

Understanding Organizational Retention

A comprehensive analysis of what contributes to an employee's decision to stay or leave their position within an agency is important for leadership as they seek to build a targeted retention strategy. Reviewing retention rates alone misses the opportunity to explore what is driving retention and what mitigating steps leaders can take to impact retention. Retention is dynamic and is influenced by several factors including job satisfaction, organizational commitment, and the employee value proposition. With **FedLens**, agencies have an opportunity to dive deeper into what is impacting their organization's unique retention strategy. Armed with insight, agencies can take action to increase retention, decrease unwanted turnover, and build employee engagement.

FedLens is a research-based tool that supports data-driven workforce management and planning with automated up-to-date reports, trend analysis, and predictive analytics.

FedLens Retention Analysis can help you evaluate your retention strategy to identify key factors that incentivize employees to stay and grow their careers in your organization. This analytic tool automates quantitative assessments of retention, with optional services from our team to help retain your workforce through the delivery of methods like focus groups, interviews, and stay/exit surveys.

GovStrive's Approach to Retention Analysis



GovStrive's methodology will help you identify the key drivers of retention specific to offices and groups across your organization. With this tailored insight, you can implement customized retention plans that are uniquely suited for your employees as a repeatable process in your living human capital management lifecycle. As a result, your organization will shift to a proactive and future-focused retention model that leverages your understanding of current and past performance.



GovStrive, a Historically Underutilized Business Zone (HUBZone) certified small business, is an industry leader delivering best-in-class Human Resources (HR) business and technology services to stabilize and innovate federal organizations. We are committed to making a strong impact locally, affording employment and professional development opportunities to veterans and members of our rural community where our headquarters is proudly located.

We offer full-service HR support services that can be customized based on the client's need. Our Management Consulting business line focuses on enhancing data-driven decision-making and developing strategic and tactical approaches for effective and efficient solutions to our clients' most pressing challenges; the Managed Services group provides proven processes and HR experts to deliver best in class operational HR support, and our Workforce Analytics and Technology Solutions team leverages proprietary, cloud-based SaaS tools pioneered and designed to respond to the automation demands of tomorrow's HR organizations. The Power of GovStrive allows federal organizations to remain agile and enables government leaders to maximize efficiency, producing results that are cost-effective, functionally sustainable, and innovative.

CONTRACTING INFORMATION

SAM Unique Entity ID: UKXQJYEKUN34
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GSA MAS
Contract No. GS02F013GA

GSA OASIS + HUBZone
Management & Advisory
Contract No. 47QRCA24DH107

GSA OASIS + Small Business
Management & Advisory
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U.S. Department of Transportation –
Federal Aviation Administration eFAST:
MOA Holder No. 693KA9-22-A-00090

USDA Forest Service:
Human Resources Management Support Services
BPA Contract No. 12318721A0008

USDA Agricultural Research Service:
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