HUMAN RESOURSE PRACTICES
IN IMPROVING EMPLOYEE RETENTION

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Abstract: In modern business, many organizations are facing employees’ turnover loss. In order to prosper in the competitive environment the retention of skillful employees is critical. This paper explores the influence of HR practices (recruiting and selection, induction, training and development, performance review and compensation management) on employees’ retention by proposing a strategic model. The proposed model could be a best practice guide for both academics and managers to implement specific actions and manage talented workforce.

Key words: human resource practices; employee retention; retention strategy

JEL Classification: J28; J29

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