

FIXING THE TOP FIVE CHALLENGES TO A BETTER WORKPLACE (ON A BUDGET)

In the SHRM Better Workplaces on a Budget project, we surveyed over 1,500 HR professionals to find the top drivers of employee turnover in the U.S. We also worked with many senior HR professionals to create recommendations for addressing these reasons without additional budget.

	TOP RECOMMENDATION	ALTERNATIVE RECOMMENDATION
<p>Challenge #1</p> <p>Inadequate Total Compensation</p> 	<p>Provide Total Reward statements. An individualized document can show all types of rewards in one place.</p>	<p>Increase pay transparency. Ensure employees know what is done to confirm pay fairness.</p>
<p>Challenge #2</p> <p>Lack of Career Development and Advancement</p> 	<p>Increase promotions from within. Promote internal candidates and publicize those promotions.</p>	<p>Publicize career paths. Finding and sharing common paths to promotions can be helpful.</p>
<p>Challenge #3</p> <p>Lack of Workplace Flexibility</p> 	<p>Employ a one-to-one approach. Be open to creative solutions that fit employees' unique situations.</p>	<p>Consider remote work (for some). Even in on-site companies, some workers can work remotely.</p>
<p>Challenge #4</p> <p>Unsustainable Work Expectations</p> 	<p>Conduct work reviews. Determine job activities that can be eliminated or reduced to alleviate overload.</p>	<p>Have leaders express gratitude. Recognition and thanks from VPs / execs can go a long way.</p>
<p>Challenge #5</p> <p>Uncaring and Uninspiring Leaders</p> 	<p>Define expectations for leaders. Have executive clearly state how they expect all managers to lead.</p>	<p>Manage leaders' weaknesses. Find ways to work around areas where a leader may struggle.</p>

[For more information about this project, click here](#)