

EMPLOYEE PERCEPTIONS AND JOB SATISFACTION AS TOOLS FOR RECRUITMENT AND RETENTION

The demand for mining companies to find new ways to recruit and retain staff is a constant challenge in a candidate short labour market. Many strategies and incentives are used to ensure companies are competitive in not only attracting fitting employees with the relevant skills but also retaining them. Over the last few years there has been a rise in incentivised retention strategies including structured bonuses, flights, private medical cover, increases in superannuation contributions and in some cases, increases in salaries beyond levels many would consider realistic. Conversely, there are retention tactics that have been underutilised by companies such as monitoring an employee's level of job satisfaction and ensuring the expectations of employees, regarding career development, company culture and other factors are being met.

Addressing the areas of employee satisfaction and taking a strategic approach to team development and job fit can contribute to a successful retention rate. This can be done through measuring key factors that influence an employee's relationship with their employer, especially in their first few months, but also continuously throughout their employment. It can be very beneficial to look at factors including relationships with peers and managers, sense of career plans or paths, perception of delivering on promises and an understanding of company and individual objectives regarding performance and responsibilities. Genuine attention and response to concerns in these areas can increase employee performance and overall team efficiency further creating a positive work environment in which the employee feels valued and supported. By monitoring perceptions and level of engagement, companies can be proactive in taking measures to retain valuable staff.

A focus on enhancing and maintaining engagement is critical in retaining staff. Through identifying the pivotal areas that impact on employee's job satisfaction and overall fit to the job, companies can increase not only retention but the productivity of employees. In this ever tightening employment market it is becoming more important for employers to think about the employees' perceptions and experiences to better achieve their own objectives.

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We welcome enquiries from both clients and candidates who are seeking a solution to their employment needs. For a confidential enquiry regarding our services, contact us:

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