

Retaining Diverse Employees

Supervisors in the medical field are faced with a shortage of workers to replace those who leave and for new positions. Retaining employees is very important. Research shows that retention is higher in organizations where employees view supervisors positively. So what can you do?

The following list provides some recommendations on how you can increase retention within your department:

- Allow employees a greater voice in how the department is run.
- Create an environment where all employees are respected and supported.
- Communicate consistently and openly with all employees.
- Be consistent in your treatment of all employees.
- Learn what is important to each employee.
- Listen to all employees.
- Act on suggestions made by employees
- Don't allow others to disrespect employees.
- Hire and promote based on excellence.
- Provide opportunities for all employees to take on expanded roles and responsibilities.
- Recognize and reward each employee in a manner that is meaningful to him or her.
- Provide flexible work arrangements, such as job sharing or flex time.
- Make yourself available and visible to employees. Take time just to walk around the department each day. Stop and say hello.

For creative ideas for retaining employees, read:

- Hayes, D. K. & Ninemeirer, J. D. (2001). *50 One-Minute Tips on Retaining Employees: Building a Win-Win Environment*. Menlo Park, CA: Crisp Publications.
- Glanz, B. A. (2002). *Handle with Care: Recruiting and Retaining Employees*. New York, NY: McGraw-Hill.