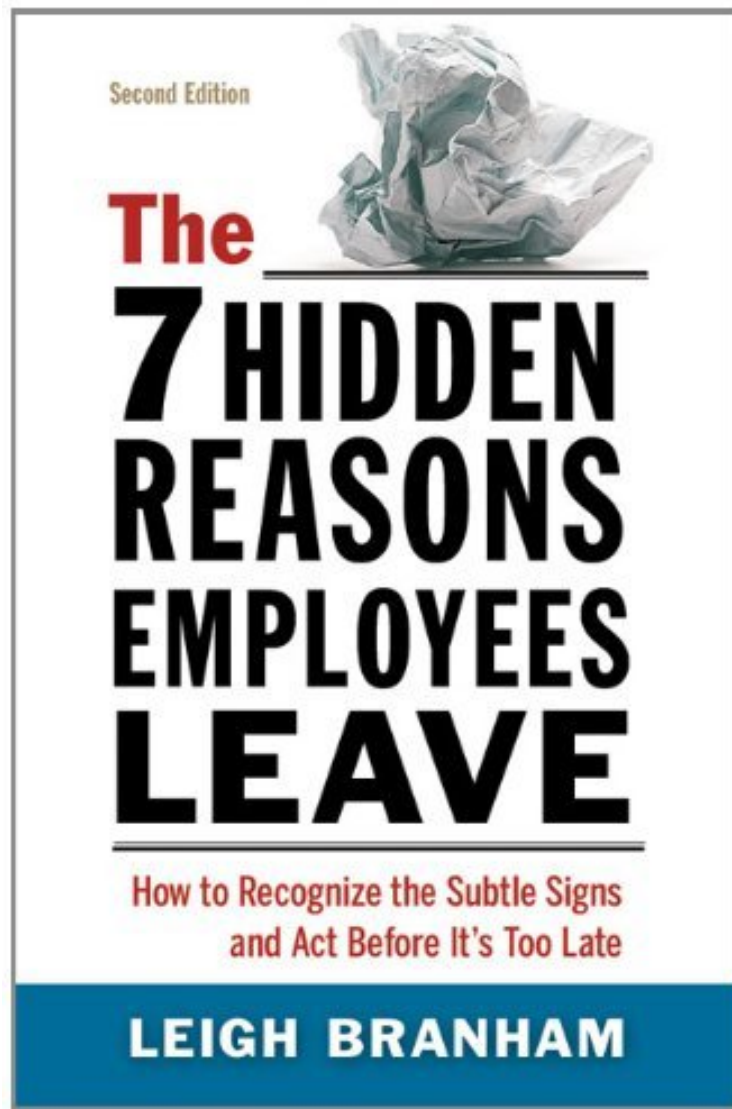


[Download free pdf] The 7 Hidden Reasons Employees Leave: How to Recognize the Subtle Signs and Act Before It's Too Late

The 7 Hidden Reasons Employees Leave: How to Recognize the Subtle Signs and Act Before It's Too Late

Leigh Branham

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Leigh Branham : The 7 Hidden Reasons Employees Leave: How to Recognize the Subtle Signs and Act Before It's Too Late before purchasing it in order to gage whether or not it would be worth my time, and all praised The 7 Hidden Reasons Employees Leave: How to Recognize the Subtle Signs and Act Before It's Too Late:

0 of 0 people found the following review helpful. Great overview of challenges of recruitment and retentionBy Horn PlayerI've read lots of books over the past 18 months looking for ideas to improve employee retention for a large

physician group. This book seems to hit all the points in an organized logical way. I'm recommending this book to members of our Retention Committee. 1 of 1 people found the following review helpful. Very Actionable Content Backed with Data, References, and Examples By Mike When it came time to find a text to recommend for helping provide insights on how to improve morale and reduce turnover, a lot of research time went into the process to select a proper book. We ended up choosing this text for a reading group of managers and site leaders to read and discuss as a prelude to guided action at the end. Pros: + Many genuine and favorable comments from the group, "wow" and "that's us" and so forth + Rich with data and cited references (13 in the first chapter alone!) + 7 hidden reasons are followed with 54 possible corrective actions/preventative measures to choose from + Appreciated the repeated theme that no two companies are the same, that you should pick and choose to suit your situation, budget, and need + I personally like the chapter quotes as a way to set tone and direction - where is the chapter going while not revealing all the content up front + A surprising amount of actionable content - did I mention 54 possible corrective actions? + Generally balances principles of a topic and how you might then do something with it, i.e. "the why" as well as "the how" + Promotes a "it's everyone's problem" mindset over a "let's delegate it to HR" - thank you for this! Con: - Chapter 3 needs to be completely rewritten! In my opinion, it's confusing and chaotic attempt to link to someone else's work is incomplete and poorly done - Not enough on explanation of generational differences... some insights on the motivations of Gen X and Y ("Millennials") but more history here going back in time to even the 30's (like I've seen in training courses) would provide a better explanation of why things are the way they are while also showing where business is evolving to... - Sometimes I couldn't tell for which audience this book was originally intended: objectively for anyone interested on the topic, managers, or HR... or is it just me? Neutrals (but things to consider perhaps): Although only a single line in this text, it should be noted that I am not a big fan of recommending MBWA (Management by Walking Around) to the uninitiated because this concept encourages/promotes unstructured, highly variable, and poorly executed people processes to be used Bottom line: Recommended! Rich with data, examples, and promotes flexibility. Will quickly give you many ideas (at least 54!) 0 of 0 people found the following review helpful. Save your money. By Hinda K. Sterling, Ph.D. Nothing new in this book. Save your money.

People are four times more likely to leave a job because of something going on in the office than for an outside opportunity. Yet most managers blame employee turnover on the lure of other companies. . . even when the real factors are well within their control. Based on research performed by the prestigious Saratoga Institute, *The 7 Hidden Reasons Employees Leave* provides readers with real solutions for the costly problem of employee turnover. Now incorporating the results of the author's "Decision to Leave" post-exit survey, the second edition features new research in employee engagement as well as innovative best practices for engaging and retaining in a down economy. Readers will learn how to align employee expectations with the realities of the position, avoid job-person mismatches, and provide feedback and coaching that breed employee confidence. The book examines factors such as manager relationships, lack of trust in senior leadership, company culture and integrity, salary and benefits, and more - revealing what can be done to hold on to the people who provide the most value to the organization.

"The editors at *Elite Professionals* recommend this important book for every employer, manager and supervisor - Anyone dealing with the recruitment or management of employees!" - *Elite Professionals Magazine* "...provides an arsenal of innovative strategies to help business leaders and managers keep the people upon which their company depends." -- Alan Caruba's *BookViews* "The book examines factors such as manager relationships, lack of trust in senior leadership, company culture and integrity, salary and benefits, and more - revealing what can be done to hold on to the people who provide the most value to the organization." -- *Recognize Service Excellence* blog "I strongly recommend Branham's updated book for managers and business owners who need to address employee retention for a better bottom line." -- *Quality Service Marketing From the Inside* Flap A unique opportunity at another company. A step up in position. More money. We've all heard the familiar explanations offered by employees as they head off to newer - and presumably better - career opportunities. But is employee turnover just the unavoidable cost of doing business? Or is there something proactive you and your organization can do to keep your best people around for years to come? Based on enlightening research, the original edition of *The 7 Hidden Reasons Employees Leave* revealed that despite what we believe, people are four times more likely to leave a job because of something going on in the workplace than for an outside opportunity. But after the seismic changes that have shaken the economy and the job market these past few years, are the reasons employees leave still the same? Incorporating the results of more than 1,000 new post-exit surveys asking new questions such as "Was there a triggering event?" "What could your employer have done to make you want to change your mind and stay?" and "Did you look for another job while still employed?", the Second Edition adds new depth and relevance to the original research. Has money become more of a key issue for people deciding to leave, now that the job market is slowly picking back up? How have workers' evolving thoughts on company culture and integrity - and a growing lack of trust in senior leadership - affected their reasons for staying or leaving?

Packed with all new strategies and wisdom, the second edition shows you how to identify the warning signs of unmet expectations, and best act on them. You'll find out how to:

- Use smart talent strategies to avoid employee-job mismatches.
- Incorporate a five-step coaching and feedback process that builds strong and durable working relationships.
- Build an environment of mutual trust and confidence.
- Create growth and advancement opportunities that keep pace with career expectations of all four generations.
- Understand the emotional impact of compensation and recognition done well.
- Leverage exit and turnover data to increase employee retention.

According to more than 80 percent of employees, it's not just seeing greener grass on the other side of the fence that makes them leave; it's the underlying negative factors that exist in their current workplaces. Filled with surprising revelations, this brand new edition of *The 7 Hidden Reasons Employees Leave* provides up-to-the-minute strategies for holding on to your employees in any market. LEIGH BRANHAM is founder/principal of the consulting firm Keeping the People, Inc. (www.keepingthepeople.com), and the author of *Keeping the People Who Keep You in Business*. He is also the co-author, with Mark Hirschfeld, of *Re-Engage: How America's Best Places to Work Inspire Extra Effort in Extraordinary Times*. He lives in Overland Park, Kansas.

From the Back Cover
Most managers blame employee turnover on the lure of other companies; even when the real issues are well within their control. Based on research conducted by the prestigious Saratoga Institute; and now extensively revised and bolstered by the results of an all-new post-exit survey; the second edition of *The 7 Hidden Reasons Employees Leave* provides an uncommonly candid account of why your company may be losing its best people. From poor management practices to toxic workplace cultures, the book helps you identify the "push" factors in your organization, and mitigate or eliminate all of them. Examining dynamics such as manager relationships, lack of trust in senior leadership, company culture and integrity, salary, and benefits, and more, this thoroughly updated edition shows you how to align employee expectations with the realities of the position, avoid job person mismatches, and provide feedback and coaching that breed employee confidence. Surprising and practical, this profoundly valuable book holds the secrets to retaining the people who make your company the best it can be.

Praise for the First Edition of *The 7 Hidden Reasons Employees Leave*: "In this book, Branham has turned the tables on retention. His concept of pull-versus-push factors is a great insight. Many people are not pulled out of an organization by a better offer. They are pushed to the door so that when a better offer comes along it is easy to take the last step across the threshold. Every one of the seven reasons Leigh cites for turnover are preventable and not expensive. From selection for fit, to on-the-job support, to being valued, the organization has the power to keep almost anyone they want. Having outlined the problem, Leigh then provides over 50 ways to engage and keep people. This is an invaluable guidebook on retention." —Dr. Jac Fitz-enz, Founder CEO, Human Capital Source; author of *The ROI of Human Capital*
"Any book that can give you ideas that help you retain just one employee is worth the cover price many times over. Leigh Branham's book can help you hold on to your best. It's chock full of practical examples and suggestions, best practices, and inspiring stories. Highly recommended." —Robert Levering, coauthor of *Fortune's 100 Best Companies to Work For*; list; cofounder of the Great Place to Work Institute