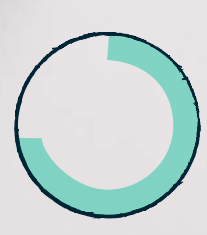




TALENT MANAGEMENT INFOGRAPHIC

Finding talent is hard and it's even harder to retain them. We show you how to get off to a successful start with the use of employee referrals.

01 SOURCING



73 %
of Millennials found their last job via social media.²

66%

of applicants wish to hear more from company employees prior to being recruited.¹

75%

of High Potentials are passive job seekers.³

58 %

of job seekers abandon the application process due to cumbersome processes or slow responses from the company.⁴

An investment in knowledge always pays the best interest.
- Benjamin Franklin -

02 FOSTERING

If managers strengthen their employees, they strengthen their company.

The solution:

Training on the Job



Job Enlargement

Redistribute tasks. Add **additional tasks** that are related to previous duties to expand capabilities.⁵



Job Enrichment

Share additional and **higher value tasks**, with more responsibility, to prepare them for promotion.⁵



Job Rotation

Create a rotation system within teams so they can **improve their skills** on specific tasks.⁵

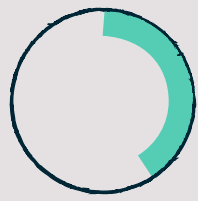
40%

of workers who do not receive further **training on the job**, will end up **quitting** their position within the first year. Millennials in particular value career development and professional opportunities.⁶



Every Third Employee feels unsupported by their company in terms of continued digital education.⁷

03 BINDING



A good **working atmosphere** is the most important factor to have employees commit to the company. Around **44%** of companies implement initiatives for this.⁸



of employees wish for **appreciation** from their direct managers.⁹

33%

of the annual salary is the price companies pay for the **loss of an employee**.¹⁰

Prevent Fluctuations¹¹

#CulturalFit

Pay attention from the start to the professional and cultural fit of the candidate within the company.

#Remuneration

Offer attractive options (flexi working hours, bonuses, etc.) and adjust these 1x per year in line with market trends.

#Feedback

E.g. company-wide emails of praise after completion of a project, where the wider company community can learn of a team's success.

#Communication

Encourage your employees with career questions and invite them throughout the year to see you to discuss such topics.

#Career Paths

Employees want to know where they are headed in their career and how to get there.



Reference:
¹ Global Recruiting Trends LinkedIn & LinkedIn Employer Brand Playbook 2015
² Study Aberdeen Group 2015
³ Statista 2019
⁴ Inside Business
⁵ Mind-blowing Statistics that Prove the Value of Employee Training and Development
Gallup Engagement Index 2019
⁶ Statista 2019
⁷ Human-Resources-Report 2018
⁸ Work Institute's 2017 Retention Report
⁹ Wall Street Journal