

Turnover

George Saridakis,Sir Cary Cooper

The Study of Turnover James L. Price,1977

The Turnover Club William T. Hall,1890

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

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.

A Predictive Study of Turnover George F. Farris,1969

Taming Turnover Paula J. MacLean,2001

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.

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.

The Turnover Mike Lupica,2021-05-11 When a young basketball star decides to research his grandfather--and coach--for a school project, he uncovers a decades-old scandal that changes everything he thought he knew about his grandfather--

The Turnover of Factory Labor Sumner Huber Slichter,1919

Overtake Turnover Paul R. Ahr,Thomas B. Ahr,2000

Protein Turnover J. C. Waterlow,2006 This book is concerned with protein metabolism at the physiological, not the molecular level and particularly with studies on human beings. Protein turnover is a vital function, no less important than oxygen turnover, because of this over the last 20 years there has been an increase in the research on protein turnover in man, with parallel work on farm animals. Methods that have been used for measuring whole body protein turnover in man, the underlying problems and assumptions and the problems that have been encountered are discussed in this comprehensive book.

Managing Employee Retention Jack J. Phillips,Adele O. Connell,2004-02-18 During the past decade, employee turnover has become a very serious problem for organizations. Managing retention and keeping the turnover rate below target and industry norms is one of the most challenging issues facing business. All indications point toward the issue compounding in the future and, even as economic times change, turnover will continue to be an important issue for most job groups. Yet despite these facts employee turnover continues to be the most unappreciated and undervalued issue facing business leaders. There are a variety of reasons for this, for example, the true cost of employee turnover is often underestimated. The causes of turnover are not adequately identified, and solutions are often not matched with the causes, so they fail. Preventive measures are either not in place or do not target the issues properly, and therefore have little or no effect, and a method for measuring progress and identifying a monetary value (ROI) on retention does not exist in most organizations. 'Managing Employee Retention' is a practical guide for managers to retain their talented employees. It shows how to manage and monitor turnover and how to develop the ROI of keeping your talent using innovative retention programs. The book presents a logical process of managing retention, from identifying turnover costs and causes, designing solutions that match the causes of turnover, developing tools for tracking turnover and placing alerts when action is needed, and measuring the ROI of retention programs.

The Zero-Turnover Sales Force Doug MCLEOD,2010-03-26 There's no question about it...Sales force turnover can be disastrous to the financial health of an organization, whatever its size, whatever its products or services. With a salesperson's exit often costing at least 150% of that employee's annual compensation, a high rate of turnover can translate into millions of dollars lost each year. The Zero-Turnover Sales Force exposes the outdated Old School management practices that perpetuate this costly but avoidable problem. This eye-opening book examines the real reasons for high turnover, explains how it can be avoided, and gives readers specific strategies for maximizing the effectiveness of their sales force. The book demonstrates how to combat "the 12 Assassins of Sales Force Stability," such as cold calling, straight commission sales compensation, weak recruiting, unfocused training, fuzzy goals, and unrealistic expectations. Sparkling with fresh thinking on hiring smarter, appreciating the values of younger salespeople, retaining top sellers, eliminating wasteful cold calling, and conducting sales meetings that work, The Zero-Turnover Sales Force is a powerful must-read for any corporate executive, sales manager, or salesperson who aspires to management.

Professional Turnover James L. Price,Charles W. Mueller,1981-06

Employee Turnover in the Federal Government R. Mark Musell,1986

On the Turnover of Business Firms and Business Managers Thomas Joseph Holmes,James Andrew Schmitz,1992

Suggestions for Control of Turnover and Absenteeism Ralph Cowart,1972

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.

Recruitment, Retention, and Turnover of Police Personnel Dwayne W. Orrick,2008 The recruitment and selection of exceptional personnel are critical to a police department achieving its mission; however,

agencies nationwide are experiencing difficulty finding and retaining qualified officers. This book provides a systematic approach to successful employee recruitment in both law and enforcement and criminal justice agencies. The text discusses in detail the legal environment and necessity to develop a diverse workforce. It further outlines the need, benefits, and steps for identifying a department's core values, conducting an organizational assessment, and completing a sta.

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