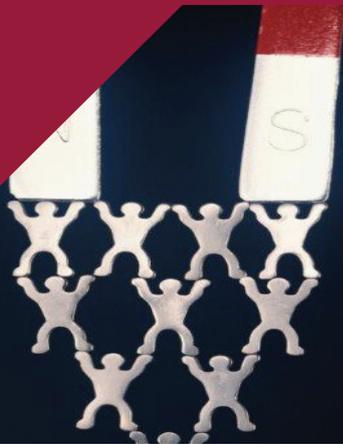


Attraction & Retention



Finding and keeping talent!

The war for talent is raging - great staff are hard to find and harder still to keep. So how do employers maintain a stronghold? By seeking out the advice of experts! HR Business Solutions has a range of solutions targeted at helping you find talented employees, as well as the all-important task of retaining your existing employees.

- **Commencement interviews:** conducted with employees within the first 30-60 days of their employment, Commencement Interviews are a 'check-up' on the new employment relationship; identifying any problems or issues before they escalate and effect performance, or the employees intention to stay or leave your organisation.
- **Retention interviews:** can be conducted at any time during the employment relationship as a preventative measure to ensure that employees are satisfied. They are especially beneficial during times of organisational change, or with 'star performers' or 'at-risk' employee groups.
- **Exit interviews:** take place after employees have left your organisation and identify key reasons for leaving; and how these reasons could have been prevented. The results of these interviews can be used to implement new strategies to ensure that key employees are retained.

Employment satisfaction & culture surveys:

One of the best ways to find out how you are tracking as an employer is to seek feedback from the people working within your organisation – your employees. Our Organisational Development team can implement small employee focus groups or companywide surveys designed to provide you with information on opportunities and recommendations for improvement, increasing overall employee satisfaction, attraction and retention.

Remuneration & benefits

HR Business Solutions is committed to helping you identify and retain key talent. We can conduct market research on pivotal positions, perform remuneration reviews and design bonus and incentive schemes. We are committed to providing best-practice industry advice as well as innovative and practical strategies for improving staff retention.

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