

Becoming an Employer of Choice A SIMPLE SOLUTION

Most businesses agree that employees are the organization's greatest assets. If that's really true, then walking the talk isn't difficult...or, is it? Try these questions on for size and answer as honestly as you can. You might be surprised at your answers.

- Do you retain your employees longer than comparable organizations of similar size and type?
- Do your employees come to work with enthusiasm and smiles on their faces?
- Do you know the reasons your employees leave your organization for other jobs?
- Do you know how productive your employees are?
- Do your employees give just a little extra in order to keep their performance at the peak?
- When your employees work hard, do they do so because they want to?
- Do your employees let you know if they have ideas that could improve your organization?
- Do your employees take responsibility for satisfying your customers?

If you answered "No" to any of these questions, then it's a good time to review your bottom line. Your organization could be heading for disaster.

Employee Turnover Affects Your Bottom Line:

- For every employee who leaves your organization, the net costs to replace that employee is from one to five times the employee's wages/salary and benefits.
- For every employee who leaves your organization, you run the risk of neglecting some services to customers, failing to sell some products and reducing overall quality of services and products.
- Every customer who is satisfied with your services and products will tell five other people. Every customer who is dissatisfied with your services and products will tell ten other people.
- The number one reason 85% of your employees leave organizations is because their supervisors have poor leadership/management skills and bad attitudes.
- For every employee who leaves dissatisfied, your organization suffers the hidden costs of reduced employee morale and productivity.

Your employees will help you outperform your competitor if you become an Employer of Choice. An Employer of Choice understands how to walk the talk. It knows that an investment in the development of its employees raises the organization's profits and, ultimately, increases its net worth.

CERES Innovations, inc. can help you invest in your assets and grow into an Employer of Choice. It's a simple solution.

