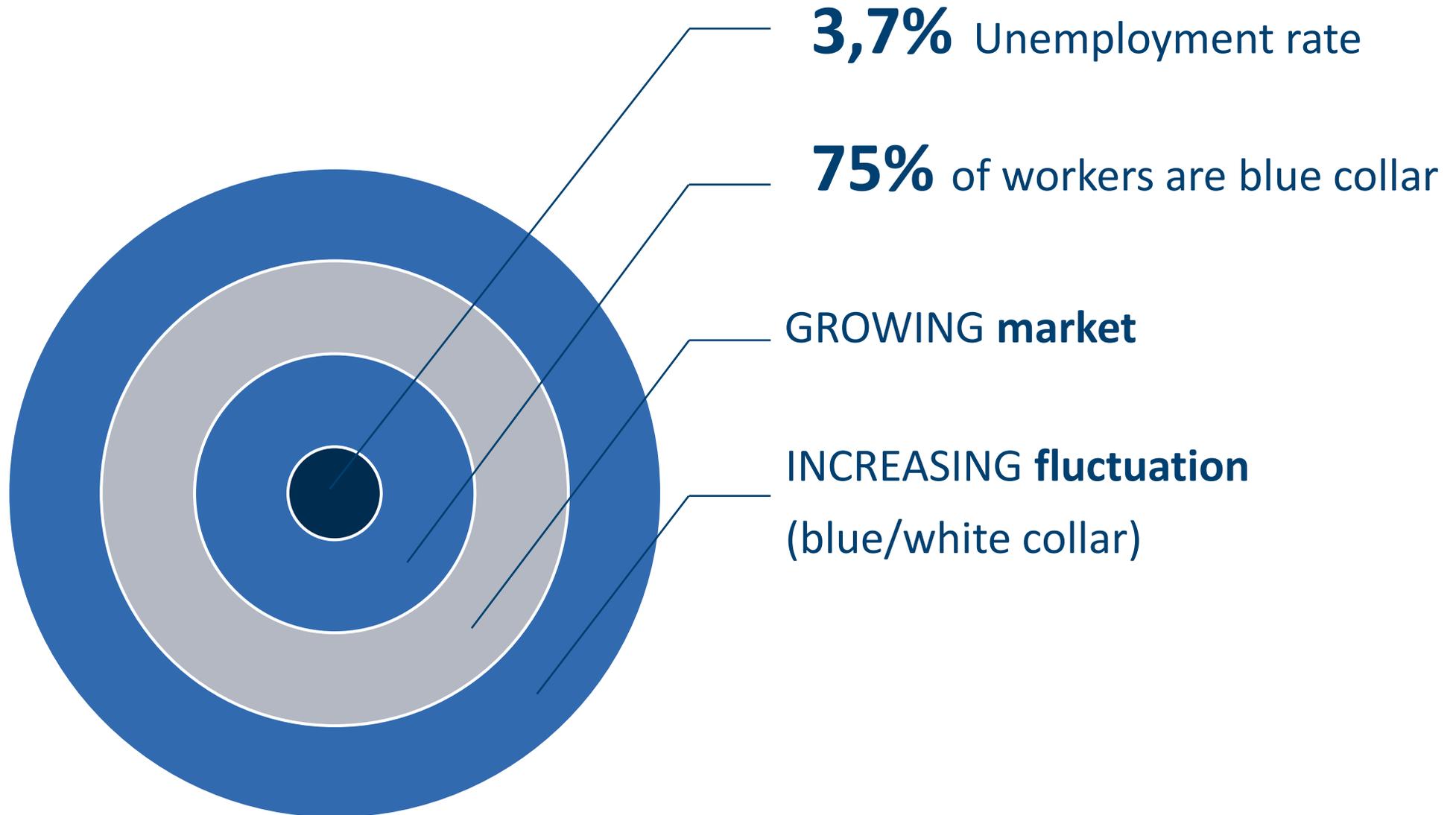


Blue collar fluctuation root cause analysis and possible solutions





Main reasons of blue collar employees' shortage



Components of possible reasons



Non-competitive salary



Unsuitable working environment



Missing integration of workers



Lack of internal career options



Poor internal communication



Case studies of fluctuation possible solutions

First week

The job or workplace/circumstances do not meet your prior expectations / missing of „onboarding“

Possible solution:

/The first step in winning an employee and preparing to retain it is to show the human side of the company and the brand, professional and social preparation for the new environment./

- Presentation of the organization - scope of activities, vision, mission, corporate values, where we started, where we got
- Presentation of organizational structure - local and global
- Presentation of the most important people for the employee - direct managers, superiors, HR staff
- Assign a „Buddy“ for the first week – the Buddy will guide the new employee 1-2 weeks along the daily routine, have lunch together, being focal point for divers questions
- Acquaintance with internal regulations, handing over the Code of Ethics
- “Virtual” or physical walk within the company / plant



Case studies of fluctuation possible solutions

First 6 months

Poor internal
communication

Intercultural
differences

Internal career
ladder

Work
atmosphere

Employees must be properly informed about all significant changes - the communication gap is filled with rumours, which shows the real (possible crisis) situation from an even worse perspective.

- Use of HR bulletin boards
- Communication changes on monitors in production, use of ChatBot
- Sending HR circulars via a mail system
- HR colleagues available by phone / in person
- Presence of HR / Manager at regular intervals in production units / production



Case studies of fluctuation possible solutions

First 6 months

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atmosphere

When two or more people with different cultural backgrounds interact and communicate with each other or one another, we can say that intercultural interaction is taking place.

- Getting to know each other's culture and customs
- Sensitization trainings
- Zero tolerance for discrimination based on nationality, gender or religion
- Inviting colleagues from other countries to attend corporate events



Case studies of fluctuation possible solutions

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The formal process within an organization that allows employees to advance their careers to higher levels of salary, responsibility or authority. Career planning and internal succession planning is a must for all employees at any level

- Development of a model based on competency measurements
- Two-way communication between the company and the employee: mapping the interests, goals and abilities of SMEs
- Training opportunities for personal progress
- Providing challenges and experiences – JOB ROTATION PROGRAM



Case studies of fluctuation possible solutions

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Good working atmosphere helps to have healthy and happy employees

- Greeting jubilee workers, saying goodbye to retiring colleagues
- Corporate events, family days, team building trainings - at company and group level
- Providing a health-conscious workplace
- Creating an employee and family-friendly workplace
- Strengthening cohesion – United working clothing, back-packs, hoody
- Transfer corporate values – Create vision, mission



Where Orban Consulting supported other companies in this area

Main problems we have successfully supported our clients in the last 2 years:

- **More companies had problem with the Internal communication**
 - With our Consultants we build up a communication strategy and platform. This was successful and increased employee motivation
- **One company has indicated to us that they have cooperation problem with colleagues of other nationalities**
 - with intercultural training and coaching we could bring the two different habits/ways of thinking closer together and it has improved the cooperation a lot
- **One of our clients asked for help to stop their old employees leaving their company because of increased turnover**
 - With Internal Career Ladder we build up system to find a right place for „old drivers” which is a win-win story. (Bunch of survey, change of the org. Chart, revealing hidden ability and ambition,...)
- **One of our clients had a high level of blue-collar fluctuation in eastern Hungary**
 - With deep dive investigations and structured interviews revealed that the working conditions were not appropriate. We supported with ROI calculation and implementation of low- and where there was no other option, higher cost solutions



We are here for you...

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