

Retention: Importance of Job Satisfaction

What we learned...	What it means to you...
<p>Organizations with higher job satisfaction had lower turnover rates. These organizations were more likely to use recruitment and retention best practices. (Benjamin Rose)</p>	<p>Implement best practices for increasing job satisfaction and reducing turnover. Useful best practices resources include:</p> <p>PHI National Clearinghouse on the Direct Care Workforce Best Practices Database at: http://www.directcareclearinghouse.org/practices/index.jsp</p> <p>Institute for the Future of Aging Services, www.futureofaging.org</p> <p>Better Jobs Better Care, www.bjbc.org</p> <p><i>FutureAge</i> magazine, available through AAHSA, www.aahsa.org</p>
<p>Higher levels of job satisfaction were associated with positive interactions among staff. (Benjamin Rose)</p>	<p>Provide supervisory, coaching and peer-to-peer communication training to support camaraderie and team building among staff.</p>
<p>Higher levels of job satisfaction were associated with permanent assignments to residents/clients. (Benjamin Rose)</p>	<p>Explore ways to provide direct care workers with primary or consistent assignments to residents/clients.</p> <p>Consistent assignments can strengthen relationships between individual residents, their families and frontline caregivers.</p>
<p>Even though direct care workers felt their jobs could be improved and many want to advance, they viewed their work as very rewarding, both to themselves, and to their residents/clients and families.</p> <p>In fact, 87 percent would recommend becoming a direct care worker to a family member or friend. (Benjamin Rose)</p>	