



REDUCING EMPLOYEE CHURN

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OBJECTIVES



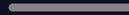
- Review: Importance of Reducing Churn
- Goal
- The Solution
- Requirements
- Cost Implications

WHY REDUCE CHURN?

High Employee Turnover:

- Reduced Productivity
- Overworked Remaining Staff
- Training Expenses
- Loss of Valuable Customer Connections
- Losing an Employee After **90 Days** = Toll of **\$2000**

THE GOAL



CURRENT RATE

80% of staff stays over 1 year,
remaining 20% turnover

GOAL RATE

85% of staff stays over 1 year,
remaining 15% turnover

THE SOLUTION

DEDICATED TRAINER

- **Acclimate new employees**
 - Prevent “cliques”
 - Meetings with new hires, 1st 3 months
 - Burger King’s image
- **Continually improve training**
 - Surveys
 - Weekly/Monthly check-ins

ADDITIONAL TASKS FOR THE POSITION

- **Create programs to boost morale**
 - **Increase recognition**
- **Under assistant and general manager**



REQUIREMENTS

- 18 years old
- High school diploma
- Prior experience with BK

PREFERENCES

- In college or graduated with degree
- Background in management or human resources

COST IMPLICATIONS

- **Monetary Costs**
 - **\$50,000-\$60,000 salary**
 - **Retaining 30 employees pays for itself ($2,000 * 30 = 60,000$)**
 - **Additional costs for any new programs**
- **Responsibility Costs**
 - **Give up executive oversight of new employees**

SOURCES

Reducing Employee Turnover Costs and Creating a Culture of Retention. (2019, February 6).

Retrieved from

https://www.paychex.com/articles/human-resources/high-cost-of-employee-turnover?feeditemid=53065445144&loc_physical_ms=9008491&network=g&device=m&matchtype=b&campaignid=1620669566&adgroupid=63039210218&campaign_id=7010g000001QC1C&campaign_name=PD_DSA.

QUESTIONS?



BURGER KING