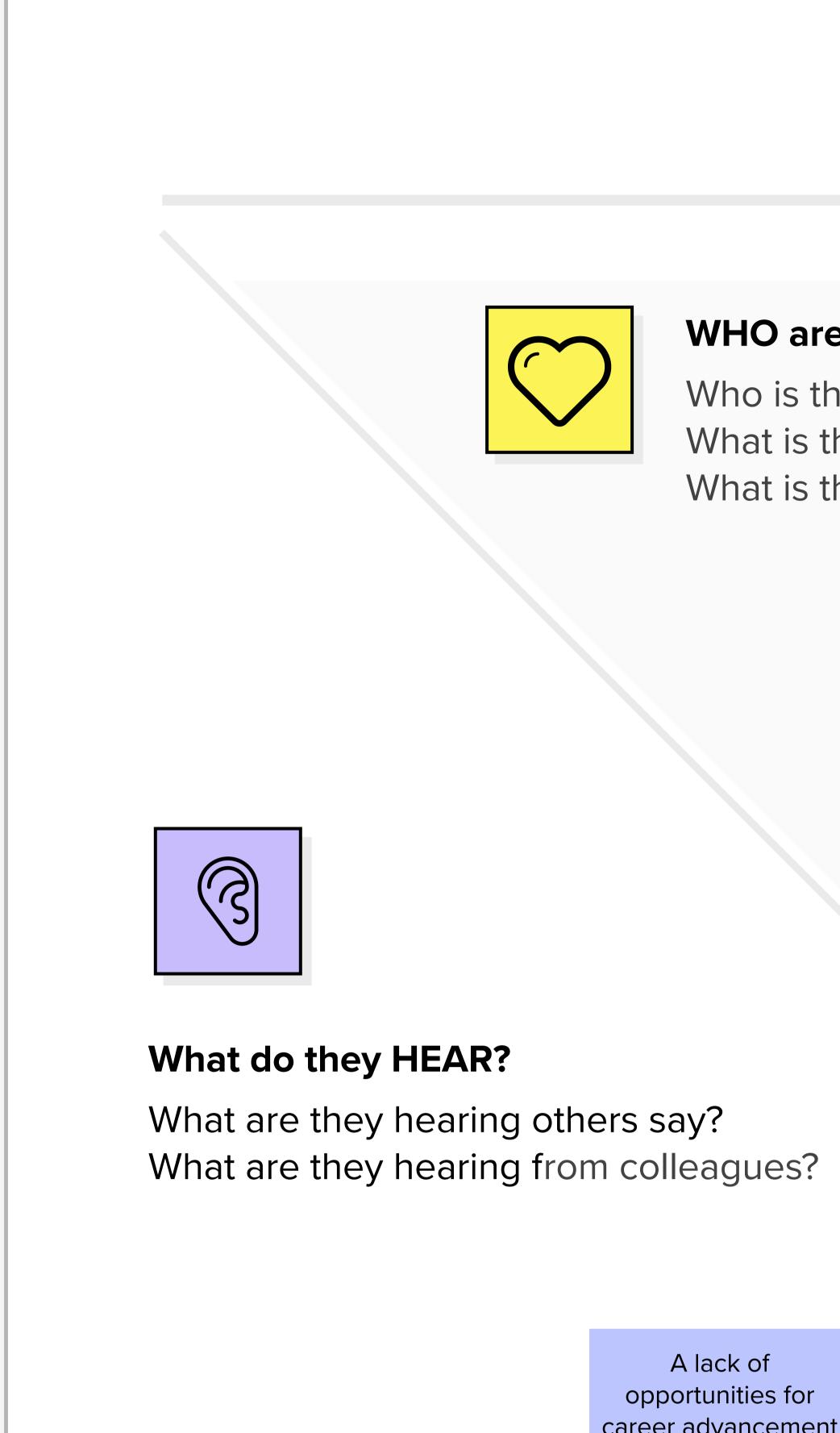


Empathy map

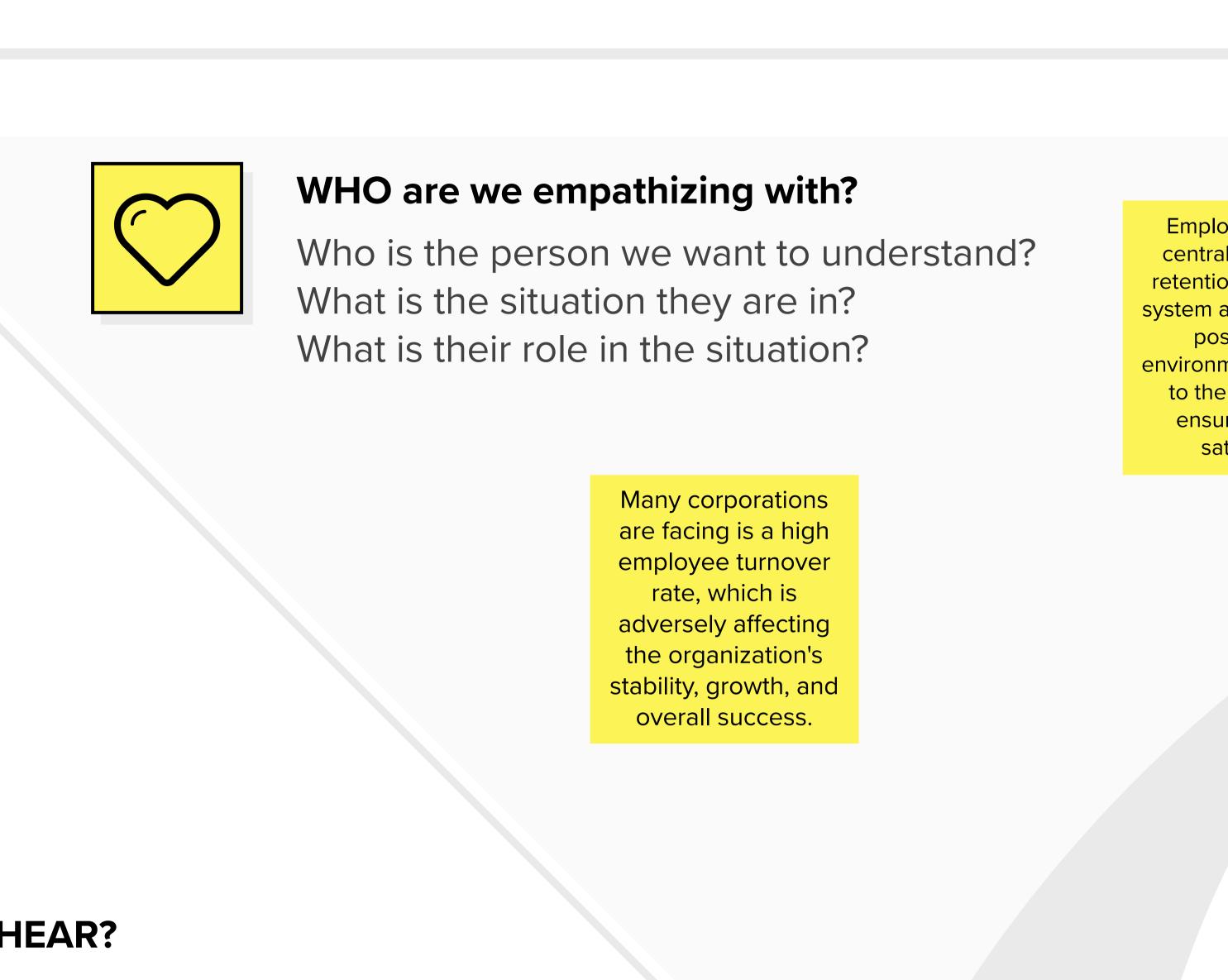
Empathy map of Work force retention System

Originally created by Dave Gray at





Economic instability or financial troubles within the lead to layoffs or downsizing, causing attrition.



Employees are the central focus of any retention system. The system aims to create a positive work environment that caters to their needs and ensures their job satisfaction.

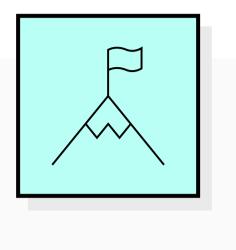
Work force Retention system

What do they THINK and FEEL?

Strategies related to work-life balance include offering flexible work arrangements, family-friendly policies, and programs that support employees' well-being.

What do they need to DO?

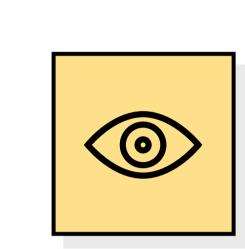
What do they need to do differently? What decision(s) do they need to make?



A retention system should have a plan for ongoing training and development to help employees acquire new skills, improve their existing ones, and advance their careers within the organization.

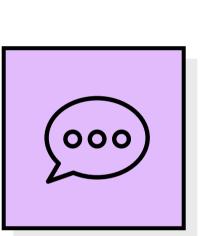


employee retention are leading to the failure of thbe company



What do they SEE?

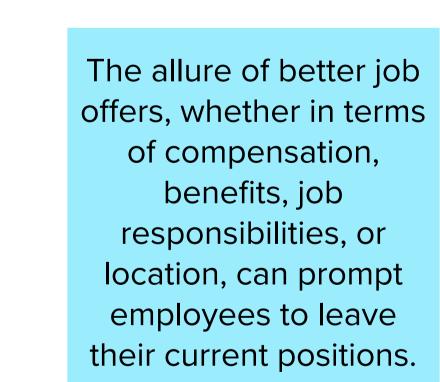
What do they see in the marketplace? What do they see in their immediate environment? What do they see others saying and doing?

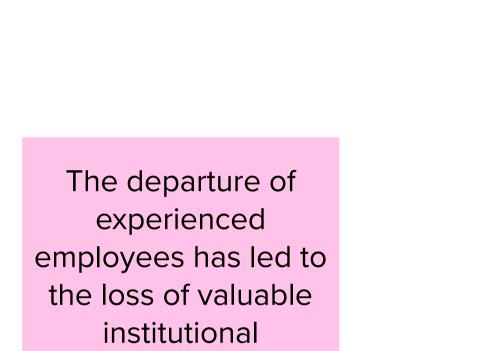


What do they SAY?

What have we heard them say? What can we magine them saying?

> Due to the increasing demand of jobs, employee attrition is not much taken care of.





knowledge, skills, and expertise.

CHALLENGES

Challenges faced by the

experiencing a consistently high rate of employee

turnover,

particularly among key positions and talented individuals.

Retained employees require less training and development, as they already have the necessary skills and knowledge.

GOAL

What are their wants,

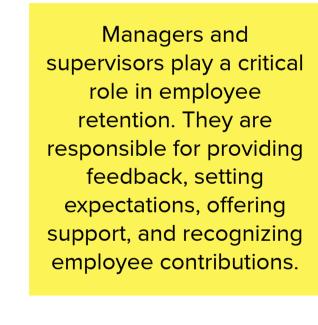
knowledge and skills that are essential for

the company's

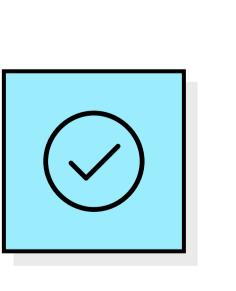
success.

needs, hopes, and dreams?

What other thoughts and feelings might reduce employee attrition



Senior leaders and executives set the tone for the organization's culture and priorities.



A lack of

career advancement

and professional

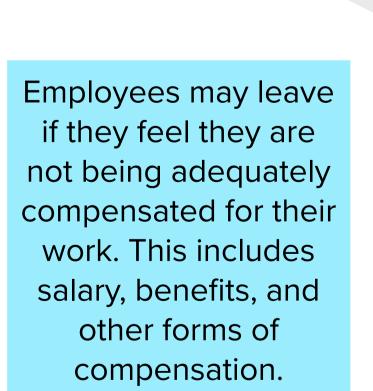
development lead

employees to seek jobs elsewhere.

opportunities for

What do they DO?

What do they do today? What behavior have we observed? What can we imagine them doing?



Uncertainty about job security, such as concerns about layoffs or downsizing to seek more stable employment elsewhere.