



How to Prevent and Manage High Employee Turnover

High turnover rates, labor shortages and a war for talent dominate recent headlines. Leaders need to understand why workers leave their jobs, how to build organizational cultures that retain top talent and what key actions can help manage the impact of turnover on both existing and offboarding staff. Having your business in order — from competitive compensation to the benefits employees care about most — helps minimize turnover. So, what's your plan?

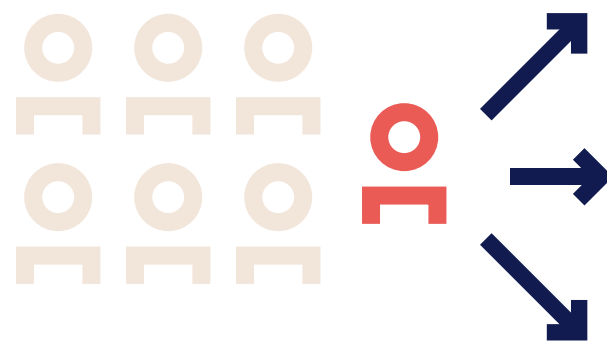
Today's workers are on the move

High turnover is hard on your business, but you don't have to go it alone. Here's why turnover happens and how the right PEO partner can help you manage through high turnover periods with ease.



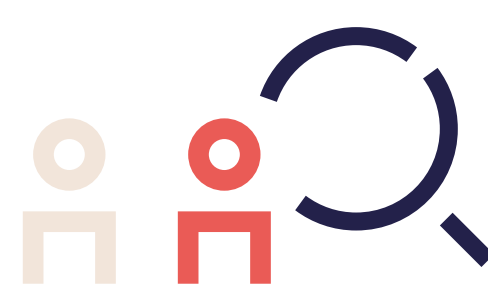
75%

of the global workforce — including 85% of Gen Z — are making changes to how or where they live.¹



1 in 7

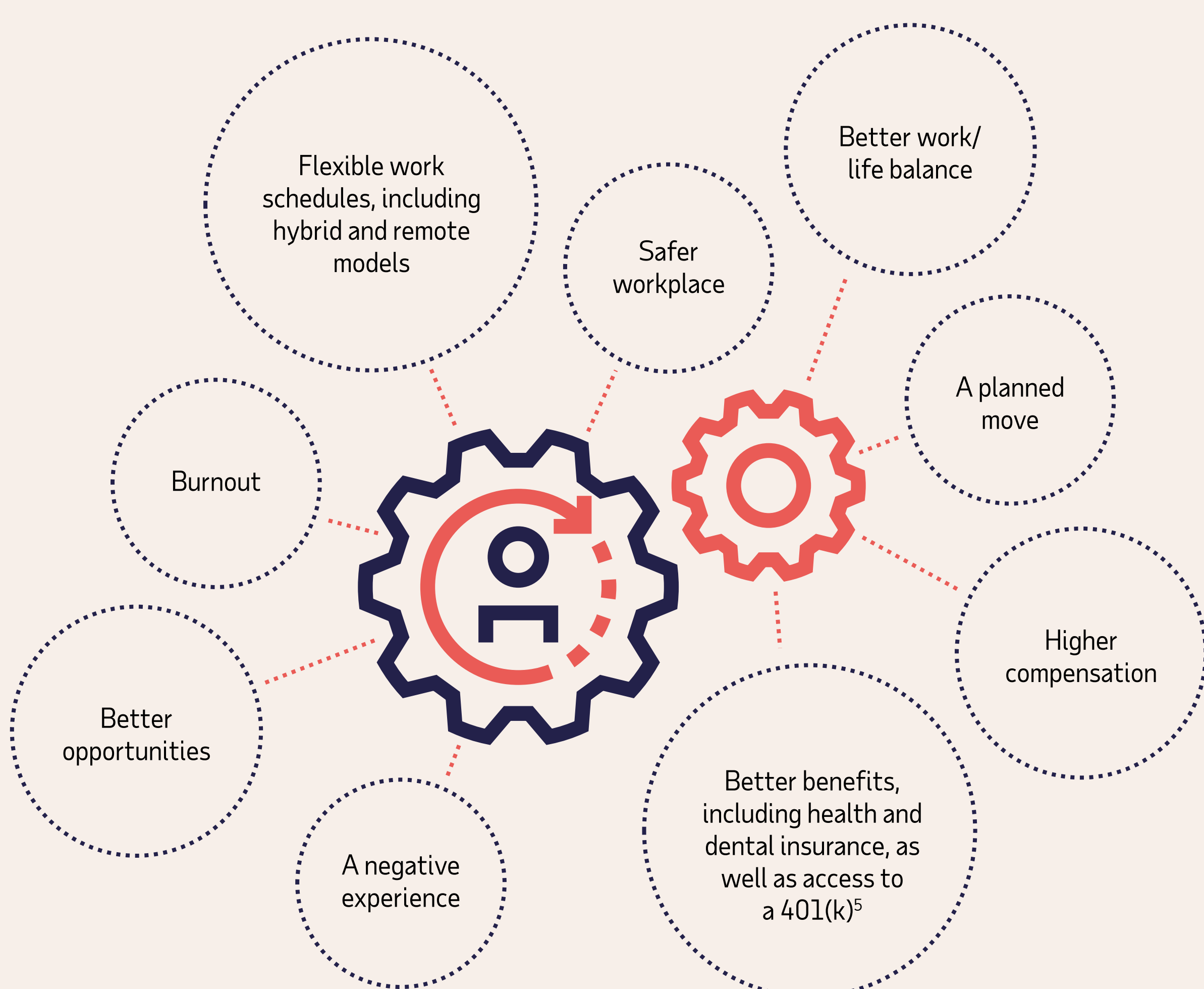
workers (15%) are actively trying to move into new industries they consider "future proof."²



50%+

of workers are looking for new job opportunities.³

What drives voluntary turnover?⁴



Strategies to keep your top talent

Invest in the benefits that matter the most.

86% of employees value their company's investment in health care.⁶ Dental insurance and 401(k)s are also top priorities.

Compensation matters.

Determine if yours is competitive and adjust accordingly.

Recognize key talent.

Around 74% of employees want greater recognition.⁷

Give employees added perks.

Today's employees increasingly want internet and phone reimbursement, remote work options and flexible vacation time.

Listen to employees.

42% of today's employees say they want a hybrid workplace. Consider if it's time for you to make the switch.⁸



What customers are saying about ADP TotalSource® and addressing turnover

Randy Weisburd, A&P's Chief Operating Officer, notes that employee benefits are critical to A&P's retention efforts.⁹ "The benefits received through ADP TotalSource® are far better than we'd be able to get on our own," he says.