



EMPLOYEE RETENTION AUTOMATION

Assess employee sentiment, significantly improve your ability to retain employees and reduce turnover, and maximize employee lifetime value.



Employee turnover is a clear challenge. According to the Society for Human Resource Management (SHRM), over the last five years, **retention/turnover has climbed to the top of the list of workforce management challenges cited by HR.**

Retention/turnover was the top workforce management challenge cited by 47% of HR professionals, followed by recruitment (36%).

THE PROBLEM:

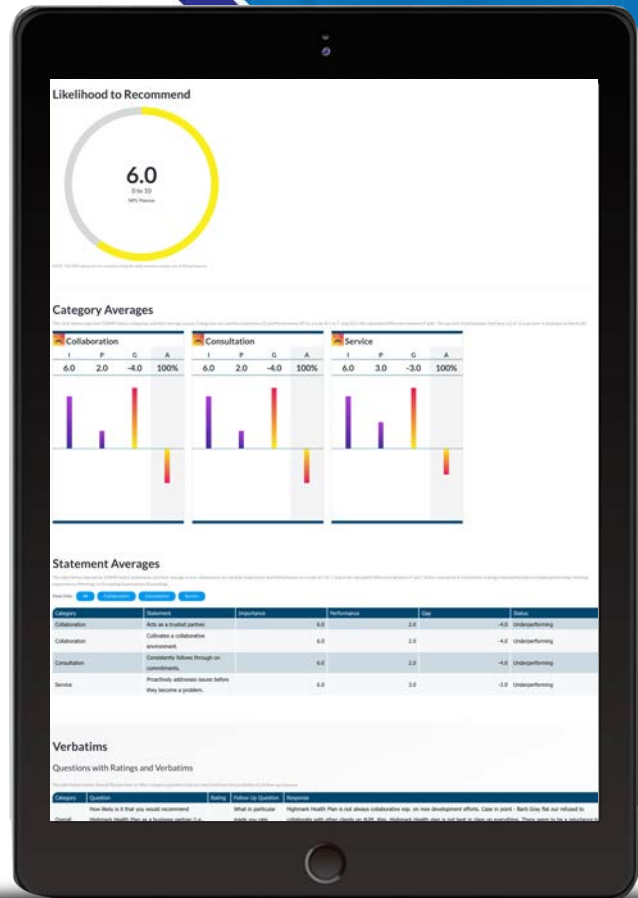
- ◆ Employee dissatisfaction leads to costly turnover; most organizations do very little proactively monitor workplace attitudes and address drivers of turnover.
- ◆ Unwanted turnover affects the performance of an organization; as the availability of skilled employees continues to decrease, it may become increasingly difficult to retain sought after employees.
- ◆ Many companies rely solely on management input on the employees they oversee; however, feedback can be inconsistent and sometimes biased.
- ◆ Traditional employee feedback surveys are sometimes used; however, these are not consistently deployed and provide results at the summary level (not employee-by-employee)

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STAMP HELPS YOU SYSTEMATICALLY:

- ◆ Determine what is most important to employees
- ◆ Measure performance against importance/expectation
- ◆ Provide real time alerts on under performance against employee expectations
- ◆ Identify key playbook actions to improve employee sentiment and retain employees
- ◆ Track trends over time with benchmarking against peers
- ◆ Integrate additional HR company data, fueling predictive analytics and continuous learning
- ◆ Synchronize with existing HR Management Platforms



Participants	Collaboration			Consultation		
	Importance	Performance	Gap	Importance	Performance	Gap
Adam Weitzel	6.0	4.5	-1.5	6.0	4.0	-2.0
Amey Radevski	6.0	3.0	-3.0	6.0	6.0	0.0
Balajee Sethuaman	6.0	3.0	-3.0	6.0	5.0	-1.0
Bill Higbi	6.0	4.5	-1.5	6.0	6.0	0.0
Chris Atkinson	6.0	2.0	-4.0	6.0	5.0	-1.0
Dave Damsak	6.0	5.0	-1.0	6.0	5.0	-1.0
Errol Warnas	6.0	4.0	-2.0	6.0	5.0	-1.0
Gary Dick	6.0	4.0	-2.0	6.0	5.0	-1.0
Gaurav Kapoor	6.0	5.5	-0.5	6.0	5.0	-1.0
Howard Greenstein	6.0	4.5	-1.5	6.0	6.0	0.0
Javed Gangjee	6.0	2.0	-4.0	6.0	2.0	-4.0
Jill Weber	6.0	2.0	-4.0	6.0	2.0	-4.0
John Edwards	6.0	5.0	-1.0	6.0	5.0	-1.0
Karen Kuklewski	6.0	6.5	0.5	6.0	6.0	0.0
Kim Naggay-O'Connell	6.0	3.0	-3.0	6.0	2.0	-4.0
Kiran Raja	6.0	4.5	-1.5	6.0	3.0	-3.0
Larry Gerken	6.0	1.5	-4.5	6.0	5.0	-1.0
Loretta Parker	6.0	3.0	-3.0	6.0	5.0	-1.0
Mark Klein	6.0	4.5	-1.5	6.0	5.0	-1.0

- ◆ STAMP allows you to view results on multiple levels, starting at the employee level and rolls up to the department / function and manager level.
- ◆ STAMPing employees is an iterative process. Connect with employees throughout the year so you can address any issues and take the action required to retain at-risk employees.

Getting STAMP up and running only takes a few hours of effort. Your time is spent addressing employee concerns, not administering the STAMP platform.