

**Retention Research Literature Review – Individual Assignment**

Grade Worth: 10%

Overview

The objective of this assignment is to reach a high level of knowledge in the most recent research on the topic of employee retention.

Based on your research you will develop an **annotated bibliography** containing your research findings for the best 5 sources that you have found. If you are not sure as to what is expected in an annotated bibliography, please see the course site for resources and/or contact one of the University Librarians.

Your research must include: full text articles from journals as well as websites. There are several good journal databases in the KPU online library with a great selection of full text articles on as many topics as you can imagine. Please ask a Librarian for help if you are unsure how to search the available databases. You are also able to do some “first person” research through interviews with leading HR professionals to get a personal view of the topic, but the contact is up to you.

Method of Assessment *(please refer to the rubric posted to course site)*

Your bibliography will be assessed based on the following criteria:

- Variety of Resources
- Quality of Resources
- Description of Resources
- Organization and Style
- Implications of Resources
- Composition Quality (writing quality including spelling and grammar)

Research Topics

Here are some topics of employee retention you can choose to make your research more specific:

1. Employee retention, especially of your best, most desirable employees, is a key challenge in organizations today. What drives retention of high performers?
2. Employee retention is critical to the long-term health and success of any business. Managers readily agree that their role is key in retaining employees to ensure business success. If managers can cite this fact so well then why do many behave in ways that encourage good employees to quit and what can be done to remedy this management problem without merely firing managers?
3. According to a recent study, retention requires a competitive salary and great benefits. However, retention of your “best” requires a whole lot more. What are the top reasons why employees leave their jobs:
 - by generation?
 - by industry?
 - by gender?

And what are some strategies that would either appeal to your specifically targeted area?

4. One of the biggest mistakes of employers is having retention strategies in place that entice employees to stay with the company but that do not motivate employees to do a good job as well. It would be detrimental to any business to have strategies in place that retain poor talent. What are some retention strategies that are able to both motivate employees to stay with the company and do a good job?
5. Finding the best possible people who can fit within your culture and contribute within your organization is both a challenge and an opportunity. Keeping the best people, once you find them, is easy if you do the right things right. Studies show that organizations that partner with their employees will find the greatest success in retaining employees. What are some of these partnering strategies?
6. What could employers measure and how would they measure risk of employee departure?