

Sample Employee Turnover Report

RC Schank

Labor Turnover Report ,1952-06

Employee Turnover Charles F. Wonderlic,Eliot R. Long,James M. Shaeffer,E.F. Wonderlic & Associates,1981

Report on Production Employee Turnover and Methods of Reducing Turnover D. L. Nelson,New Zealand.

Government Printing Office. Organisation and Training Section,1970

Research Handbook on Employee Turnover George Saridakis,Sir Cary Cooper,2016-04-29 Covering the period of the financial crisis, this Research Handbook discusses the degree of importance of different driving forces on employee turnover. The discussions contribute to policy agendas on productivity, firm performance and economic growth. The contributors provide a selection of theoretical and empirical research papers that deal with aspects of employee turnover, as well as its effects on workers and firms within the current socio-economic environment. It draws on theories and evidence from economics, management, social sciences and other related disciplines. With its interdisciplinary approach, this book will appeal to a variety of students and academics in related fields. It will also be of interest to policy makers, HR experts, firm managers and other stakeholders.

Labor Turnover Statistics Manual United States. Department of Labor,1961

Abridged Report of the Task Force on Hourly Employee Turnover, 1973 Aluminum Company of Canada. Kitimat Works. Task Force on Hourly Employee Turnover,R. D. Algar,1974*

Employment and Earnings and Monthly Report on the Labor Force United States. Bureau of Labor Statistics,1956

Staff Turnover [report]... National Economic Development Council. Economic Development Committee for Hotels and Catering,1969

Employee Turnover Peter W. Hom,Rodger W. Griffeth,1995

Employee Retention and Turnover Peter W. Hom,David G. Allen,Rodger W. Griffeth,2019-08-28 This exploration of what employee turnover is, why it happens, and what it means for companies and employees draws together contemporary and classic theories and research to present a well-rounded perspective on employee retention and turnover. The book uses models such as job embeddedness theory, proximal withdrawal states, and context-emergent turnover theory, as well as highlights cultural differences affecting global differences in turnover. Employee Retention and Turnover contextualises the

issue of turnover, its causes and its consequences, before discussing underrepresented antecedents of turnover, key aspects of retention and methods for regulating turnover, and future research directions. Ideal for both academics and advanced students of industrial/organizational psychology, Employee Retention and Turnover is essential for understanding the past, present, and future of turnover and related research.

Voluntary Employee Withdrawal and Inattendance Meni Koslowsky, Moshe Krausz, 2012-12-06 Regardless of the job market situation, there is always a certain level of voluntary employee withdrawal - lateness, absence, avoidance of work, undue socializing - that affects the well being of the organization. This volume explores the various manifestations of employee withdrawal, how they may be assessed, and identifies relevant antecedents and moderators, attitudinal as well as behavioral. The authors have focused on issues such as national culture and perceptions of absence legitimacy, components of voluntary employee turnover, the role of performance management process in employee withdrawal behavior, and current controversies concerning the withdrawal phenomenon. In addition, some creative perspectives on changing information technology, the taxonomy of lateness behavior, and the association between smoking and absenteeism are offered.

A STUDY ON EMPLOYEE TURNOVER IN IT-ITES SECTOR WITH REFERENCE TO CHENNAI CITY

Dr.M.S.VIJAYRAO, 2021-10-06 The growth of IT/ITES sector is drastically influenced by the rate of employee turnover, as the availability of skilled and trained talent pool is imperative. Employee Turnover and Retention Strategies followed by the IT/ITES sector are designed to attract and retain the professionals and are formulated to meet the challenges and to increase productivity. Organization formulate strong HRD practices along with effective strategies to accomplish goals of creating a congenial environment. It is important to utilize human resources to the optimum extent and to retain them in the organization. Many researches has been conducted across a range of industries. There is no serious research to ascertain the various elements of employee turnover in IT/ITES sector in Chennai. The study generally encounters few research problems of determining predominant factors leading to employee turnover in IT/ITES sector and how effectively the management if IT/ITES sector take measures to retain their employees. The study aims at examining the dimensions of employee turnover and retention strategies and its respective outcome is select IT/ITES companies in Chennai.

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Retaining Valued Employees Rodger W. Griffeth,Peter W. Hom,2001-02-13 How do you keep valuable employees from leaving? With employee turnover at a ten-year high in the tightest labor market in recent memory, human resource professionals face this challenge daily. This book briefly summarizes the current research in the area of employee turnover and provides practical guidelines to implement proven strategies for reducing unwanted turnover. Topics covered include differentiating between functional and dysfunctional turnover, job enrichment, employee selection, orientation programs, compensation practices, easing conflicts between work and home, social integration, and managing exiting employees. Separate chapters are devoted to using employee surveys to predict turnover and diagnose turnover causes and reducing turnover among special groups -- minorities and women. Hands-on interventions are described and illustrated with cases drawn from companies who have been successful in retaining personnel. The appendix includes two sample employee surveys. Human resource professionals, trainers, consultants, students, and researchers will find this a timely and helpful resource.

Employee turnover intention. Empirical evidence from the Savings and Loans Companies in Ghana Michael Asiedu Gyensare,2016-07-20 Master's Thesis from the year 2013 in the subject Leadership and Human Resources - Miscellaneous, grade: A, University of Ghana, Legon (University of Ghana Business School), course: MPhil Human Resource Management, language: English, abstract: The study examined the relationship among antecedents, employee turnover intention and outcome variables. First, it was proposed that pay satisfaction, job satisfaction, affective commitment, transformational leadership, transactional leadership, psychological climate, normative commitment and continuance commitment would antecede employee turnover intention. Next, turnover intention was expected to influence perceptions of absenteeism. Finally, thoughts of quitting was presented as a moderator between turnover intention and absenteeism as acceptable or accountable work behaviour. A nonexperimental, cross-sectional, descriptive correlational design was adopted for the study. Also, the multi-stage sampling method was used to select the three hundred and forty (340) employees who completed the survey instrument. Hypotheses were tested through correlational and hierarchical regression analytic

procedures. The antecedent variables were all significant and inversely related to employee turnover intention and employee turnover intention on the other hand was also significantly related to acceptable absence legitimacy. However, for the turnover intention model, the hierarchical regression analysis results indicated that affective commitment, normative commitment, pay satisfaction, job satisfaction and transformational leadership predicted employees intention to quit. For the absenteeism model, the hierarchical regression analysis results showed that turnover intention did not influence employees' perception of acceptable and accountable absence legitimacy and thoughts of quitting did not also moderate the postulated relationship. It was concluded that management in the SLCs should pay utmost attention to employees pay satisfaction, job satisfaction, affective commitment, normative commitment and transformational leadership in order to lessen or completely eliminate the high turnover rate in the NBFIs.

Employee Turnover in the Context of Mergers and Acquisitions Transactions Florian Jung, 2021-11-23 Master's Thesis from the year 2021 in the subject Business economics - Business Management, Corporate Governance, grade: 2,0, FH Vienna, language: English, abstract: Which factors impact the likelihood and extent of employee turnover after M&A transactions? What measures can be taken during post-merger integration to retain key players? This master thesis gathered and evaluated knowledge of experts in the field of M&A regarding employee turnover and employee retention. The yearly number of worldwide M&A transactions increased from 1990 to 2019 by nearly five times. The yearly average increased steadily over the last decades. The 1990's averaged about 20.500 deals, the 2000's 37.000 deals and the 2010's 46.500 deals per year. (Thomson Financial, Institute for Mergers, Acquisitions and Alliances [IMAA], 2020) Smith (2002) analyzed 49 studies regarding the success rates of organizational change. Among them were also 9 studies concerning M&A transactions. The median success rates for these transactions stated at 33%, while the median success rate for all analyzed studies in different forms of organizational change, ranging from strategy deployment to general culture change or software implementation, also was 33%. It should be mentioned that the measurements of success for most forms of organizational change are varying or sometimes not disclosed at all and therefore these results should be taken with caution. A valuable takeaway of Smith's analysis though definitely should be the assumption that change in organizations is very often accompanied by a myriad of hurdles and challenges. More recent academic work also backs that statement. Malmendier, Moretti, and Peters (2018) looked at stock performance of winning and losing bidders. They conclude that the entities that lost takeover bids on average outperform the winning bidders by 24 to 37% over the next 3 years. King, Dalton, Daily, and Covin (2004) come to the conclusion that on average M&A activity does not lead to improvements of financial performance for the acquiring company. Instead, their results show either no or a slightly negative change in performance post-merger.

Employment and Earnings, 1958 Weekly hours, employment trends, labor turnover rates, state and area statistics, hourly and weekly earnings, payroll and man-hour indexes (varies)

Managing Employee Turnover David G. Allen, 2012-09-04 Employee turnover can be expensive, disruptive, and damaging to organizational success. Despite the importance of successfully managing turnover, many retention management efforts are based on misleading or incomplete data, generic best practices that don't translate, or managerial gut instinct at odds with research evidence. This book culminates volumes of academic research on employee turnover into a practical guide to managing retention. Turnover fictions are dispelled and replaced by research-based facts. Keys to diagnosing and managing employee turnover are presented such that you can effectively manage employee retention today. These ideas will be invaluable to you and anyone who cares about the impact of turnover on the organization, including the CEO who is looking at the impact on the bottom line, managers who suffer when their best talent leaves, and human resource professionals whose career success may depend on effectively managing turnover.

Employee Turnover in the Public Sector Oscar Miller, Jr., 2017-06-26 In this title, first published in 1996, the author uses the locus of control personality construct to show how workers who believe they can influence life events (internals) perceive and evaluate work conditions differently than workers who believe that life events are beyond their control (externals). The author also develops a social exchange model of quitting which takes advantage of the positive (job reward) and negative (job cost) qualities inherent in work conditions. Workers tend to quit their jobs when job costs outweigh job rewards when better alternatives exist. Moreover, personality interacts with employees' evaluation of job costs and rewards and quitting behaviour. This book will be of interest to students of business studies and human resource management.

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