

THE **sme**
conference
SME YEAR IN REVIEW

Employee retention in a fast growing economy

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Change is constant.....

“

It is not the strongest of the species
that survives, nor the most intelligent.
It is the one most responsive to change

Charles Darwin

Cost of not retaining staff

It is estimated that the cost of replacing a competent member of staff equates to approximately **one year of that person's salary**, reflecting all the costs associated with:

- lost skills and productivity
- replacement
- training of a new recruit.

67% of respondents in GRTU survey said that lack of human resources are holding them back from expanding further to be able to cater for increased demands

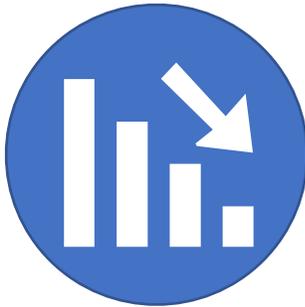


**Top HR Priority -
Motivating and retaining
staff**

Under 50 Employees 44%
(50+ employees – 65%)

Source: 2018 PwC FHRD Malta HR
Pulse Survey

Employee Engagement



51% lower turnover with satisfied employees



2.5x increase in performance-related business outcomes

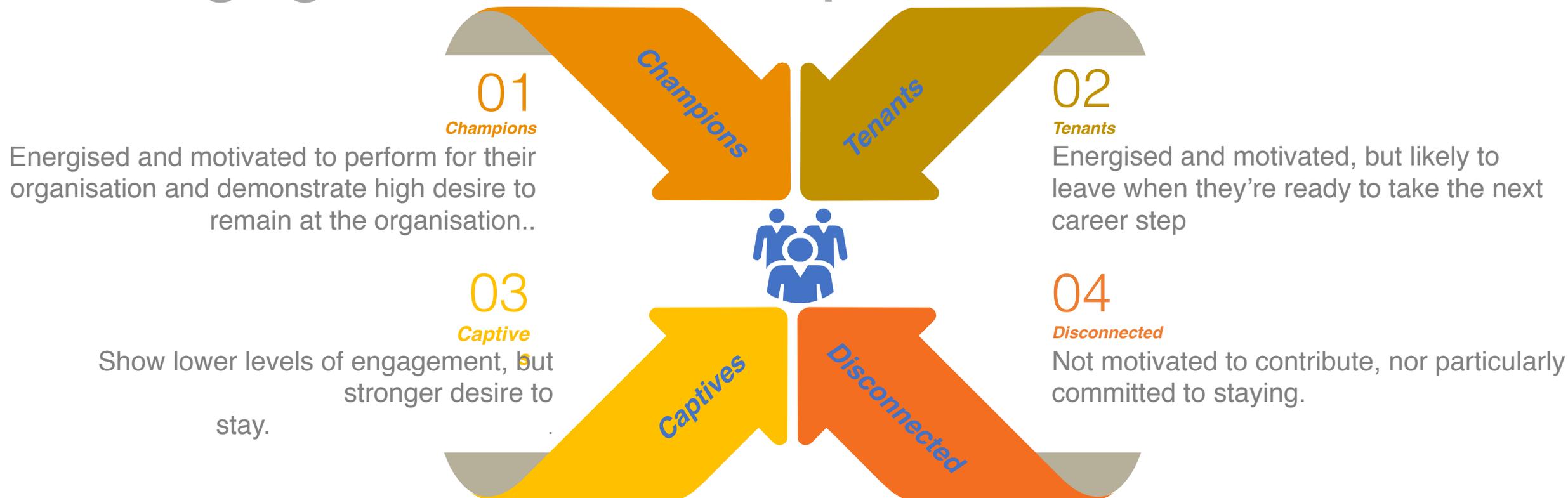


33% higher profitability for companies with engaged employees

Source: PwC and Gallup

Employee engagement - **one's commitment to and passion for his or her work and role within an organisation – it is a reflection of the work experience**

Engagement landscape



Is reward the only motivator leading to staff engagement?

Historically....probably yes.

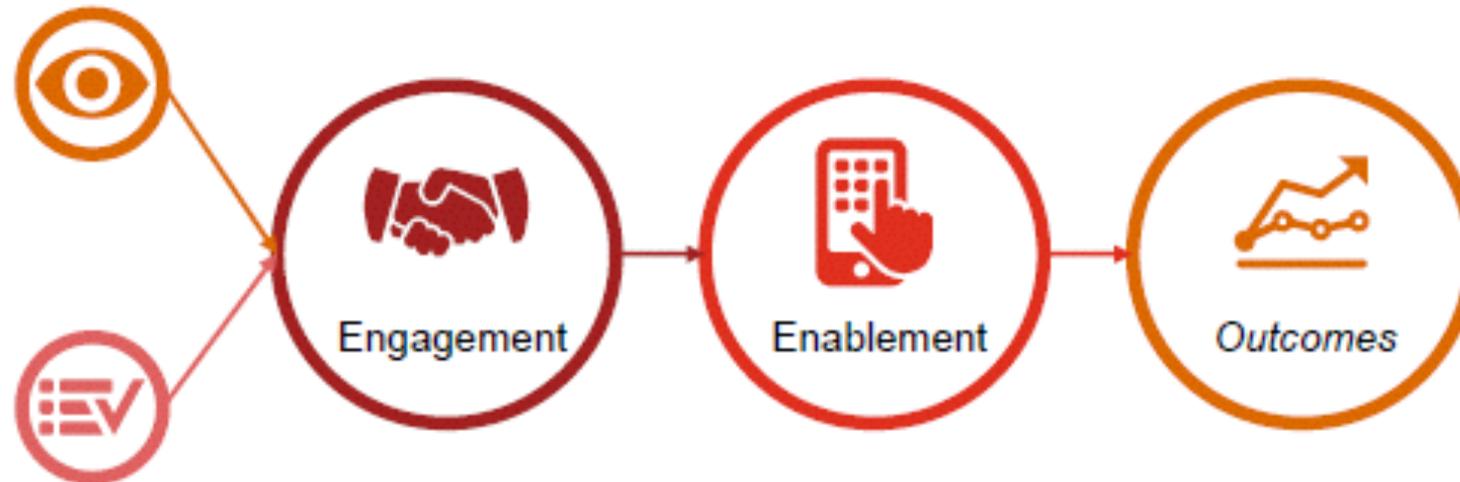
Today's employees are however looking for wider fulfilment from the Employee Value Proposition.....therefore focus is needed on the wider **employee experience**



Source: 'Drive – The surprising truth about what motivates us' by Daniel Pink

Activating engagement

Leadership vision/trust

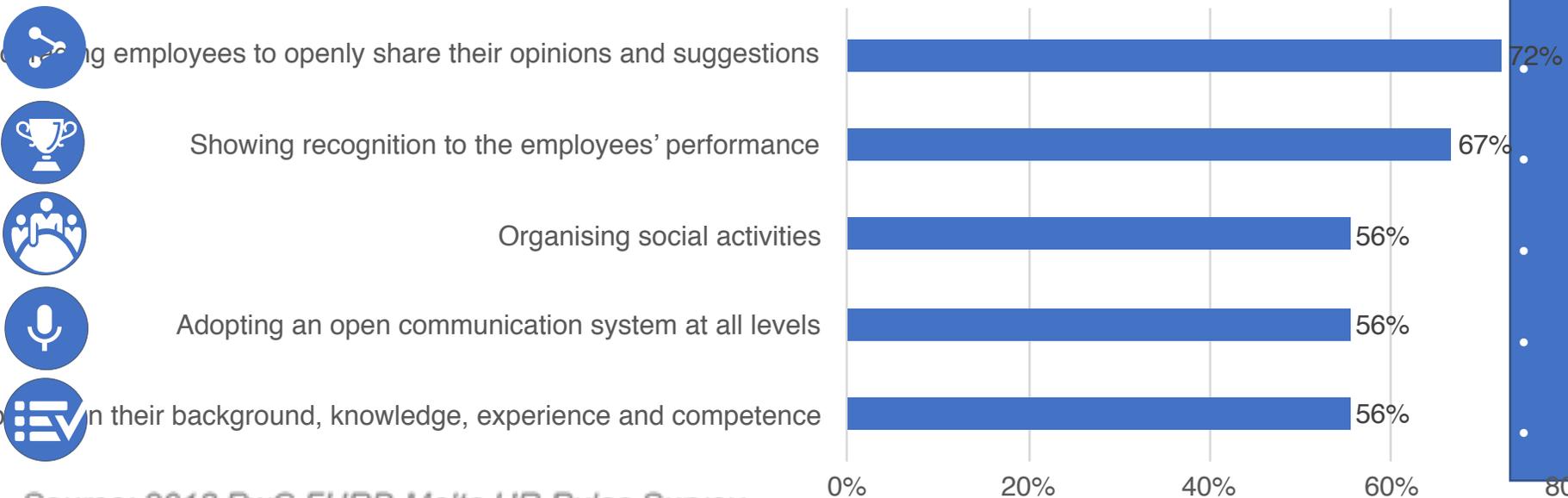


Manager effectiveness

Talent retention activities

- Under 50 employees
- 50+ Employees

Maximising employee engagement - Top 5

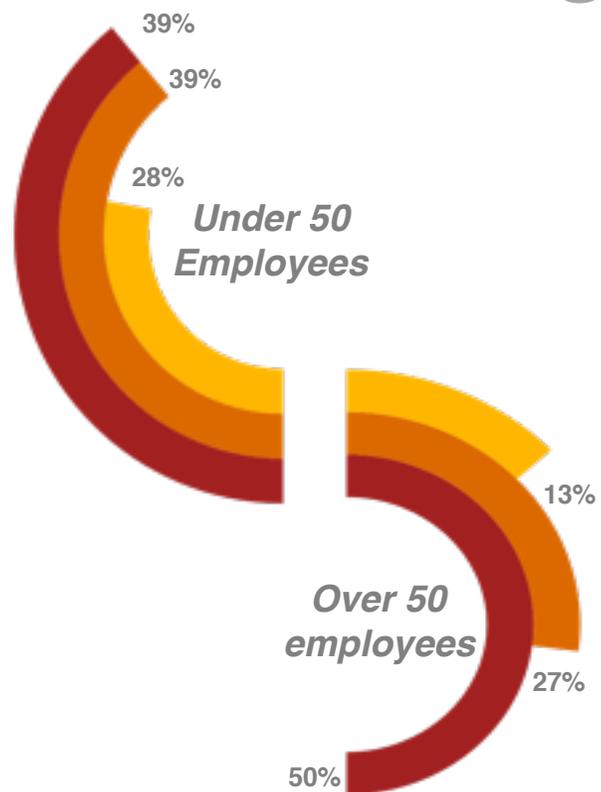


Other potential activities:

- Taking proactive action to ensure a work-life balance
- Checking-in frequently on employees' satisfaction levels and taking appropriate action
- Offering career development opportunities
- Adopting workplace technologies to enable work to be done as easily
- Providing adequate training and development opportunities
- Ensuring employees have the right resources
- Having right data analytics tools

Changes to reward strategy

- Introducing /revising performance management system
- Increasing Salaries at all levels
- Introducing performance related pay



Summary



Reward



Autonomy



Workplace



Purpose



Mastery



Balance



Trust



Make it personal

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