



Employee Retention Best Practices

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Elaine's Profile



- Over 10 years working experience in HR field of C&B, Recruitment, training & staff relationship.
- Postgraduate Diploma in Organization and Human Resource Management from the university of HONG KONG

Working Experience:

- June 2012 to Now: The Senior HR Manager in SDV International
- 2010 – 2012 The HR Manager in Mannings China
The subsidiary company of Jardine Matheson
- 2006-2010 The HR Manager in Triumph International
- 2002-2006 The Assistant HR Manager in ATICO International China





What makes
the company
less attractive
or competitive
in the market?

**1.
High
turnover
rate**

**2.
Company
reputation**



How to treat the staff right



Why the staff leaving the company



Clear company mission



Right market positioning



Development for internal staff



Fairness terms

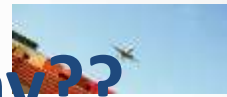


Caring for the staff



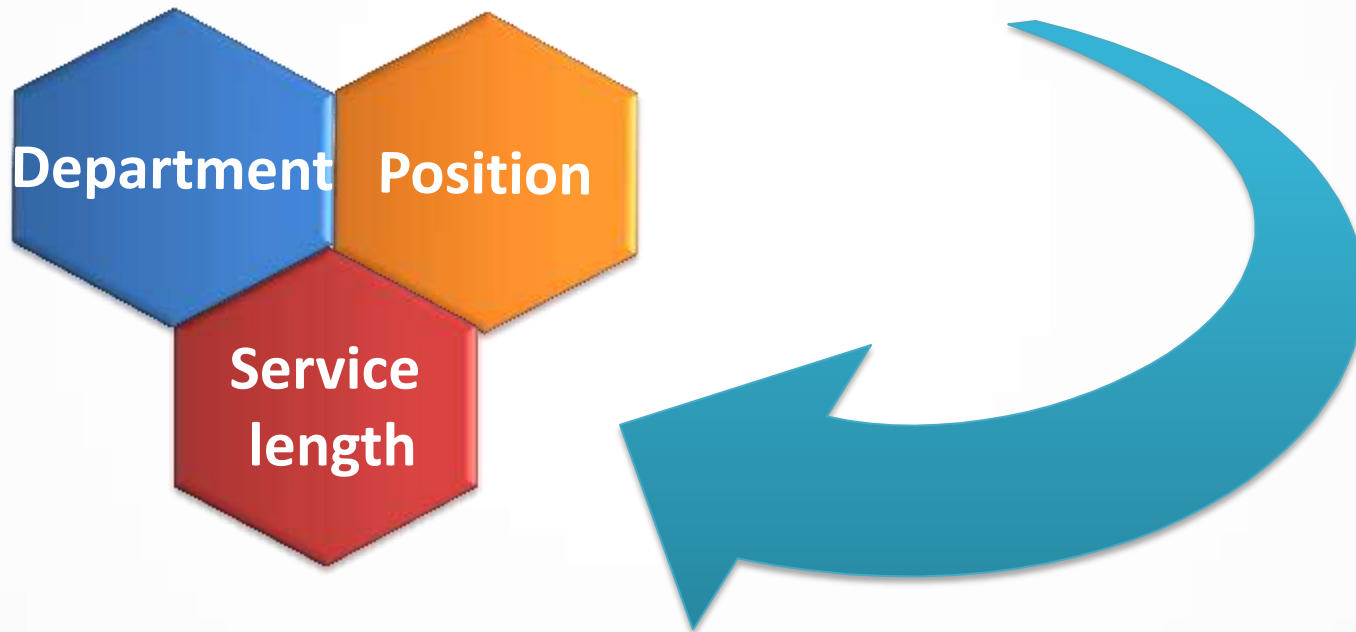
Effective communication

Why the staff leaving the company??



- How to get clear information from the turn over rate?

If the resigned staff come from the same:



Clear company mission



the clear objective can help the company move forward and bring cohesiveness



Right market positioning



- It is important to offer an attractive, competitive, comprehensive benefits package which is aligned with the company's market position and company's mission.



Development for internal staff



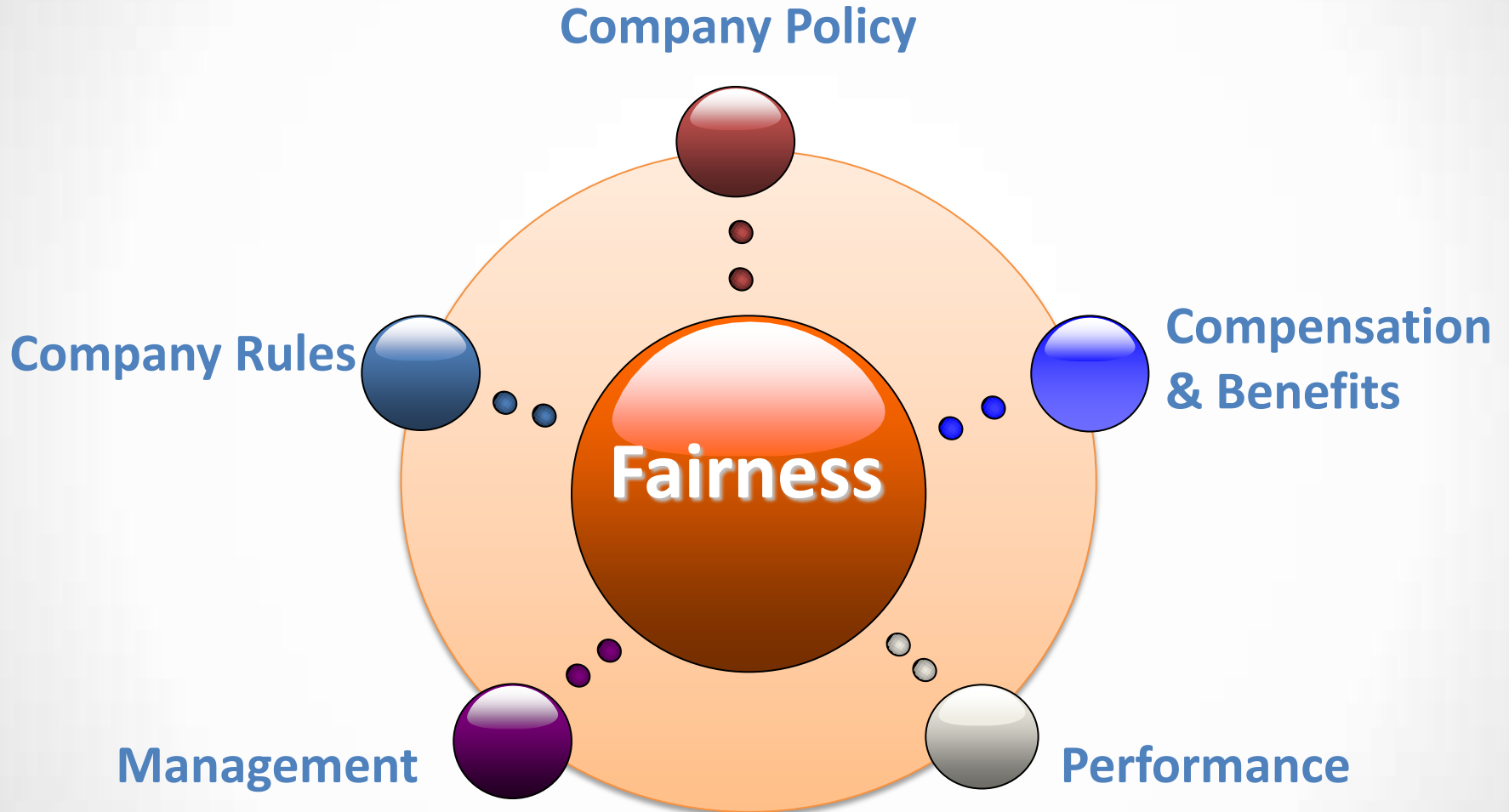
Truly understand the areas that the staff want to develop

Provide the opportunity for career and personal growth

Internal & External Training



Fairness



Caring for the staff



- Provide caring in time of need



- Emergency committee is important

Effective communication



- Discussion : what is the most effective communication channel between the employer & employee





Q&A

The End



Thank You!

