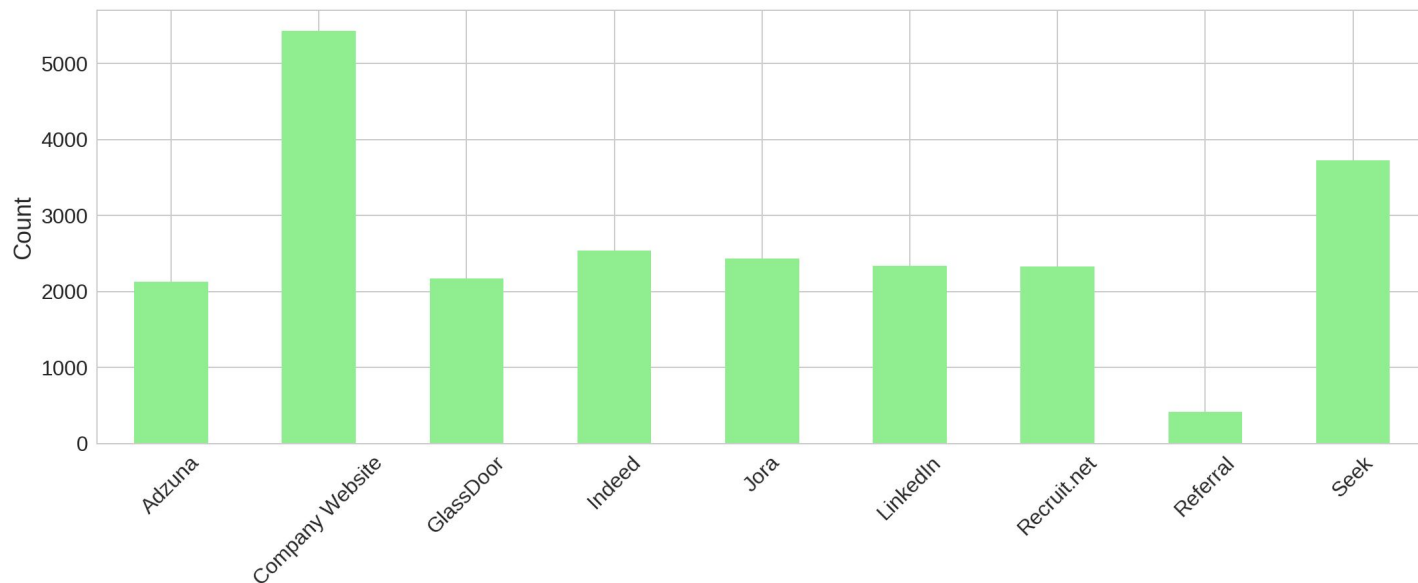

Retaining satisfied employees

by Vicki Simmons

Hiring sources

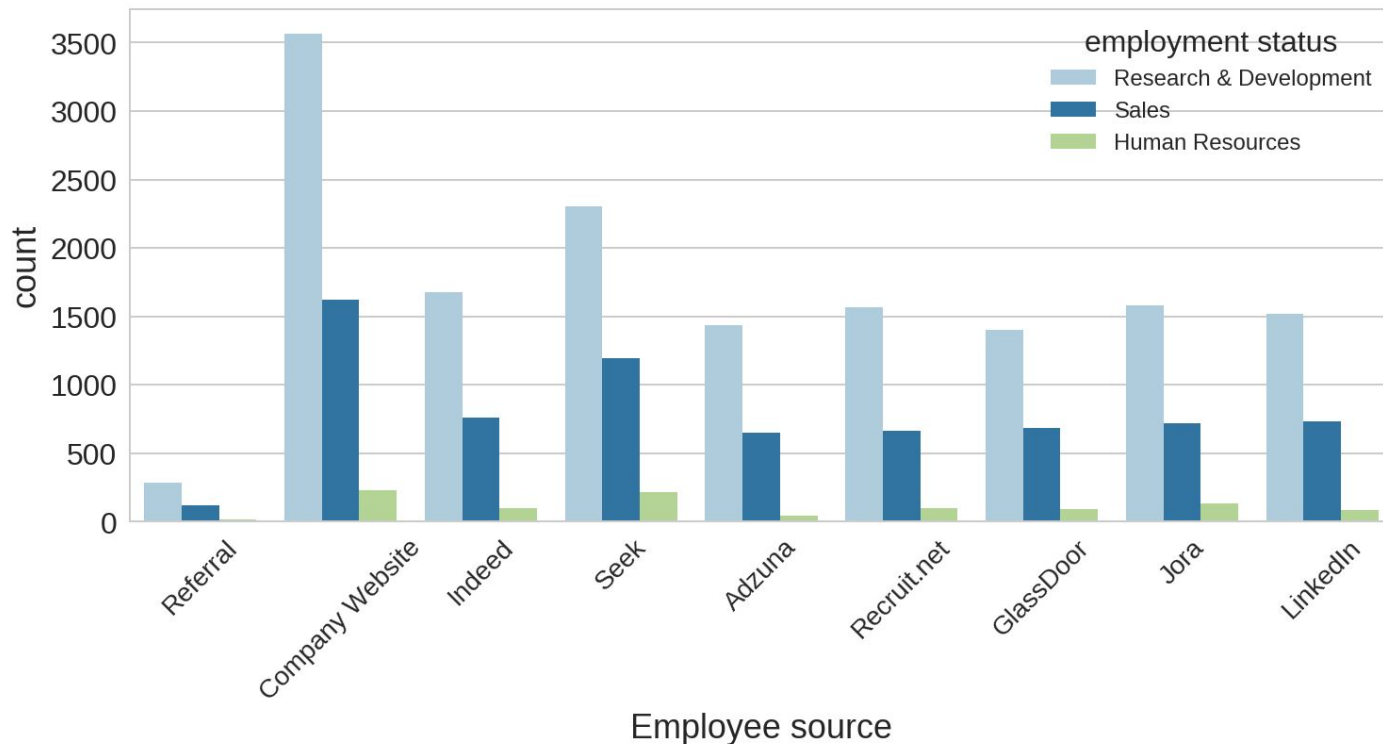
Where are we hiring from?

- 23% of all hires come from the company website
- 16% of hires from Seek
- Referrals make up 2% of new hires



Departments hired for

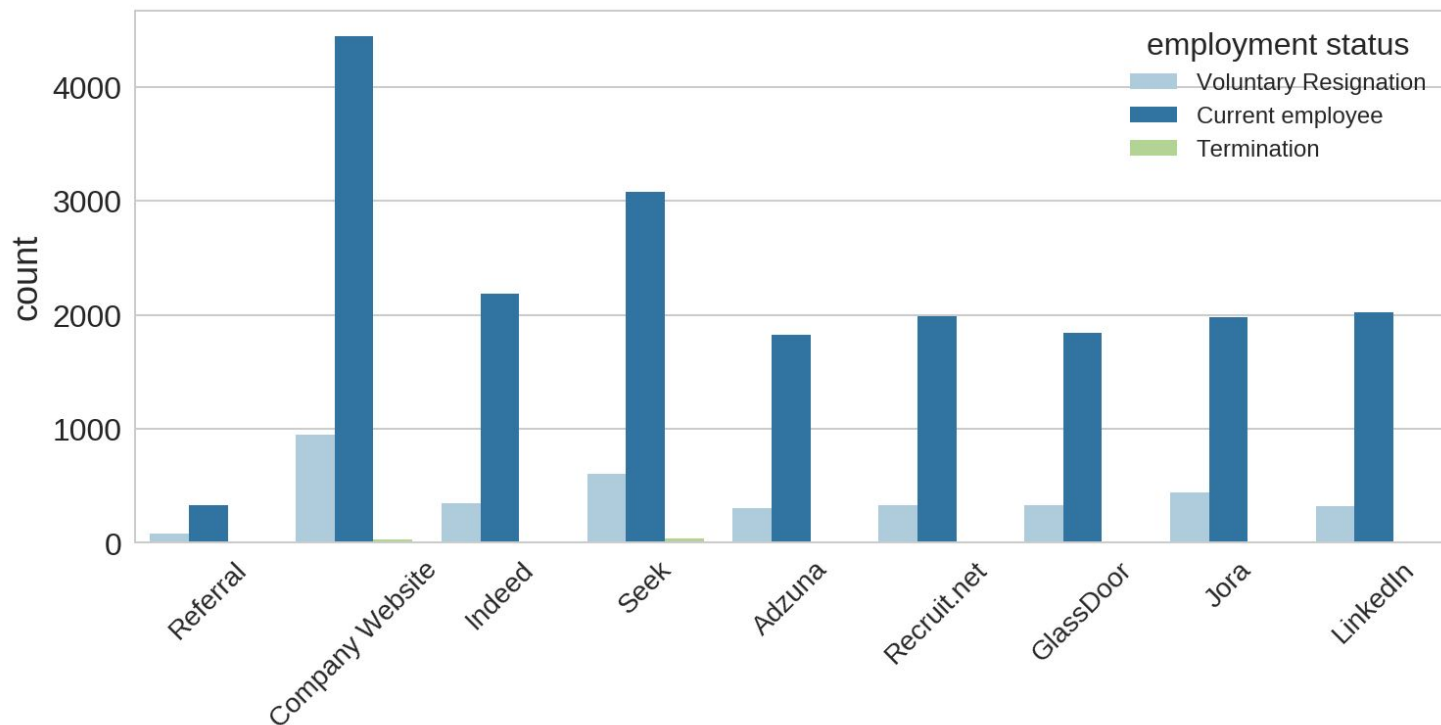
- Research & Development
◆ 65.26%
- Sales
◆ 30.41%
- Human Resources
◆ 4.33%



Employment status

From all employees:

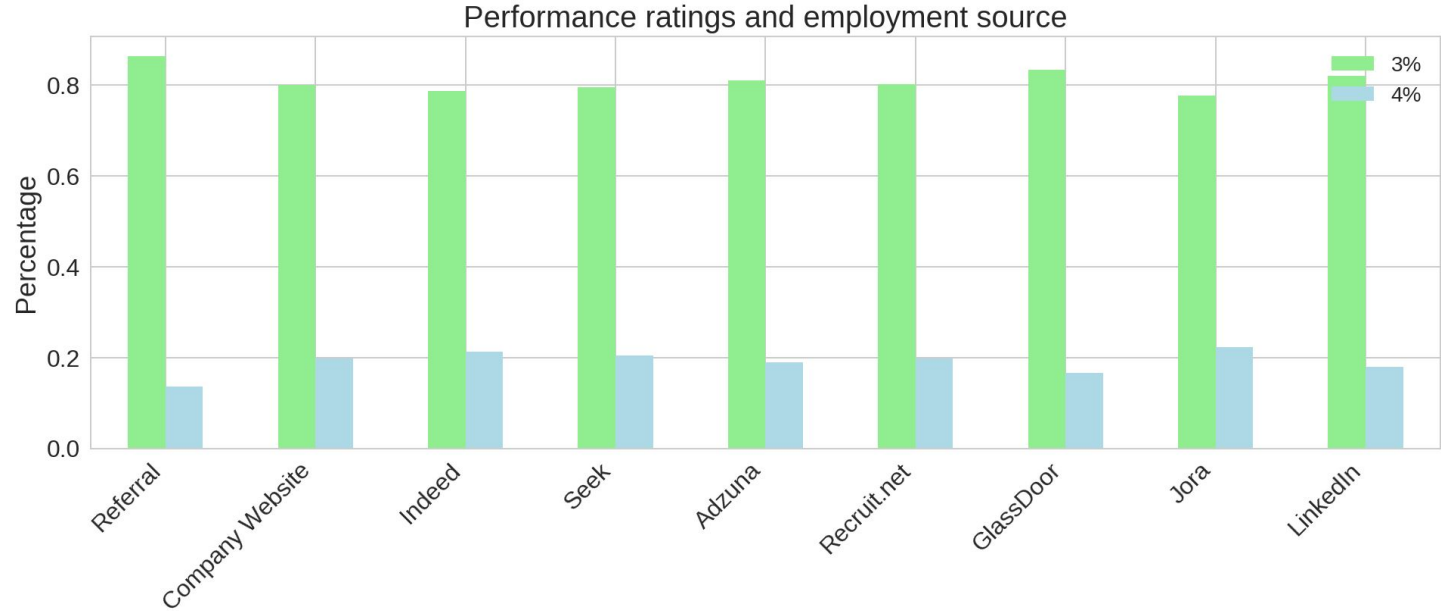
- Termination
◆ 0.41%
- Current employee
◆ 83.78%
- Voluntary Resignation
◆ 15.76%



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Performance

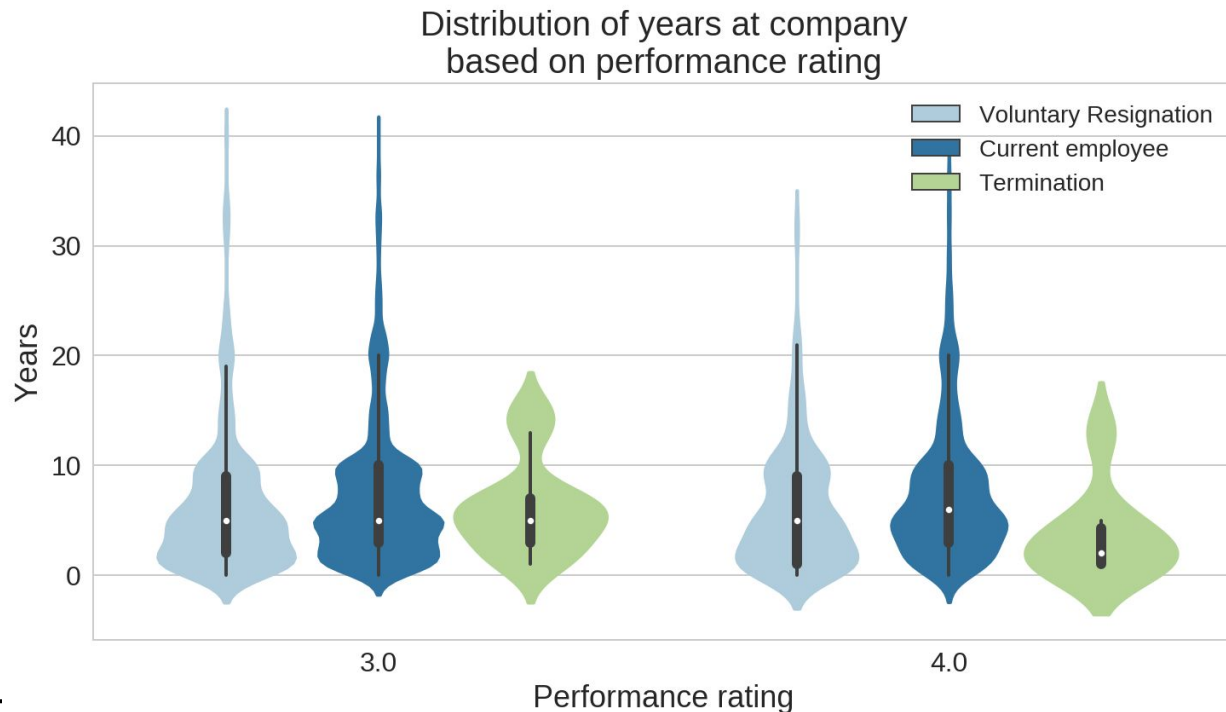
How are employees performing?



How well is everyone performing?

Performance rating
distribution across
employees:

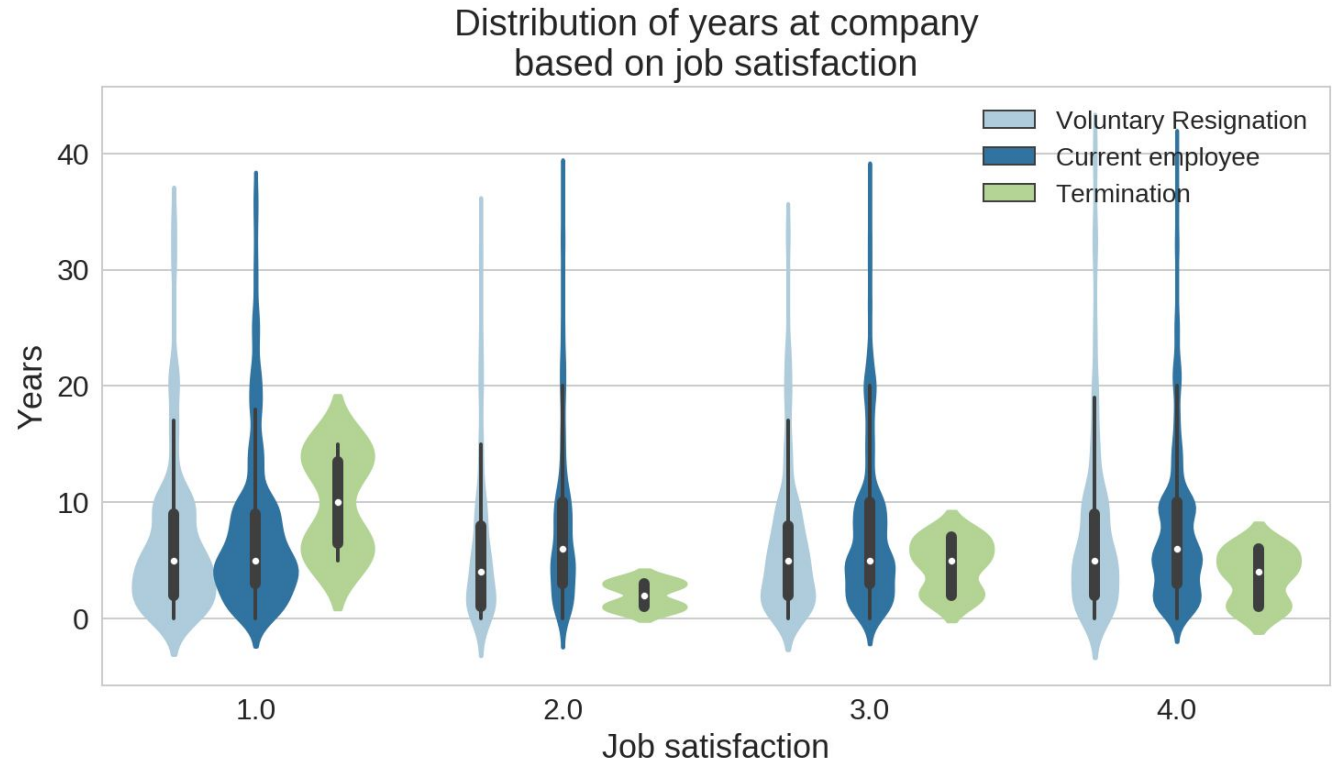
- Threes
◆ 84.48%
- Fours
◆ 15.52%



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Satisfaction

Satisfaction ratings

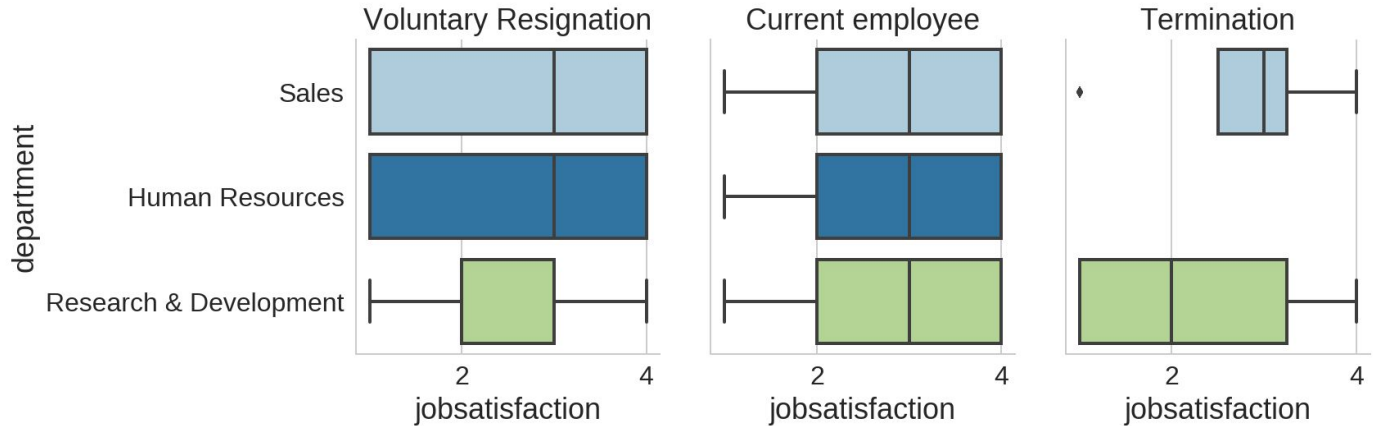


Satisfaction and years at company

- Terminated employees with low job satisfaction tend to work more years at the company than the average employee.
 - Low satisfied employees who have been terminated worked 10 years on average while the average employee tends to work at the company for 5 years.
-

Satisfaction and departments

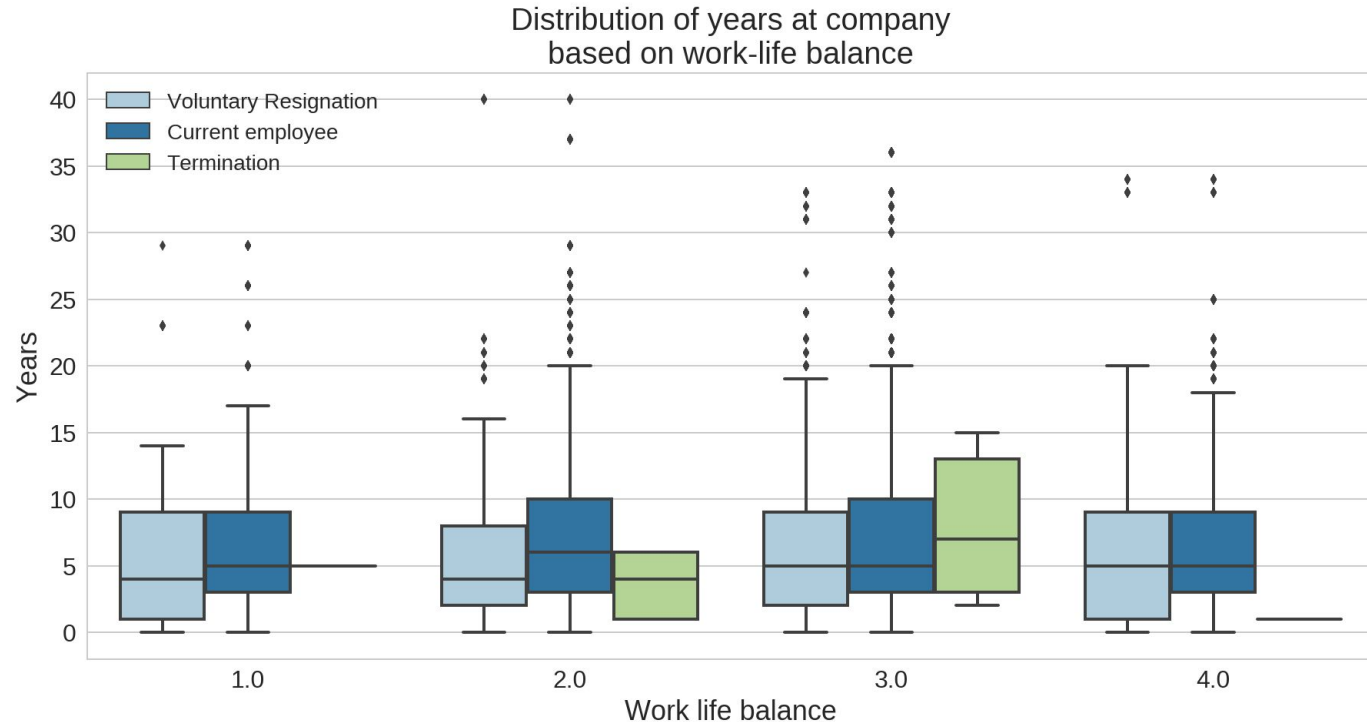
- Job satisfaction is lowest for terminated Research & Development staff
- However current R&D staff are the most satisfied



Work-life balance

Work-life balance

- Employees with low work-life balance tend to voluntarily resign sooner than employees with high work-life balance



Recommendations

-
- Reach out to less satisfied employees -
Why do less satisfied employees continue at company

- Can value be added for these employees

- Increase job satisfaction for R & D staff
 - Low satisfaction leads to decrease in staff size

- Look for ways to increase work-life balance
 - Employees with low work-life balance tend to voluntarily resign

- Conduct a company survey to understand staff's work values

- create a productive work culture
 - inhibit attrition
 - Increase productivity

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