

Employee Turnover: Using Life Experiences as a Model to Recruit for Retention

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The issue of employee turnover is not new nor is it the explicit domain of criminal justice agencies. Agency leaders are constantly vigilant in retarding the amount of turnover in sworn positions. While turnover has its benefits to the criminal justice field the benefits are overshadowed by the negative impacts on the agency. Agencies are using innovative techniques to retain officers. The ability to recruit and train officers that have the highest probability of staying with the employing agency could have dramatic effects on budgets, manpower, and morale resulting in a leaner, healthier department and improved quality of service provided to the public. This study has examined the relationship between personnel hired and personnel who resigned during the first five years of employment. The examination was specifically related to age, marital status, number of dependants, military experience and educational level. Taking a look at the life experiences of potential officers before recruiting may help ease the crises.