

THE CURRENT AND FUTURE IMPACT OF EMPLOYEE RETENTION IN THE “POST-COVID” JOB MARKET

ABSTRACT

The COVID-19 pandemic significantly impacted how businesses across the nation must operate to stay competitive in retaining staff members while being ‘attractive’ to potential new hires. With the current economic trend of the *Great Resignation*, employees are resigning in masses and moving on to other companies that provide the benefits and conditions employees seek (i.e., increased wages, working remotely, etc.). Replacing staff is expensive, and preventing unwanted turnover is critical for the success of the Department of Defense.¹ Sustainable, inclusive growth requires changing workplace culture to maximize the contributions of all employees.² The presented research will provide insight into the impact of civilian employee retention in the “Post- COVID” Job Market and how the Department of Defense must strategize the way they operate to stay competitive.

REFERENCES

1. Lee, C., et al., The Moderating Effects of Employee Generation on Workplace Retention During the Covid-19 Pandemic. *QRBD*, 2021, 8.
2. Craven, M., et al., *COVID-19: Implications for Business*. Retrieved from Mckinsey.com: <https://www.mckinsey.com/capabilities/risk-and-resilience/our-insights/covid-19-implications-for-business>, 2022