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Introduction

Whenever there is staff turnover, it becomes a challenge in the performance of organizations, the same goes for the Victorian Treasury. Applying the case study exploring the Victorian Treasury, it is necessary to concentration on causes of high turnover among the employees and possible ways of its decrease.



Key Causes of Staff Turnover

There were several reasons why it was difficult for the Treasury in Victorian state to retain its staff. The case highlights job dissatisfaction as a major cause, which was linked to several issues.



Salary constraints

Since organisations in the public sector such as the Victorian Treasury do have rather rigid pay scales, in some cases these can be skewed downwards in comparison to similar scales in the private sector.

Conclusion

Through a focus on these main points, the Victorian Treasury can greatly decrease staff turnover, which in turn will positively affect morale and performance of employees as well as organisational stability. To get more information about this case, please go to, www.thecasesolutions.com.

RESOURCE

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