

A MEMO REPORT

TO: David Kaplan
FROM: Elizabeth Martinez
Kevin Lee
DATE: October 25, 20--
SUBJECT: Employee Turnover and the Issue of Child Care

The purpose of this report, which you requested, is to show that turnover among working parents may be positively affected by the introduction of a child-care program. The topics covered in this report include the importance, options, and implementation of the program.

Turnover reduction can be addressed in many ways. This report focuses on providing a child-care program as a means of reducing turnover. In addition to secondary research, personal interviews were conducted and integrated into the report.

Importance

Should an employer be concerned with the child-care problems of employees? In one study's sample of working parents, 17% had quit a job because they could not find adequate child care and 65% said they could not work without child care (Whitlow et al. 28). Since turnover is costly in time and money, an employer should be concerned with employees' child-care problems.

Costs of Turnover

It costs an employer \$6,000 per person to hire a new employee (Lubin et al. 43). This fact makes it pertinent for the employer to be assured of a long working relationship with each employee. Turnover costs average 1.5 times the annual salary of the position vacated, and of these costs 80% are hidden costs, such as the inefficiency of departing employees (Parks 58). The results of turnover problems in addition to rising training and development costs, deteriorating customer relations, and sinking reputations of companies include added costs of turn-over, poor morale among the best employees, and overworked human resources departments (Parks 58). The employer must be concerned with losses to the company of money, efficiency, productivity, and competitiveness.

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KEY FEATURES Gives a broader perspective on communication and its barriers Provides a more comprehensive division of the different types of reports Elaborates on various approaches to presentation strategies

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Writing Effective Business Letters, Memos, Proposals, & Reports Samuel A. Cypert, 1984 *Civil Engineer's Handbook of Professional Practice* Karen Lee Hansen, Kent E. Zenobia, 2011-03-31 A well written hands on single source guide to the professional practice of civil engineering There is a growing understanding that to be competitive at an international level civil engineers not only must build on their traditional strengths in technology and science but also must acquire greater mastery of the business of civil engineering Project management teamwork ethics leadership and communication have been defined as essential to the successful practice of civil engineering by the ASCE in the 2008 landmark publication *Civil Engineering Body of Knowledge for the 21st Century BOK2* This single source guide is the first to take the practical skills defined by the ASCE BOK2 and provide illuminating techniques quotes case examples problems and information to assist the reader in addressing the many challenges facing civil engineers in the real world *Civil Engineer's Handbook of Professional Practice* Focuses on the business and management aspects of a civil engineer's job providing students and practitioners with sound business management principles Addresses contemporary issues such as permitting globalization sustainability and emerging technologies Offers proven methods for balancing speed quality and price with contracting and legal issues in a client oriented profession Includes guidance on juggling career goals life outside work compensation and growth From the challenge of sustainability to the rigors of problem recognition and solving this book is an essential tool for those practicing civil engineering

Managerial Communication Geraldine E. Hynes, Jennifer R. Veltsos, 2018-01-20 *A Practical Strategic Approach to Managerial Communication* *Managerial Communication Strategies and Applications* focuses on communication skills and strategies that managers need to be successful in today's workplace Known for its holistic overview of communication solid research base and focus on managerial competencies this text continues to be the market leader in the field In the Seventh Edition author Geraldine E Hynes and new co author Jennifer R Veltsos preserve the book's strategic perspective and include new updates to reflect the modern workplace The new edition adds a chapter on visual communication that explains how to design documents memorable presentations and impactful graphics New coverage of virtual teams virtual presentations and online communication help students avoid common pitfalls when using technology This is probably the best book on Managerial Communication in the market Astrid Sheil California State University San Bernardino

Office Guide to Business Letters, Memos, and Reports Leonard Rogoff, 1984 *Easy Answers to all of Your Business Letter Writing Questions Right at Your Fingertips*

Technical Writing and Professional Communication Leslie A. Olsen, Thomas N. Huckin, 1991 Developed for Technical Writing and Communication courses for juniors seniors and graduate students *Technical Writing and Professional Communication 2* e places technical writing in its context showing students how to consider their purpose and their audience when writing reports memos and correspondence Formerly titled

Principles of Communication for Science and Technology the new edition features a case running throughout seven chapters dynamically illustrating the writing process The revision also provides complete coverage of the new computer technologies and the new attention the intercultural concerns in today s business world A companion edition developed for non native speakers of English is also available How to Communicate by Letter and Memo Luther A. Brock,1974 Technical Writing and Professional Communication Thomas N. Huckin,Leslie A. Olsen,1991 Developed for use by non native speakers of English enrolled in Technical Writing and Communication courses Technical Writing and Professional Communication 2 e places technical writing in its context showing students how to consider their purpose and their audience when writing reports memos and correspondence Formerly titled Technical Writing and Professional Communication A Handbook for Nonnative Speakers the new edition features a case running throughout seven chapters dynamically illustrating the writing process The revision also provides complete coverage of the new computer technologies and the new attention to the intercultural concerns in today s business world The Prentice-Hall Complete Secretarial Letter Book Mary Ann De Vries,1978 Contains nearly 400 model letters memos and forms to enable you to save on your letter writing time Effective Writing for the Business World Thelma D. Kantorowitz,Catherine R. Ott,1984 How to Write for the World of Work Thomas E. Pearsall,Cunningham, Donald H,Alan S. Tovey,1988 *The Technical Communication Handbook* Laura J. Gurak,Mary E. Hocks,2009 The Technical Communication Handbook a life long companion for technical communicators is a comprehensive reference guidefor technical communication students at all levels as well as by practicing technical communicators and others writing in the technical workplace The handbook boasts a full color design extensively annotated model documents and coverage of current topics in intellectual property digital communication collaboration and accessibility issues

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