

The Retention of Correctional Personnel: A Problem for Today

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Retention of correctional officers is essential for balance, diversity and the various skills they bring into an organization. The retention of officers can have a direct relationship between success and failure of an organization. Previous research in corrections states the issues to be both organizational and economical as the basis for retention issues. I have researched updated material concerning retention issues and completed interviews with former officers to address issues on why they left in order to prevent reoccurrences in the future. A survey was completed with current officers to address concerns and goals to increase future retention. From that a comprehensive plan has been designed to improve retention. Factors in that plan will include education, mentoring, motivation and morale.