

燕达金色年华养护中心员工离职倾向研究

摘 要

在实际中养老产业存在很多问题,员工离职倾向大是一直困扰我国养老产业的重要问题。人口老龄化以及与养老机构的需求量增加的背景下,员工离职率越高会导致公司的平稳发展。以燕达金色年华养护中心的员工为调查对象,这里的员工离职有很多方面的原因,由于工作对象和工作内容的特殊性,从而使愿意选择到养老机构工作的人非常少,分析公司员工离职倾向现状,探究最主要的影响因素和有关性,为降低员工离职倾向稳定队伍提供相关的对策和建议。

对金色年华养护中心进行了调查,采用了问卷调查分析,矩阵图 swot 分析和图表分析法,运用相关的知识说明公司当前遇到的问题。研究得出:对人力成本控制、员工落差期望、薪酬福利待遇不合理导致员工有离职倾向。对此建议企业实行弹性人力成本控制,做好安抚员工工作,提供良好的办公环境和工作氛围,更加完善薪酬福利待遇。

关键词: 离职率; 离职倾向; 影响因素

ABSTRACT

In practice, there are many problems in the pension industry. Employee turnover tendencies are an important issue that has always troubled China's pension industry. Against the background of an aging population and increased demand from pension institutions, a higher employee turnover rate will lead to a stable development of the company. Taking the employees of Yanda Golden Years Care Center as the subject of investigation, there are many reasons for the employees leaving. Due to the particularity of the work objects and the content of the work, there are very few people who are willing to choose to work in the retirement agency. Tendency status, explore the most important influencing factors and relevance, and provide relevant countermeasures and suggestions for reducing employee turnover tendency and stabilizing the team.

Conducted a survey on the Golden Years Conservation Center, using questionnaire survey analysis, matrix graph swot analysis and chart analysis method, using relevant knowledge to explain the company's current problems. The study concludes that: Employee cost control, employee gap expectations, and unreasonable compensation and benefits have caused employees to have a tendency to leave. In this regard, it is recommended that enterprises implement flexible labor cost control, do a good job of appeasing employees, provide a good office environment and working atmosphere, and further improve salary and benefits.

Key words: turnover rate;turnover intention;influencing factor

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