



Reducing Turnover Triggers

# HOW THE RIGHT PEO PARTNER CAN HELP



High turnover rates, labor shortages and changing employee expectations have long dominated the headlines. Having your business in order — from competitive compensation to the benefits employees care about most — helps minimize turnover.

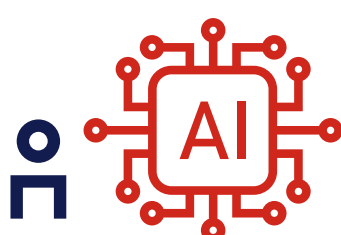
## Today's workers are on the move

High turnover is hard on your business, but you don't have to go it alone. Here's why turnover happens and how the right PEO partner can help you manage through high turnover periods with ease.



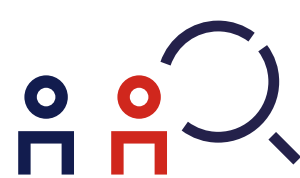
# 33%

of workers are not currently working in their preferred location.<sup>1</sup>



# 41%

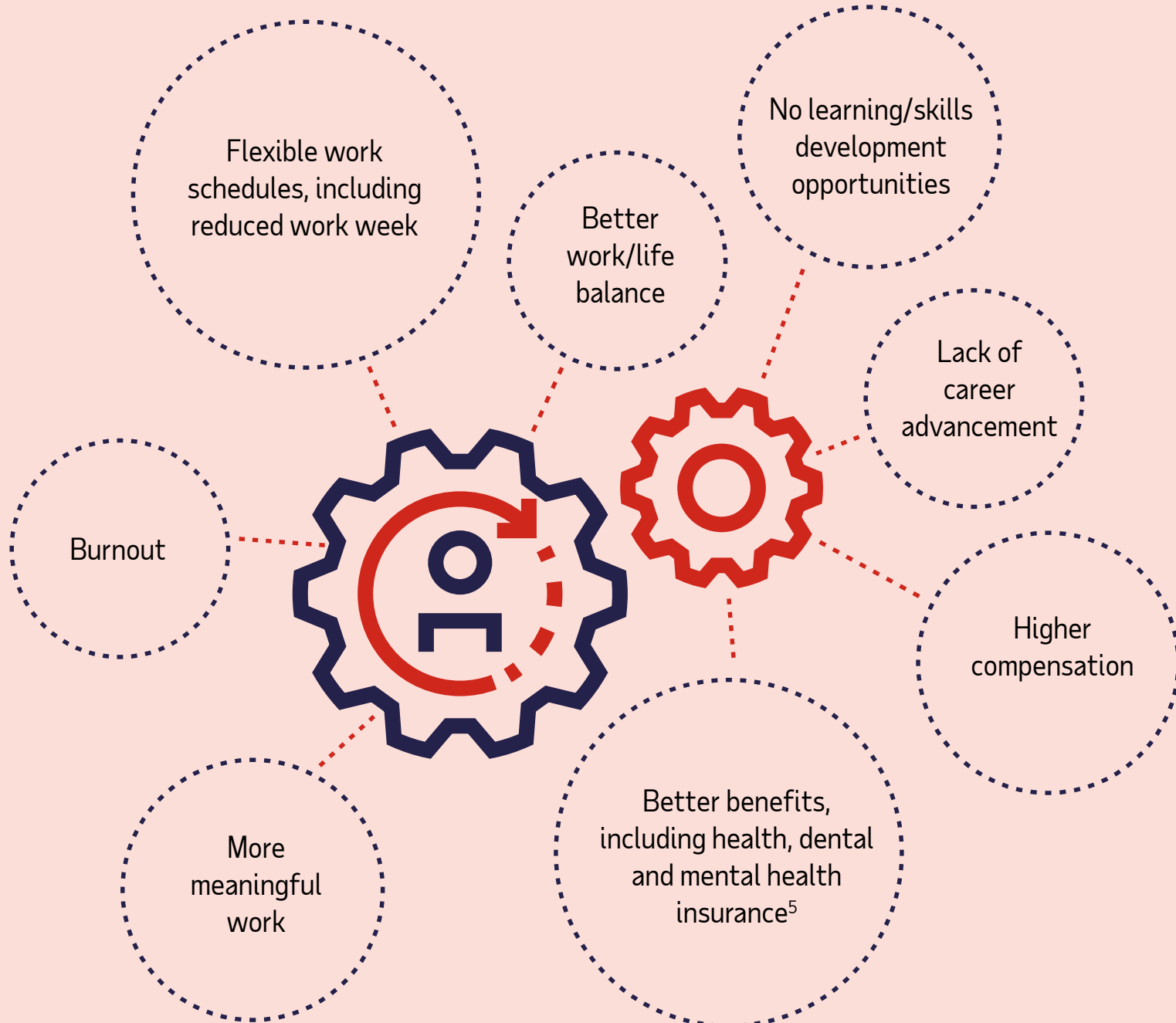
worry that AI will make some or all of their job duties obsolete in the future.<sup>2</sup>



# 56%

of workers are looking for new job opportunities.<sup>3</sup>

## What drives voluntary turnover?<sup>4</sup>



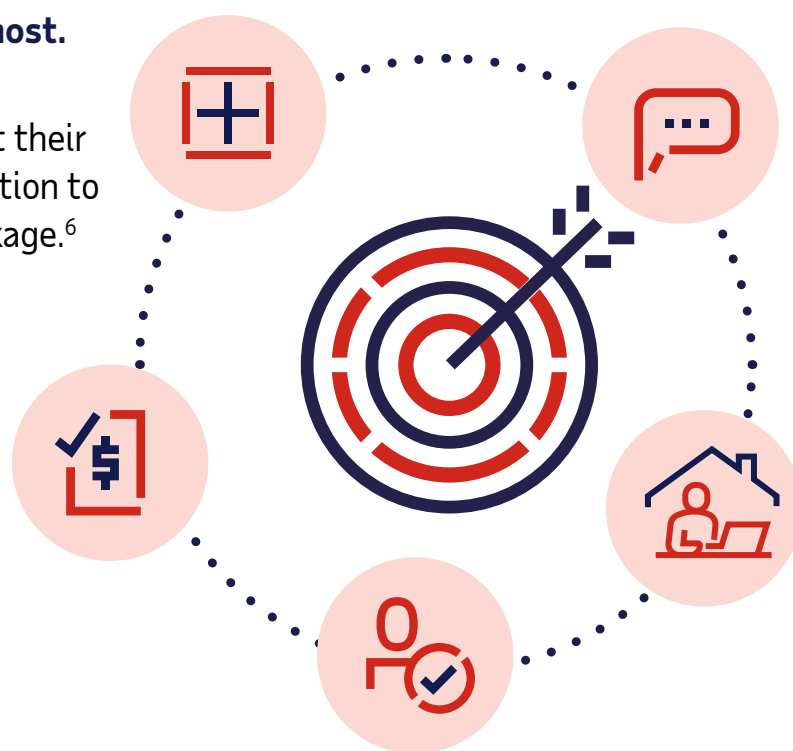
## Strategies to keep your top talent

### Invest in the benefits that matter the most.

More than 9 in 10 employees connect their overall job satisfaction to their benefits package.<sup>6</sup>

### Total compensation matters.

Determine if yours is competitive and adjust accordingly.



### Recognize key talent.

Nearly 84% of employees say recognition affects their motivation to succeed at work.<sup>7</sup>

### Listen to employees.

Today's employees increasingly want better work-life balance, easier access to information and professional development opportunities.

### Invest in flexibility.

Over 95% of workers want some form of working from home.<sup>8</sup>



"ADP has the scope & resources to expand with us, help our employees grow and enrich their experience."

ROBERT BAKER-HARGROVE  
Founder and Co-CEO, 26Health

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Sources:

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