

Method of Selecting Retention Tools in Managing Voluntary Employee Turnover*

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Abstract

Voluntary employee turnover poses significant challenges in human resource management, particularly in retaining key talent within organizations. The aim of this article is to present a new method for selecting retention tools to manage voluntary employee turnover effectively. Addressing a gap in the literature on targeted retention strategies, this study introduces an innovative approach for identifying retention tools tailored to mitigate turnover. Employing the DEMATEL method for multi-criteria relational analysis, the article demonstrates a structured process that aligns retention tools with talent management objectives. The findings contribute to theory by advancing practices in talent management and provide managers with practical, data-driven tools to improve employee retention.

Keywords: voluntary employee turnover, talent management, employee retention, DEMATEL method