HOW TO IMPACT INFANT ATTRITION WITH POST JOINING RETENTION ORIENTED FEEDBACK

Objective

A study reveals that 60% of the employees leave in less than 1 year of joining. TMI believes that flagging off initial issues post joining at the right time will help spot gaps in the system and initiate corrective actions to avoid early attrition.
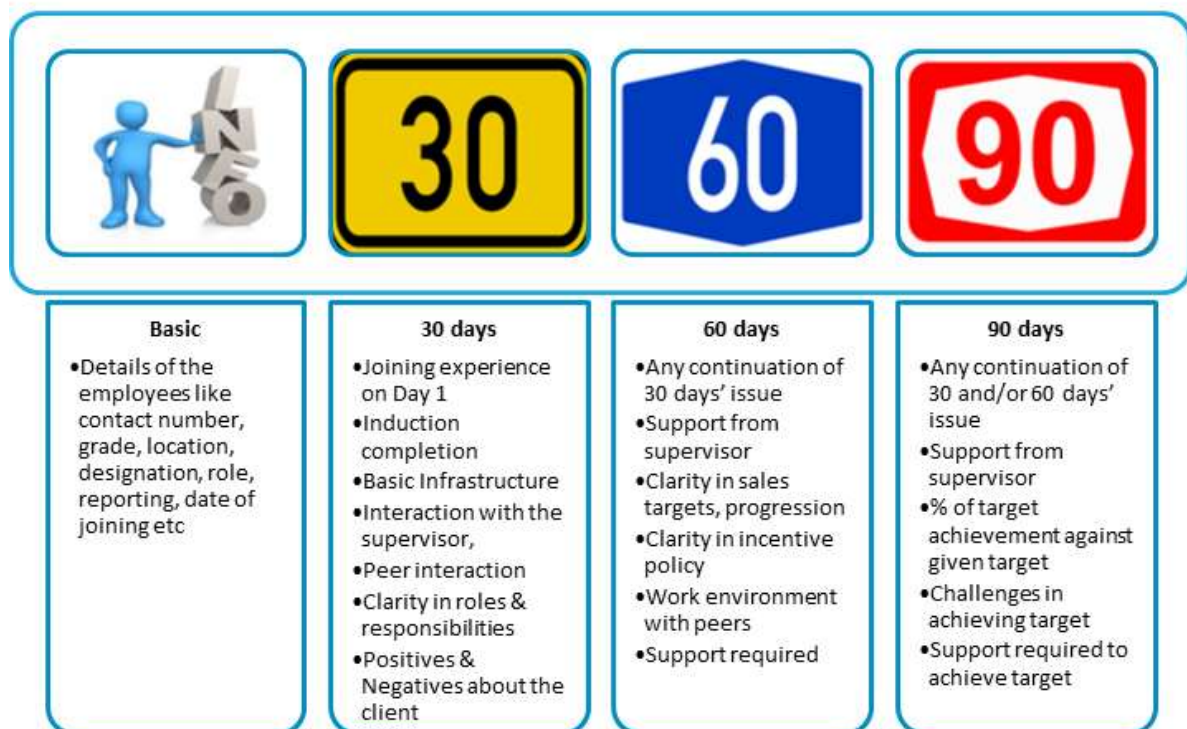
The objective of collecting this feedback is to

1.   Identify issues which may be the reason why employees may leave
2.   Present analytical insights for organizational interventions to improve retention
3.   Candidate Engagement improving the employer brand

Model & Coverage

The feedback is gathered at different stages depending on the client's requirements –
7/ 30/ 60/ 90/ 180 days post joining. The coverage during each of the feedback identifies gap in the system for an employee to settle and perform in the company or the reasons that may trigger his exit from the system.

The coverage of the feedback is usually mutually agreed by the client and TMI. On a generic sense, following are the typical coverage areas:

Basic	30 days	60 days	90 days
• Details of the employees like contact number, grade, location, designation, role, reporting, date of joining etc	• Joining experience on Day 1 • Induction completion • Basic Infrastructure • Interaction with the supervisor, • Peer interaction • Clarity in roles & responsibilities • Positives & Negatives about the client	• Any continuation of 30 days' issue • Support from supervisor • Clarity in sales targets, progression • Clarity in incentive policy • Work environment with peers • Support required	• Any continuation of 30 and/or 60 days' issue • Support from supervisor • % of target achievement against given target • Challenges in achieving target • Support required to achieve target

For any further details on how we can help you to improve retention,

write to business@tminetwork.com