

# Engagement/Retention

## *Disconnect on engagement drivers*

EMPLOYERS' VIEW	EMPLOYEES' VIEW
1. Supervisor relationship	1. Rewarded for accomplishments
2. Strength & stability of company future	2. Belief employee contributions have impact on company's overall success
3. Belief employee contributions have impact on company's overall success	3. Supervisor relationship
4. Pride in company	4. Trust senior leadership to do what's best for the organization & workers
5. Trust senior leadership to do what's best for the organization & workers	5. Strength & stability of company future
6. Rewarded for accomplishments	6. Pride in company

# Engagement/Retention

*Disconnect on retention drivers continues to plague employers*

EMPLOYERS' VIEW	EMPLOYEES' VIEW
1. Supervisor Relationship	1. Financial Compensation
2. Benefits	2. Benefits
3. Culture & Work Environment	3. Growth & Earnings Potential
4. Financial Compensation	4. Time & Flexibility
5. Growth & Earnings Potential	5. Culture & Work Environment
6. Management Climate	6. Management Climate
7. Training & Development	7. Supervisor Relationship
8. Time & Flexibility	8. Training & Development

Only **55%** of companies survey employees to identify what drives retention

# Talent Retention

## *Generational retention drivers*

GEN Y RETENTION DRIVERS	GEN Z RETENTION DRIVERS
<ol style="list-style-type: none"><li>1. Financial Compensation</li><li>2. Benefits</li><li>3. Growth &amp; Earnings Potential</li><li>4. Time &amp; Flexibility</li><li>5. Culture &amp; Work Environment</li></ol>	<ol style="list-style-type: none"><li>1. Financial Compensation</li><li>2. Growth &amp; Earnings Potential</li><li>3. Benefits</li><li>4. Culture &amp; Work Environment</li><li>5. Time &amp; Flexibility</li></ol>