



## TALENT RETENTION

Employee retention isn't just a human resources challenge, it's also a business one. Emboldened by a struggling economy and record-high unemployment rates, we still see a high shortage of skills. And those employees that are good at their jobs are being headhunted.

Employee retention is a critical issue as companies compete for talent in a tight economy. The costs of employee turnover are increasingly high — as much as 2.5 times an employee's salary depending on the role. And there are other “soft costs”: lowered productivity, decreased engagement, training costs and cultural impact.

Talent Retention strategies are policies and plans that organisations follow to reduce employee turnover and attrition and ensure employees are engaged and productive long-term. The key challenge for businesses is ensuring a retention strategy aligns with business goals to ensure maximum return on investment. Corporate social responsibility is a key growth area of retention strategies – employees may be more likely to remain with an employer that shows a commitment to the local community or the environment.

We partner with our client to assist them with the following:

- Talent Retention analysis.
- Exit Interview analysis
- Leadership development
- Company Culture
- Retention Plan
- Corporate Social Responsibility

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