



6-1 Discussion: Why Employees Stay

Read pp. 13–22 of the SHRM report on Retaining Talent (pp. 2–11 of the report).

Consider your current job or one you used to hold. To what extent did you experience the three types of connections that foster “embeddedness” described in the report: links, fit, and sacrifice? How did your experience influence your longevity with the organization?

Include at least one citation and reference in your initial post and respond to at least two of your classmates' posts.

Refer to the [Discussion Rubric](#) for directions on completing these discussions.

Rubrics

 [Discussion Rubric: Undergraduate](#)

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Week 6 Discussion

Mia Lambert posted Dec 2, 2019 11:44 AM [★ Subscribe](#)

Good Morning Class,

A few months after I got out of the military, I accepted a medical assistant position at a gastroenterology clinic for a local hospital. I wasn't aware that this clinic had a high turnover rate but I soon found out why it did. Links and sacrifice played a part on why I did not stay with this company long. I had a great relationship with my "team" and ultimately they are the reason why I stayed longer than I should have. But the leadership was very poor. High-quality workers quit because of managers, not the company. Statistically speaking, "75% of employees

consider their direct manager to be the “worst part of their job.” 65% of employees would rather have a new manager than a pay raise." ("Four reasons to conduct a salary survey for your company", n.d.) The benefits or incentives was not good enough to make me want to stay and tough it out. Lastly, I thought I would be sacrificing way more than financial security or work relationships if I stayed. I was sacrificing my mental health status each day if I continue with this job and that was far more important to me than what any job had to offer. What I endured during my work day started to spill over into my home life and affected the relationship with my daughter. That is when I knew for a fact that I couldn't stay with that organization.

References

Four reasons to conduct a salary survey for your company. (n.d.). Retrieved December 1, 2019, from <https://novisurvey.net/blog/four-reasons-to-conduct-a-salary-survey-for-your-company--.aspx>.

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Timothy McRay

6-1 Why Employees Stay

Christopher Reed posted Dec 4, 2019 3:41 PM [Subscribe](#)

Good Afternoon Class,

In my current role I work in a dynamic team setting on a daily basis, whether that be with my direct co-workers or upper level management & HR. For me, the links I have within this

organization is one of the strongest points for me to remain not only in my department but in my role. The relationships I have developed over the past 3 years with these individuals would be difficult to leave behind, (trust me I have thought about it on numerous occasions). I truly as of right now where I am professionally see myself in another role or working for another manager. I take a great deal of pride in my work, this allows me to feel like I am truly making a difference when I take on certain projects or tasks.

For "Fit" I believe where I am now has been years in the making, I left a position and a company that I thought was my forever, little did I know there was another plan that had not yet presented itself to me in the form on my current employer and role. The work I am able to do I am very much passionate about, I get to not only engage people on a daily basis but I also am able to reach out to the community in which I live and have an impact through volunteering and mentoring which means a great deal to me and my family. If I were to base my entire career off of just focusing on me I would be deviating from my own core values, my company allows me to engage in what I truly believe is the biggest contention point of all and that is building a better future for our community and the future generations who walk through these doors, to leave this behind I feel I would have difficulty finding any where else.

And finally for Sacrifice, if I were to leave my current role the financial sacrifice I would be making would be astronomical to my family, I am able to do things I love while earning a very good living in the process. For example my schooling is 100% paid for by my employer, the only money I need to spend to attend school is my books. I do not believe there are many companies today offering complete tuition reimbursement. Also, my ability to rise up and be promoted through out the organization is entirely up to me, most managers have started exactly where I am today and have been given the tools and the chance to take things to a higher level. I believe I am exactly where I am supposed to be, most employees within the organization have remained for their entire careers. Some milestones of 40+ years have been reached in front of my own eyes and that speaks volumes.

Nguyen, S. (2013, June 30). 5 Reasons Why Employees Stay. Retrieved from <https://workplacepsychology.net/2010/05/03/5-reasons-why-employees-stay/>

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Assessment

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