

RETENTION BY DESIGN: THE EVIDENCE-BASED FRAMEWORK

THE COST OF DISENGAGEMENT



50%–200%
REPLACEMENT COST

Total financial burden includes recruitment, onboarding, and the loss of critical institutional knowledge.

CAREER GROWTH IS THE #1 DRIVER

22% of voluntary exits are specifically attributed to a lack of advancement opportunities.



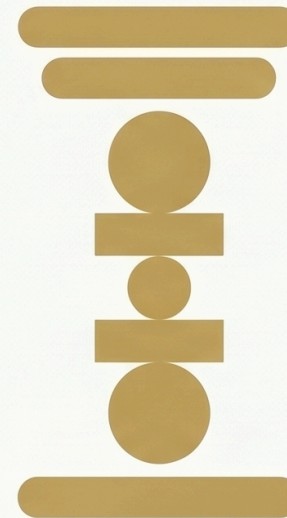
15%–40%
HIGH-PERFORMER RISK

Top talent often leaves at significantly higher rates than average performers when needs are unmet.

VOLUNTARY TURNOVER RATE BY INDUSTRY

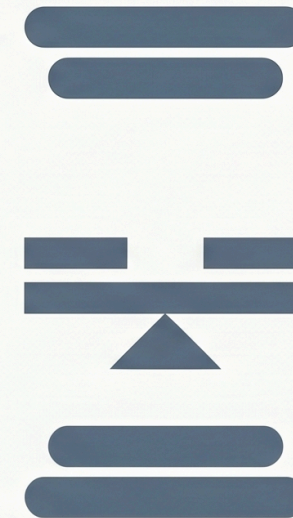


THE THREE PILLARS OF RETENTION



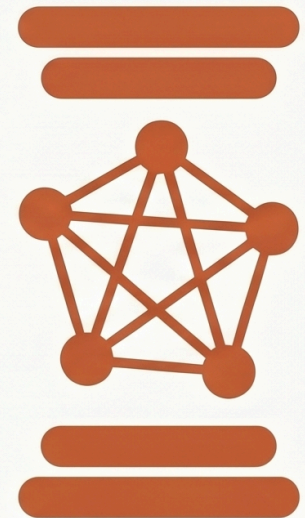
GROWTH INFRASTRUCTURE

Replace vague aspirations with competency-based career roadmaps and employee-driven skill development budgets.



COMPENSATION EQUITY

Utilize annual market-aligned audits and transparent salary bands to ensure perceived and actual fairness.



RESPECT MECHANISMS

Shift from micromanagement to output-based accountability and implement credible “voice” systems for feedback.