Workforce Challenges: Hiring and Retaining Enough Workers

AN INTERACTIVE CONVERSATION ABOUT EMPLOYEE TURNOVER
PRESENTED FOR THE NE INDIANA LEAN NETWORK, DECEMBER 14, 2017
For this discussion, we will be conducting a live survey using Poll Everywhere. You will be able to participate by using your cell phone to text responses to the survey questions and seeing the results in real time.

To join the active survey, first you must:

- **Text** `IPFWSE` to **22333** to join the survey.

You will receive a welcome message shortly after sending your text that confirms that you are ready to participate.

- You can also use a browser to respond at: [https://pollev.com/ipfwse](https://pollev.com/ipfwse)
What was the worst part about walking to school as a kid?

- Walking 5 miles: 38%
- Three feet of snow: 15%
- Uphill both ways: 12%
- Carrying 50 pounds of books: 35%
What is the name of your organization?

- Triton Metal Products
  1 day ago

- Fort Wayne Metals
  1 day ago

- Trelleborg Sealing Solutions
  1 day ago

- Master Spas
  1 day ago

- Paragon Medical
  1 day ago

- Mungovan HR Consulting LLC
  1 day ago

- Retired
  1 day ago
What area of your organization do you represent? (If you have multiple roles, choose the answer closest to the top)

- Human Resources: 25%
- Operations / Production: 31%
- Engineering / Design: 22%
- Purchasing / Sales: 22%
- Other: 22%
What is your role/job title at your organization?

“Sr. Quality Manager”
1 day ago

“Production Manager”
1 day ago

“IT Project Manager”
1 day ago

“Quality Manager”
1 day ago

“CI Team”
1 day ago

“Assist VP of Human Resources”
1 day ago

“Recruiting & On-Boarding Specialist”
1 day ago
On a scale of 0 to 10, how important is attracting and retaining the right people for your organization?
On a scale of 0 to 10, how would you rate your organization's ability to attract and retain the right people?

- 0%: 4%
- 1%: 7%
- 2%: 7%
- 3%: 7%
- 4%: 29%
- 5%: 18%
- 6%: 14%
- 7%: 7%
- 8%: 4%
- 9%: 7%
- 10%: 4%
What is your organization's current turnover rate?

- 0% - 20%: 52%
- 20% - 40%: 39%
- 40% - 60%
- 60% - 80%
- 80% - 100%
How many open positions does your organization currently have?

- None: 19%
- 1 - 5 positions: 53%
- 6 - 10 positions: 19%
- More than 10 positions: 22%
Which of the following do you perceive as the largest threat to maintaining and growing a strong labor force?

- Low unemployment: 28%
- Wage competition: 19%
- Lack of qualifications in candidates: 28%
- Perception of the industry: 13%
- Location
- Advertising
- Baby boomers retiring: 3%
- Other: 9%
For those of you who responded, "Other," what do consider to be the largest threat to maintaining and growing a strong labor force?

“Work is not a priority”  
1 day ago

“Automated application systems”  
1 day ago

“Lack of "Long Term" thinking. make this months numbers”  
1 day ago

“Cultural motivation to engage a career”  
1 day ago

“Drug use”  
1 day ago
What do you think is the most common reason that employees leave?

- Compensation: 25%
- Limited career and/or promotion opportunities: 13%
- Not recognized for contributions: 13%
- Job duties are boring or not challenging: 13%
- Supervisor lacked respect or support: 13%
- Supervisor lacked leadership skills: 3%
- Supervisor displayed favoritism: 13%
- Poor supervisor-employee relations: 22%
- Work hours: 13%
- Unavoidable reasons: 13%
**Industry Survey: Why employees leave**

- Data as reported in (2005) The 7 Hidden Reasons Employees Leave by Leigh Branham, page 21, Figure 3.1
- Available for review from [https://leaderchat.org/2012/05/28/exit-interviews-show-top-10-reasons-why-employees-quit/](https://leaderchat.org/2012/05/28/exit-interviews-show-top-10-reasons-why-employees-quit/)

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
</tr>
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<tbody>
<tr>
<td>Limited career/promotion opportunities</td>
<td>16%</td>
</tr>
<tr>
<td>Supervisor lacked respect/support</td>
<td>13%</td>
</tr>
<tr>
<td>Compensation</td>
<td>12%</td>
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<tr>
<td>Job duties boring/no challenge</td>
<td>11%</td>
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<tr>
<td>Supervisor lacked leadership skills</td>
<td>9%</td>
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<tr>
<td>Work hours</td>
<td>6%</td>
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<tr>
<td>Unavoidable reasons</td>
<td>5%</td>
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<tr>
<td>Supervisor poor employee relations</td>
<td>4%</td>
</tr>
<tr>
<td>Supervisor displayed favoritism</td>
<td>4%</td>
</tr>
<tr>
<td>Not recognized for my contribution</td>
<td>4%</td>
</tr>
</tbody>
</table>
Do you think Lean can be a part of attracting and retaining the right people for your organization?

- Most certainly: 85%
- It might play a role: 15%
- I doubt it: 0%