



Managing Employee Turnover: Dispelling Myths and Fostering Evidence-Based Retention Strategies (Human Resource Management and Organizational Behavior Collection)

By David G. Allen

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Employee turnover can be expensive, disruptive, and damaging to organizational success. Despite the importance of successfully managing turnover, many retention management efforts are based on misleading or incomplete data, generic best practices that don't translate, or managerial gut instinct at odds with research evidence. This book culminates volumes of academic research on employee turnover into a practical guide to managing retention. Turnover fictions are dispelled and replaced by research-based facts. Keys to diagnosing and managing employee turnover are presented such that you can effectively manage employee retention today. These ideas will be invaluable to you and anyone who cares about the impact of turnover on the organization, including the CEO who is looking at the impact on the bottom line, managers who suffer when their best talent leaves, and human resource professionals whose career success may depend on effectively managing turnover.

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Editorial Review

About the Author

Dr. David Allen is First Tennessee Professor of Management at the University of Memphis. He has been studying turnover and retention for more than a decade and has published numerous turnover studies in top Management and Psychology journals such as Academy of Management Journal, Journal of Applied Psychology, Journal of Management, Journal of Organizational Behavior, Human Relations, and Human Resource Management Review (see Appendix). He has also translated this scholarly research into managerial and practitioner friendly guides for the SHRM Foundation and for the Academy of Management Perspectives. Dr. Phil Bryant is an Assistant Professor at Columbus State University. His research on Human Resource Management and Employee Turnover has been published in journals such as Human Resource Management Review, Academy of Management Perspectives, and Employee Responsibilities and Rights Journal. He has made several presentations at academic conferences as well as practitioner venues such as Memphis Society of Entrepreneurs. Additionally, Dr. Bryant has worked as a Human Resource Manager for both small and large organizations. He continues to provide his expertise in Human Resource Management as an advisor to top management teams and boards of directors of emerging and entrepreneurial organizations.

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