

'Talent retention' becomes a challenge

BY DHEERAJ

HUMAN Resources (HR) professionals have admitted that the "talent retention" has become a serious problem in UAE due to various factors.

Founder and chairman of RAW group, Reg Athwal said that a lot of people who comes from across the globe, leave their jobs frequently in UAE and observed that rising cost of living remains one of the major factors.

He said that some companies could not retain their best employees for more than six months while others become successful in retaining their workers for not more than three years.

He said that such employees who would come to Dubai for the best pay packets and the best life styles would not stay for a very long period.

Athwal said that several global companies are opening their offices in Dubai but the problem of shortage of good people do exists for them.

Constrained by such type of difficulty, many companies are outsourcing their jobs despite the fact that demands for good people are continuously growing in UAE.

"Outsourcing has emerged as a nice option for many companies," he remarked adding that companies would, however, keep offices of members of their senior management in Dubai itself.

He said that money counts a lot for retaining people but companies should also cater to "human needs" of their employees if they want to retain them for a longer period.

He said that employees also "see beyond money"



Reg Athwal makes finer points about human resources.

and would also not like to compromise on issues like recognition of their work, opportunities for learning and their correct appraisal.

Reflecting similar views, Dean of Centre For Human Resources Man-

agement at S P Jain Centre of Management, Dubai, Aneeta Madhok said that talent retention is the biggest challenge in Dubai.

She said that the job market scenario has changed after the free

zones sprouted in UAE as employees now enjoy freedom to hop jobs at their choices more quickly.

She said that some companies have also started conducting exit interviews for knowing the reasons that persuaded

their employees to resign from jobs.

She said that her institution is also planning to have workshops on the "talent management" to help companies retain their best employees.

Meanwhile, chairing a session on the Human Resources at S P Jain Centre of Management on Monday, Athwal stressed on the need for "Return on Investment" (ROI) of Human Capital connected to recruitment.

He said companies while hiring should consider the longer benefits not just calculating cost per hire to fill up gaps which can hamper the system later.

He also highlighted issues like creating a total workforce plan, finding and attracting and most importantly tracking the top talent followed by a series of tips.