

Invest in Your Talent

Controlling Turnover and Addressing Disengagement with a Complete System

Turnover alone may be costing you millions, but what about the employees you still have? Is their disengagement costing you even more?

Fortunately, turnover and disengagement stem from job fit, and you can reduce costs associated with both by using a complete hiring system. With a process that looks at hiring from the very beginning to the very end, you can consider the job, the talent, professional development and performance management. However, with reduced budgets and overwhelming responses to job ads, many companies are finding themselves skipping a system all together. Unfortunately, a move like that doesn't come without a hefty cost, as doing nothing to ensure job fit will cost you more than implementing a complete hiring system to start controlling turnover and disengagement costs now.

With a solution for future turnover and disengagement costs, let's turn our focus to the disengaged employees on your payroll now. Can you determine the underlying issue? It may be decreased morale, lack of direction, little job satisfaction or no motivation. Whatever the case, you need to start by using the same complete system. Assess job fit by comparing the job and talent, ensure that each person is on a professional development plan, and then manage their performance with specific motivation, communication and responsibilities that fit their unique personal style and skills.

A dip in the economy shouldn't mean you loose track of the very asset that will turn your company around. Remember, now is the time to invest in your people.

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