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## Here's how to retain your staff

THREE million Australians have searched for jobs online already this year, according to Brisbane-based Majer Recruitment.

Recruitment consultant Mitch Evans says this is no surprise, given that many bosses are clueless as to the underlying reasons employees jump ship.

It's not simply that the grass is always greener. In fact, bad management is one of the top five reasons people leave their jobs — along with a hankering for new challenges, feeling unappreciated, boredom and poor company morale.

Mr Evans says employers who encourage open and honest communication in the workplace reap the rewards.

“Addressing the problems employees have with their job will not only improve company culture but it can improve staff retention and productivity,” Mr Evans says.

Staff surveys are a good start, he adds.

Employers should also take advantage of the number of people looking for a new workplace.

“Of course it's the most desirable outcome to retain staff, but at the other end of the spectrum employers are forever on the lookout for new and talented people,” he says.