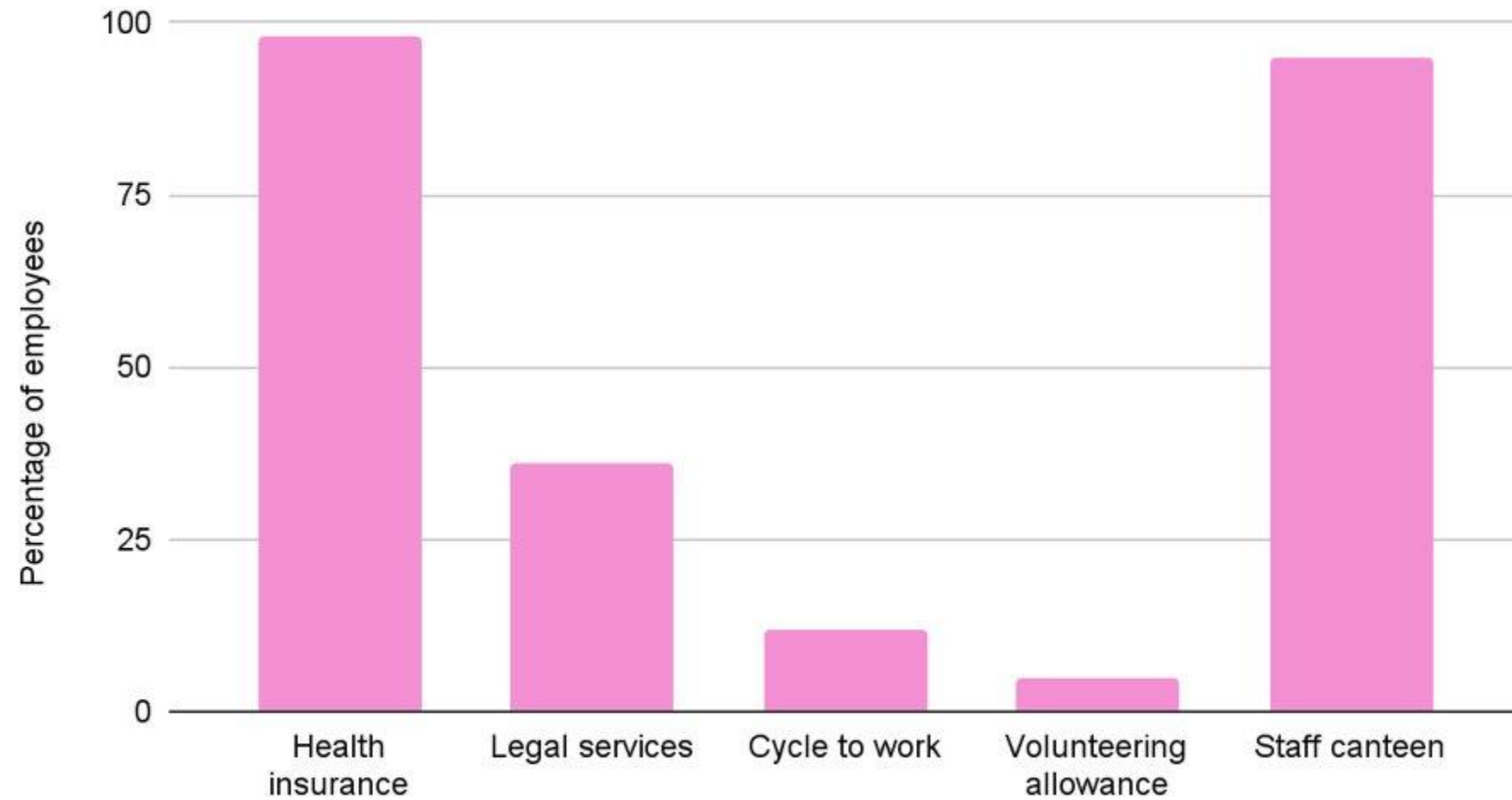
Employee job satisfaction by age



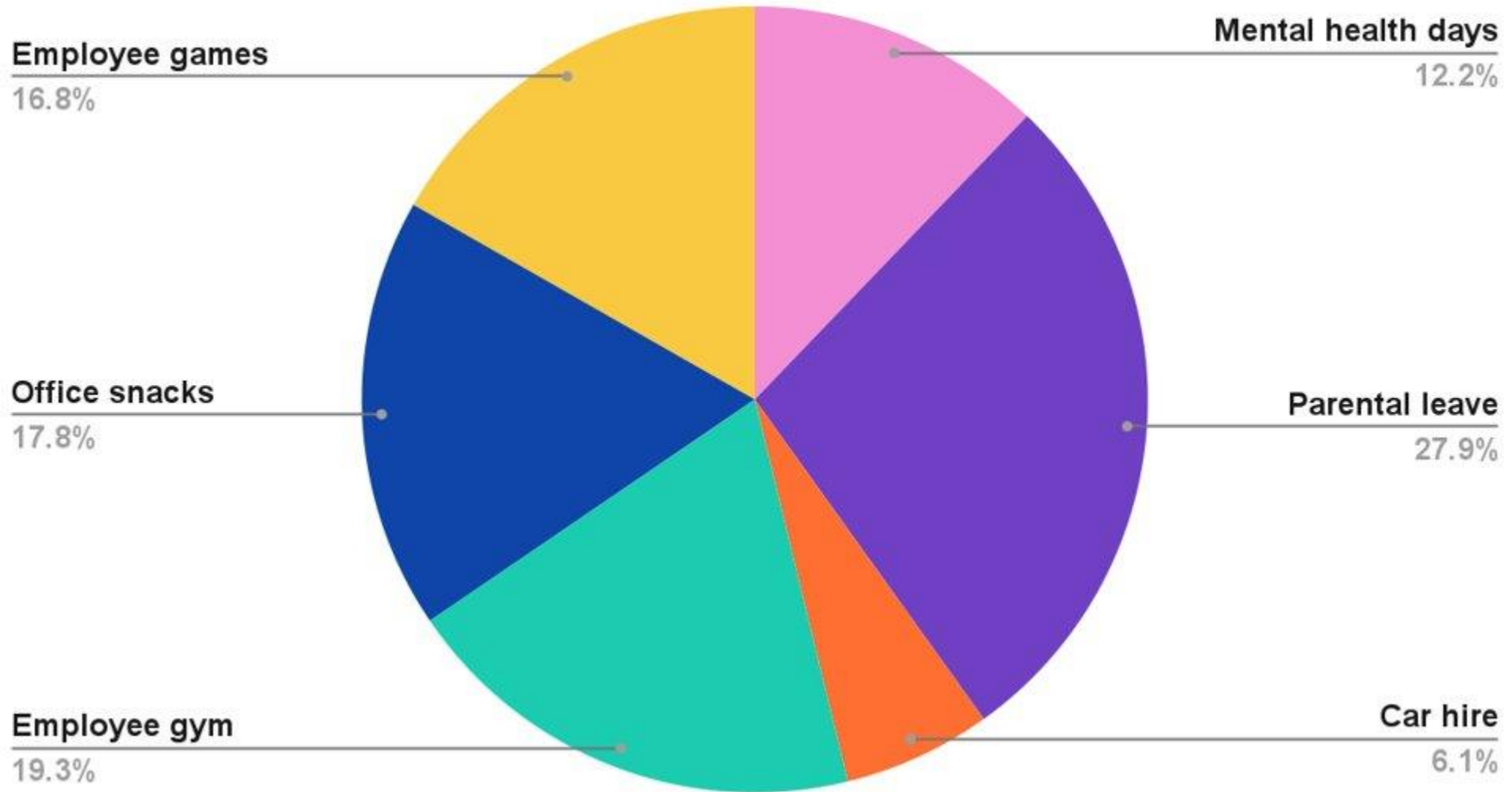
Reasons for staying at the firm



Use of employee benefits



Employee preference for new employee benefit



Reflection

1 – Why is staff retention important to organisations?

2 – How well did you listen and respond to your peers' contributions today? Rate yourself 1-5.

1 (I didn't contribute to my team) – 5 (I contributed to team by listening and responding to my peers' contributions)

3 – What could you do to improve your teamwork skills in future?