

Employees Retention through Effective HR Practices

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Abstract : It is vital for Human Resource (HR) managers to address and overcome employees' turnover intention in their organization. Ability to keep good employees is critical for ensuring success of the organization in future. People are seeking many ways of live that is meaningful and less complicated and this new lifestyle actually has an impact on how an employee must be motivated and managed. Therefore, this paper discusses extensively on the impact of human resource practices that can alter the negative effect on the organization due to high employees' turnover. These critical practices are employees' career development, performance management, training and a fair compensation scheme.

Keywords : turnover intention, career development, performance management, compensation, human resource management, organization

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