



The Advisory Alliance

Coastal Georgia Employee Retention Survey

People stay or leave jobs and companies for many reasons, just as they may like or dislike their jobs and companies for many reasons. From late-September to mid-October, 2006, The Advisory Alliance conducted a public online survey examining those factors that make people want to stay with or leave their particular job or company. Invitations to complete the survey were issued through various channels and were targeted to Coastal Georgia employees.

Summary results are presented in the following mini-report. The entire 29-page report is available via e-mail request to survey@advisoryalliance.com.

This survey was developed by The Advisory Alliance, as an extension of its work in leadership and management development, to learn about and help improve job and economic opportunities in coastal Georgia and beyond. It is hoped that these results will help companies better understand how their job environment and working conditions impact turnover and retention in their organization.

We encourage you to share our survey results with others.

Thank you for your interest in this important topic.

Sincerely,

David Harper

Managing Principal

The Advisory Alliance, LLC



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Summary of Findings

- More than half of participants say they work for a “Great” or “Very Good” company. (Details on page 9.)
- Slightly fewer than half said they work for a “Great” or “Very Good” boss. (Page 10)
- Better companies may employ bosses of all quality, but better bosses don’t work for poor quality companies. (Pages 11 & 12)
- Connections to one’s work, one’s boss, and one’s self tend to drive retention. (Pages 13 & 14)
- Better bosses drive retention; poorer bosses yield turnover. (Pages 16 & 17)
- Quality training and development that makes employees stay is linked with
 - Employees’ assessment of their company (Pages 20 & 21)
 - Employee retention from doing work they enjoy (Pages 22 & 23)
 - Employee retention from expectations of future compensation (Pages 24 & 25)
 - Employee retention from the possibility to advance into a better job (Pages 26 & 27)

The Advisory Alliance

Who We Are

The Advisory Alliance works with Fortune 500, Mid-market and privately held companies to identify and develop those employees that uniquely influence and drive their company's growth and profitability.

Our clients seek:

- Better Business and Sales
- Better Talent and People
- Better Performance and Profits

Using our proven real-world, real-work approach to developing better Leaders, Managers, and Sales Professionals, our clients develop the key talent who produce great results.

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