

6.0 EMPLOYEE SEPARATION

There are different forms in which an employee can leave the organization. These include resignation, retirement, termination of contract, retrenchment, redundancy, dismissal and death. The procedure for handling the above varies depending on which form of separation it is as highlighted in the Employment Act 2007. At the point of separation, employees are to receive their rightful final dues in a timely manner. The Bible gives us a few examples of how various forms of separation were done.

When I write a response to an employee's resignation letter, I would acknowledge receipt; indicate when their last working day should be and how their final dues will be calculated upon clearance with the organization. The final dues for a resignation, for example, would be for days worked up to the last date of work; leave

earned and not taken; any allowances earned as at the last date; service pay; less any debts owed to the organization. According to the book of Deuteronomy, when workers are released, they are not to be sent away empty-handed; they are to be supplied liberally from the flock, the threshing floor and your winepress. "...And when you release them, do not send them away empty-handed. Supply them liberally from your flock, your threshing floor and your winepress. Give to them as the LORD your God has blessed you." (Deuteronomy 15:13-14).

At the health facility there was a department that had many fraud cases, but when the culprits started facing summary dismissal, the fraud cases reduced. The staff in the department knew that management had its eyes on them. The book of Proverbs gives an example of a mocker being thrown out to end a fight. "Throw out the mocker, and fighting goes, too. Quarrels and insults will disappear." (Proverbs 22:10). According to the

book of Revelation, the cowardly, the faithless, the detestable, as for murderers, the sexually immoral, sorcerers, idolaters, and all liars, will end up in the lake that burns with fire and sulfur. "But as for the cowardly, the faithless, the detestable, as for murderers, the sexually immoral, sorcerers, idolaters, and all liars, their portion will be in the lake that burns with fire and sulfur, which is the second death." ([Revelation 21:8](#)). The book of Ezekiel gives us another example that can be classified under dismissal. "... Behold, this was the guilt of your sister Sodom: she and her daughters had pride, excess of food, and prosperous ease, but did not aid the poor and needy. They were haughty and did an abomination before me. So I removed them, when I saw it." ([Ezekiel 16:49-50](#)).

7.0 EMPLOYEE RETENTION

STRATEGIES

In order to reduce employee turnover, a human resource practitioner will need to come up with strategies that will help retain staff. There are various strategies that an organization can put in place. These include job security; training and development opportunities; career progression through succession planning; a good remuneration package; good staff welfare programs; harmonious industrial relations; and equality.

According to the book of Joshua, the Lord assured urged Joshua to be strong and courageous; to not be terrified; discouraged, for God would be with him wherever he went. This is a sense of security to have Joshua stay on course. "Have I not commanded you? Be strong

and courageous. Do not be terrified; do not be discouraged, for the LORD your God will be with you wherever you go."

(Joshua 1:9). Employees will always want to work where they know they have management support. I have had a firsthand experience where my supervisors would advise that we do things a certain way and when things backfired they withdrew from the situation and left all the blame on me. I felt my job was at stake, I started looking for other jobs just in case this one would end. I have also heard many of my friends and even employees saying their supervisors have threatened to terminate their services.

The Gospel of Luke gives an example where the Lord appointed 72 followers and asked them to remain in the same house, eating and drinking whatever the owners of the house provided. He asked them not to go from house to house. This in today's world would be an advice against job hoping. Employers ought to create an

environment where staffs remain committed and loyal to the organization such that we do not deal with staff replacement for those who are seeking greener pastures. "...And remain in the same house, eating and drinking what they provide, for the laborer deserves his wages. Do not go from house to house." (Luke 10:7).

Promotion is also a strategy for employee retention. In the security company, we had managers who started out as security guards then were promoted to supervisors and eventually branch managers after furthering their studies. Such managers had stayed in the company for over 25 years and you could tell their loyalty lies with the company. According to the book of Genesis, Potiphar made Joseph the overseer of his house and put him in charge of all that he had. "...Now Joseph had been brought down to Egypt, and Potiphar, an officer of Pharaoh, the captain of the guard, an Egyptian, had bought him from the Ishmaelites who had brought him

down there. The Lord was with Joseph, and he became a successful man, and he was in the house of his Egyptian master. His master saw that the Lord was with him and that the Lord caused all that he did to succeed in his hands. So Joseph found favor in his sight and attended him, and he made him overseer of his house and put him in charge of all that he had. From the time that he made him overseer in his house and over all that he had the Lord blessed the Egyptian's house for Joseph's sake; the blessing of the Lord was on all that he had, in house and field..." (Genesis 39:1-23).