

Win the Fight for Top Talent

Here's what you must know to attract (and keep!) good employees.

No one wants to lose good employees, but keeping them is a challenge. In fact, most property management teams — 53% to be exact, according to the 2021 Rental Housing Market Study — say employee retention is a top concern.

What's causing those concerns? Employee engagement (or lack thereof).

Here's what the numbers show:



40%
CONSIDERING QUITTING

The number of U.S. workers who are considering quitting their jobs.¹



38%

More than a third of professionals are **willing to leave their current job** (or already have) without another one lined up.²

5x

Employees with **high levels of engagement** are 5x more likely to indicate that they will still be working at the same company in a year.³

\$550 BILLION

Disengaged employees cost U.S. companies up to \$550 billion a year.⁴

WHAT EMPLOYEES WANT

Employees are looking for more and are clear about what that is: good benefits, pay, and a clear path to professional growth.⁵



Pay is important, but it's not the solution. People want engaging work and to feel appreciated. And without those factors, companies are now witnessing "quiet quitting."

TURN THE TIDE ON QUIET QUITTING⁶

50%

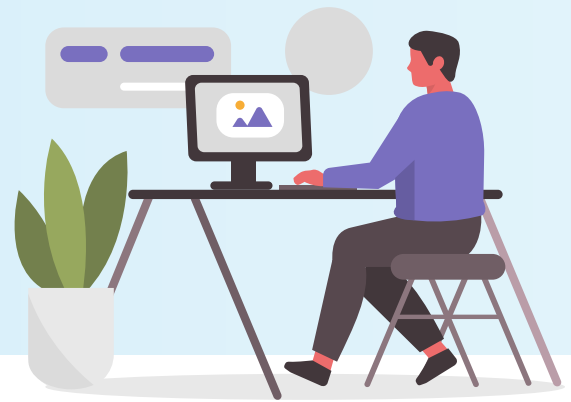
Quiet quitters in the U.S. workforce.

LESS THAN 4 OUT OF 10

Young remote or hybrid employees clearly know what is expected of them.

1.8 TO 1

Ratio of engaged to actively disengaged employees; lowest in almost a decade.



QUESTIONS TO CONSIDER

To start winning the fight for top talent, business leaders must start thinking differently about how things are done. Katie Tumbleston, talent acquisition manager at Sprockets, offers the following questions for companies to begin asking⁷:

- How much flexibility do we offer employees?
- How much PTO do we encourage staff to take?
- How do we support employees at all levels in their growth?
- What perks and incentives can we provide to ensure our staff continues to thrive?

Don't settle for the status quo when it comes to building and retaining a quality workforce. It's time to fight back against quiet quitting in the workplace and go to battle for the best employees.

Grace Hill Can Help!

Contact us today to learn how Grace Hill can be your partner in retaining top talent.



*Sources:
¹The Engagement Institute

²Fortune.com
³CengageGroup.com

⁴2021 Korn Ferry study
⁵Gallup.com

⁶Kingsley Index™
⁷Sprockets.ai