



## Why are your employees leaving?

In the current employment market staff **attraction and retention** is the number one issue facing Australian business. The loss of valued employees results in lost productivity, damaged customer relations and expensive recruitment costs when finding a replacement. Exit Interviews with your former employees can provide frank and reliable insights into why employees choose to join, stay and ultimately leave your organisation. This information, gathered by an independent consultant, can then be used to recruit new talent who may be better suited to your organisational culture.

HR Business Solutions can offer an effective employment package tailored to suit your organisation's needs. It provides employers with:

- Clear and meaningful information about why people joined and subsequently left your organisation.
- Identification of human resources issues in your business.
- Analysis of key results, trends and common causes for attrition.
- Practical recommendations and solutions for immediate implementation and results.
- A guarantee of anonymity for employees providing feedback.

## Interviews

### Option 1

HR Business Solutions can conduct exit interviews with former employees. We recommend personal, face-to-face meetings for senior employees.

### Option 2

Phone interviews are convenient, time-efficient and extremely popular when conducting exit interviews for more junior roles. Our experienced interviewers can build rapport quickly to obtain confidential and informative insights.

### Option 3

HR Business Solutions can also customise and facilitate exit interviews via email or post. We will act in accordance with your specific needs and report on employee feedback.

## Quarterly reports & recommendations

Survey results are compiled into a report which identifies common HR issues. The information gathered can also provide appropriate solutions. Reports include grouping of candidates by demographic which allows for understanding themes and trends. This allows your organisation to effectively target high-risk segments of your workforce. Contact us if you are interested in viewing a sample report.

## Workshops

HR Business Solutions can facilitate a workshop for your HR or management team designed to provide in-depth analysis and clear and concise presentation of your feedback and findings. This allows your team to identify practical solutions and strategies to improve employee retention.