

Retention, Motivation and Data Metrics



Employee Retention



Relevant Statistics

- ◆ \$11 billion is lost annually due to employee turnover
- ◆ Total Turnover in 2014: 15.7% of the workforce
- ◆ 44% of millennials expect to leave current employer within 2 years
- ◆ 31% of people have changed jobs in the last 3 years
- ◆ Top three challenges in HR are turnover, engagement and succession planning
- ◆ 32% of companies struggle to retain top talent
- ◆ 50% of US adults have left their job to get away from their manager
- ◆ 33% of leaders at companies with 100+ employees are seeking a new job

**ESTIMATED COST
OF REPLACING
AN EMPLOYEE**



**UP TO 200% OF THEIR
ANNUAL SALARY**

Motivation and Engagement



Engagement/Motivating Needs

- ◆ Highest performers share 3 factors: talent, engagement, 10+ years of service
- ◆ Belief in senior leadership drives engagement
- ◆ Employees who believe their managers can name their strengths are 71% more likely to feel engaged and energized
- ◆ 80% of those dissatisfied with their managers are also disengaged from their employers
- ◆ People leave managers not companies
- ◆ Emotional satisfaction consistently ranks higher than economic factors

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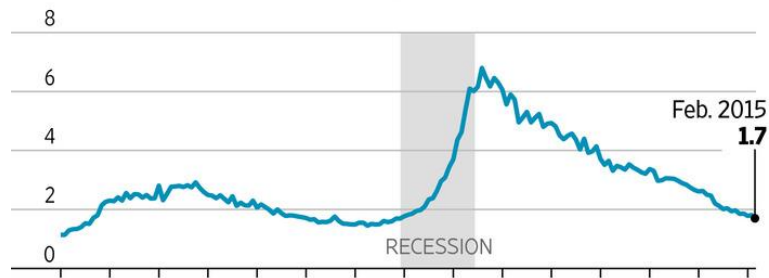
Behavioral Analytics

- ◆ According to HBR 79% of companies with > 100 employees rely on assessments tools for external hiring
- ◆ Variety of Assessments measuring:
 - ◆ EQ/IQ
 - ◆ Aptitude
 - ◆ Judgment
 - ◆ Personality
- ◆ Increase Fit
- ◆ Careful evaluation of position
- ◆ Less turnover
- ◆ Greater engagement/job satisfaction
- ◆ Increase Motivation

Holding Out for Diamonds in the Rough

As the number of people competing for jobs shrinks...

Unemployed persons per job opening



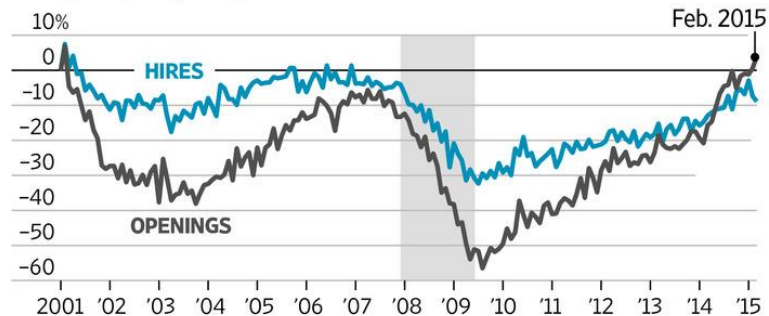
...employers are taking their time filling positions...

Average number of days to fill vacant jobs



...with openings over the past year increasing at a faster rate than hiring.

Change in job openings and hires since December 2000



Note: All monthly data are seasonally adjusted.

Sources: Bureau of Labor Statistics; Steven Davis/Dice Holdings (vacancy duration)

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 - ◆ Acco
 - ◆ Company specific data
 - ◆ Subscription based
 - ◆ Broad usefulness (onboarding, team construction, succession planning)
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Explore Culture Index

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