



6 WAYS
**STAFFING
AUTOMATION**
CAN REDUCE
TURNOVER





**IN TODAY'S VALUE-DRIVEN
HEALTHCARE ENVIRONMENT,
LOOKING FOR WAYS TO REDUCE
COSTS IS A CONSTANT PRIORITY.**

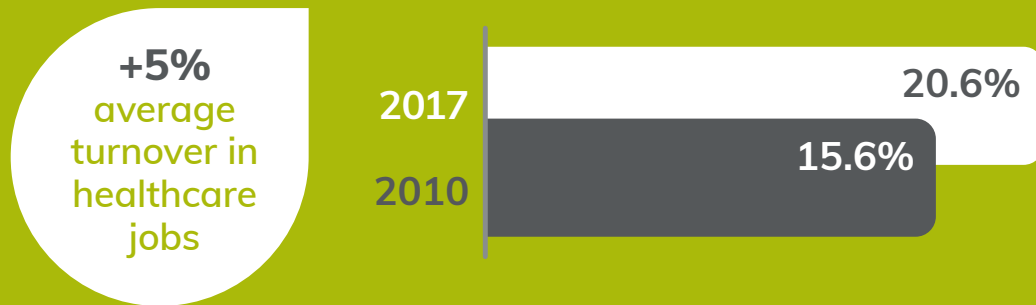
Nurse turnover is a drain on the bottom line, but adopting scheduling technology is a proven strategy for reducing employee churn.

Read on to learn more about the problem of turnover and discover six ways staffing automation can help with staff retention in your organization.



THE TURNOVER CHALLENGE

Employee turnover in healthcare is a large and growing problem. A study by Compdata Surveys¹ found the average turnover in healthcare jobs in 2017 was 20.6%, up from 15.6% in 2010 – a rate second only to the hospitality industry. Turnover rates this high, which include both direct and indirect costs², create a significant financial burden to healthcare organizations.





While many organizations have implemented programs such as flex time, awards programs and retention bonuses, turnover rates have continued to rise. Given the complexity of what motivates an employee to stay or leave, it may be easy to doubt that staffing automation could have much of an impact.

However, there is a **positive relationship between staffing automation and employee retention.**

EMPLOYEE ENGAGEMENT

Automated staffing boosts engagement – and engaged nurses are less likely to leave their jobs.



Lets employees know they are trusted and valued members of the team



Invites them to share in the process of solving staffing needs



Brings transparency to an organization's staffing needs



Helps staff see beyond their individual situations and understand the bigger picture



EMPOWERMENT

One thing a multi-generational workforce shares:

a common interest to have more autonomy and say over their work schedules. Offering nurses the opportunity to participate in the scheduling process empowers them to manage work/life balance and improve their job satisfaction.

Staffing automation can:

- Provide the ability to self-schedule
- Facilitate the ability to pick up open shifts
- Offer an opportunity to have a say in floating options
- Allow staff to collaborate on switching shifts

The right staffing technology manages these functions with system security settings that assure staff can only make appropriate choices or requests. Additionally, offering manager approval options can ensure proper oversight.



MANAGER SATISFACTION

Nurse managers juggle competing priorities, including managing the schedule, which is both time-consuming and labor-intensive.

Staffing technology can be a significant time saver for managers, helping them feel more efficient and satisfied within their job role.

**Staffing
technology can
be a time saver
for managers.**





Technology can:



Provide instant access from a mobile device



Help managers stay on top of current staffing situations with alerts and real-time updates



Offer the ability to see and act on staffing decisions from any location



Allow managers to quickly make request approvals and schedule changes



Simplify communication with staff

MANAGER EFFECTIVENESS

Manager satisfaction is linked to how effective they feel in their roles. Staffing automation can help nurse managers make better decisions by assisting them with:

- Making data-driven, timely decisions
- Saving time searching for information
- Improving confidence in decisions
- Allowing for more proactive management

Manager satisfaction is linked to how effective they feel in their roles.



NEW MANAGER SUPPORT

When a nurse manager departs an organization, it can create chaos until a replacement is hired and up to speed.

During a transition, staffing technology can:



Provide consistency around scheduling



Facilitate onboarding



Decrease the learning curve



Allow new managers to manage effectively and efficiently



TURNOVER MONITORING

Tracking turnover helps organizations take necessary actions to improve retention rates. Often, employee churn data is only available on a monthly or quarterly basis from HR. Staffing technology can drastically speed up this process, which may ultimately reduce turnover rates.

When turnover data is real-time and instantly accessible, organization leadership can more easily identify trends and take earlier action to manage turnover, which will decrease costs and improve patient care.

Decrease costs and improve patient care.





STAFFING AUTOMATION HELPS MEET THE CHALLENGE OF REDUCING TURNOVER.

If your organization is looking to reduce turnover, staffing technology may be the answer to improving staff retention. Whether moving from a paper process or replacing outdated technology, be sure to identify your requirements for staffing automation and look for a system that meets the selection criteria.

SEE ABILITY SMARTFORCE® SCHEDULER IN ACTION.

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