ABSTRACT

Turnover is a fact of life when managing student employees. Are there steps managers can take to reduce the speed at which employees leave their workplace?

This panel will consider what options managers have to deal with this problem, from the hiring process and training, to evaluations and other managerial methods. The goal will be to come up with incentives for employees to make their student job a priority rather than drudgery.

Keywords

student, staff, employee training.

OVERVIEW

Those of us who work with students do so knowing that they will be with us for a (relatively) short period of time. We have a short amount of time in which to train them and have them become productive.

But that period can be cut even shorter when problems arise. The employee may not work out as expected, with performance dropping off, or the employee may leave unexpectedly. Unproductive employees and unplanned employee turnover will increase both costs and stress.

Managers in all fields need similar skills, but supervising students often requires special application of these skills.

What steps can we take to hire good employees, to make sure they get the training they need, and to feed their desire to do a good job?

How do we give them feedback when they've done an exceptional job (good or bad)?

How do we deal with good employees that suddenly start doing poorly?

This panel will pursue the answers to these questions and more during our panel discussion, which will include participants with experience in managing and training students, in order to slow down the revolving door of employee turnover.