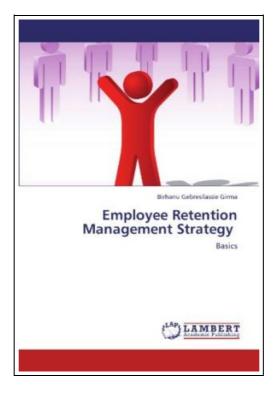
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LAP Lambert Academic Publishing Dez 2011, 2011. Taschenbuch. Condition: Neu. Neuware - Employee retention is one of the challenges facing many business organizations today. For many organizations, strategic staffing has become a concern because the ability to hold on highly talented core employees can be crucial to future survival. This work examined the employee retention strategy of Dashen Brewery PLC. In particular, the book identified the core elements of HRM and organizational factors, which strongly influence the decision for employees to stay. These specific factors consisted of two bundles of practices: HR factors (e.g., person organizational fit, remuneration, reward and recognition, training and career development, challenging job opportunities) and Organizational factors (e.g., leadership behavior, company culture and policies, teamwork relationship and satisfactory work environment). The outcome of the HRM-retention relationship was examined through organizational commitment and turnover intention using correlation and multiple regression analysis. 132 pp. Englisch.



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