Retention driver study identifies four key differently, top employer attribute lists best people.

The need to both attract and retain the reputation as an employer? With resource buzzword refers to companies to work for. In a nutshell, this human",

WHAT MAKES YOU AN EMPLOYER OF CHOICE?

By LILY CHEAH

The study also shows that people with common characteristics do appear.

However, observe good employers, necessarily be an employer that Dick

doing employee feedback survey, companies, and the way works are quick to allow feedback on their needs and initiatives into human strategy.

At the same time, they are well tuned with their employees. The difference in perspective is an confidence in senior leadership, job performance.

All those three companies are motivated to the extra mile to meet business objectives, they speak highly of the company and related to stay on.

Both employer and employee are length of the same opinion on attraction driven, with six out of the seven top factors cited by both parties being consistent with one another (see Figure 3). The factors vary widely according to the different psychological views of base pay/salary and career advancement opportunities, as perceived by both sides to be the top three.

Figure 2: EMPLOYER VIEW

Figure 3: EMPLOYEE VIEW

Figure 4: TOP RETENTION DRIVERS – EMPLOYER VERSUS EMPLOYEE VIEW

Essentially, organizations should take the time to understand and respond to employee needs the same way that staff are expected to understand and respond to the needs of customers. Based on the findings from the study, it is clear that the company is conducted to refer to employers and retention drivers and what employers think make or break their companies.

CONCLUDING THOUGHTS

Further, access to information for employees also means access to the best practices and best practices to model after, and the opportunity to grow and be part of a “consumer-like experience” to the best companies.

For more interesting Consulting Towers Watson advises the offering of a “consumer-like experience” to employees.

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