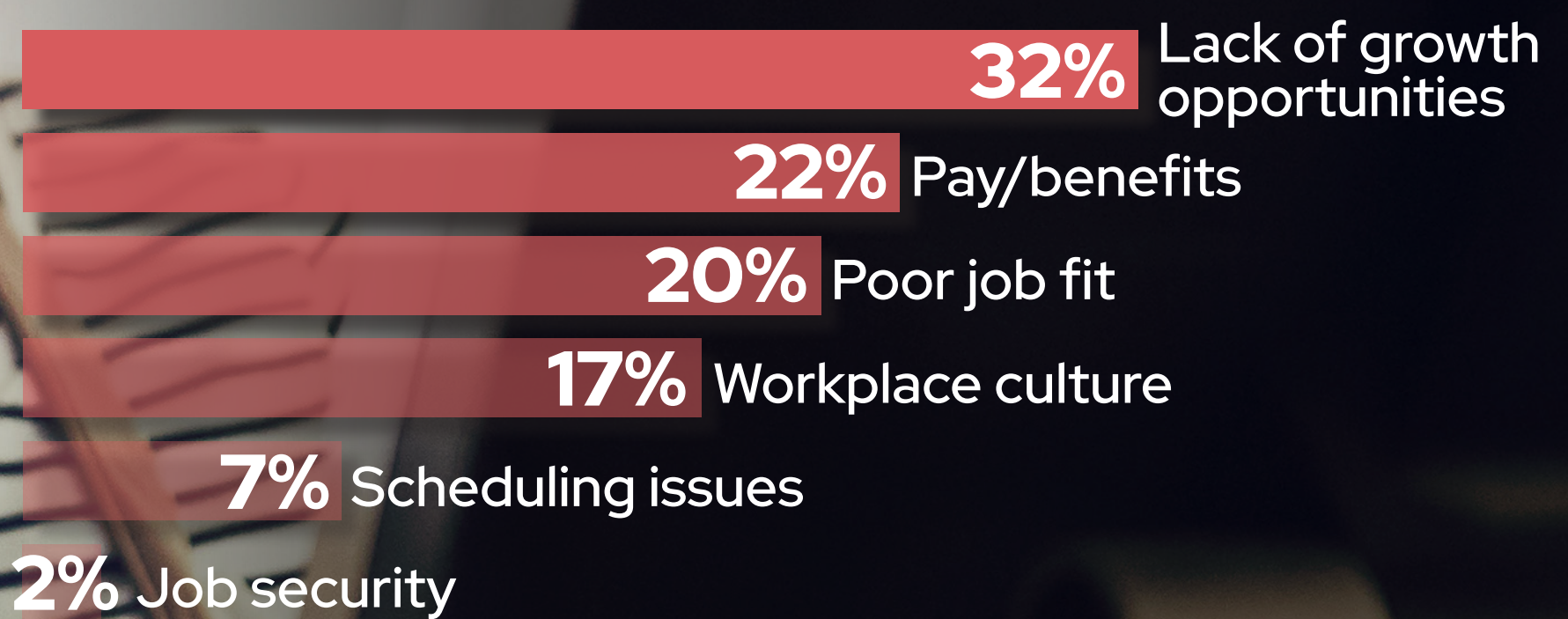


TURNING the TABLE on TURN OVER

Many factors contribute to employee turnover, and every departure is costly – in time, money and even morale – when staffing is short.

TOP REASONS EMPLOYEES LEAVE



IT CAN COST
\$5,864
to replace **ONE** hourly employee

Source: The cost of Employee Turnover: When the Devil is in the Details, Cornell University

HOW TO COUNTER EMPLOYEE TURNOVER



Use the right mix of
**TOOLS*, STRATEGY, AND
MANAGERIAL OVERSIGHT.**



Outline Career Pathways. Let applicants know how to advance at your company; meet with current employees to review their goals and progress.



Offer Competitive Pay & Benefits. Paying a slightly higher wage to retain employees outweighs the cost of turnover. If more pay isn't possible, offer competitive benefits.



Create a Positive Workplace Culture. A positive work environment is crucial to retention. Before committing to a new hire, take time to ensure they contribute to the culture.



Improve Scheduling Practices. Guaranteed hour allocations, posting shifts in advance, and offering easy ways to swap or pick up shifts are a few ways to stay competitive.

NATIONAL
RESTAURANT
ASSOCIATION

In collaboration with

Sprockets

Learn more about the National Restaurant Association Educational Foundation's workforce development initiatives at ChooseRestaurants.org

*Along with the strategies mentioned above, **Sprockets' Applicant Matching System** reduces employee turnover by showing hiring managers which applicants are the best fit for the business. Make sure to also check out **The Ultimate Guide to Employee Turnover.**