

# Employee Retention in Rotational Molding Plastic Organizations

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# Introduction of Topic

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- Employee retention in rotational molding plastic manufacturing
- 92% of executives in the industry stated employee retention was the top issue year after year
- Machine operators and finishers were surveyed in the USA and internationally through the Association of Rotational Molders

# Problem Statement

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- Organizational leaders are finding employee retention to be a critical area of concern in the rotational molding plastic industry due to disruption of manufacturing, increased costs to train new hires, and decreased morale throughout the organization.



# Significance of the Study

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- The Bureau of Labor Statistics (2019) estimated it costs 33% of a new recruit's salary to replace a lost employee.
- Private industry estimates the cost to be 150% of the employee's annual salary.



# Background Information

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# Materials

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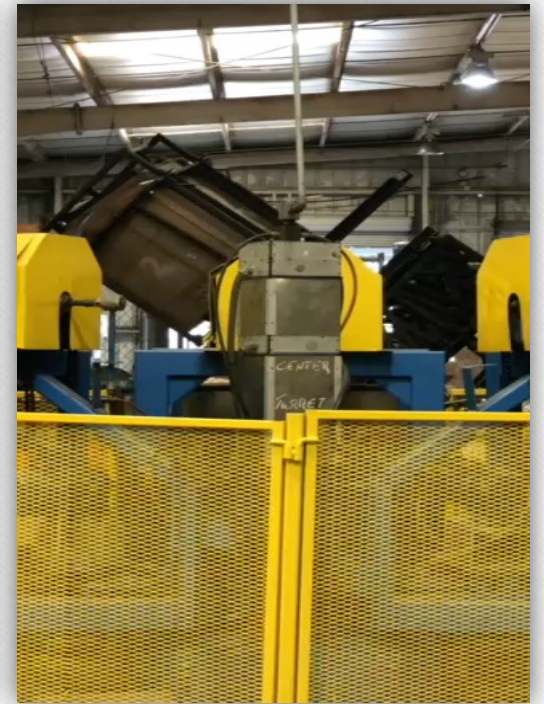
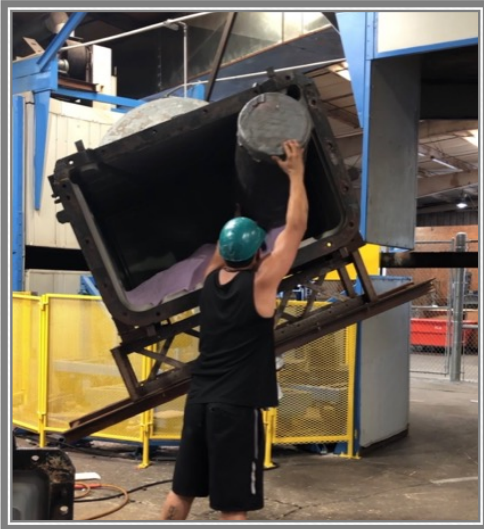
# Machines/Molds





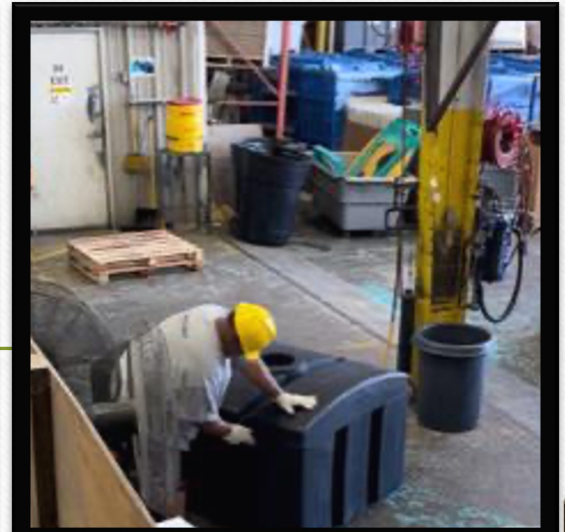
# Machine Operators

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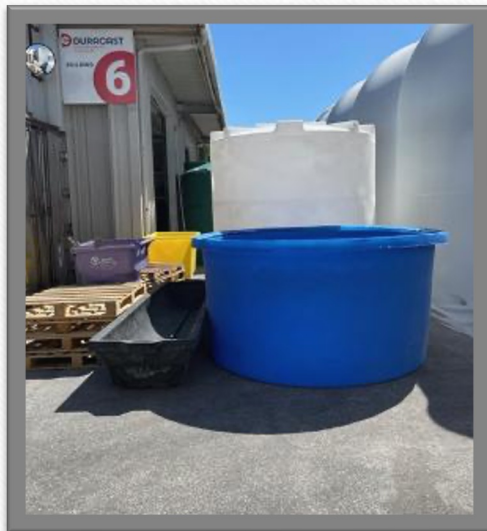
# Finishers





# Products

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# Findings/Discussion

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# Research Question 1: Findings

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- To what degree did study participants express their willingness to remain in their current jobs within the rotational molding plastic manufacturing industry?
  - 7 in 10 study participants had no interest in seeking another job.
  - 43% worked less than a year in their job.
  - 23% worked 1-3 years in their job.
  - 69% have worked in rotational molding for 3 years or less.



# Research Question 1: Discussion

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- 210 individuals surveyed
  - 81% men, 18% women
  - 74% between the ages of 20-49
- Strength and stamina
- Extreme heat
  - Hydration stations, electrolyte drinks and popsicles, misting fans, A/C breakroom, vent ovens outside, safety manager conduct temperature checks in the building.
- Protect the individuals who make the products, this should be a priority.



# Research Question 2: Findings

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- Considering the dimensions of employee motivation, self-sacrifice, organizational culture, job satisfaction, and nature of work in the organization, which dimension was most associated with and predictive of study participants' willingness to remain in their current jobs within the rotational molding plastic manufacturing industry?
  - Job satisfaction was statistically significantly predictive of employee retention.
  - Motivation was statistically significantly predictive of employee retention.



# Research Question 2: Discussion

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- Employees
  - Feel valued, listened to, have a voice at the table, take pride in work.
- Supervisors/Employers
  - Listen, ask for input, respectful, supportive, give them the tools they need to complete the job.



# Research Question 3: Findings

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- Considering the two broad dimensions of motivational factors and hygiene factors, which was most associated with and predictive of study participants' willingness to remain in their current jobs within the rotational molding plastic manufacturing industry?
  - Both are statistically significant and should be focused on, but motivational factors are the greater predictor of employee retention.



# Research Question 3: Discussion

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- Employers get to know your employees and what motivates them.
- Offer incentives and fun activities to increase morale.
- Recognize accomplishments of employees.
- Celebrate birthdays and work anniversaries.
- Monetary awards or extra time off.
- Employees who are self-driven take pride in creating a quality product and seeing it in the community.
- Employees are motivated to work harder when a supervisor is pleased with their work.
- Understanding an organization's value, vision, and mission statement motivate employees to work toward a common goal.



# Implications for Future Practice

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- Decrease financial cost to train new hires
- Retain skilled and experienced machine operators and finishers
- Increase employee morale
- Increase productivity
- Quality product and on-time delivery
- Satisfied and loyal customers
- Increase revenue



# Conclusion

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- The research shows that job satisfaction and motivation are the greatest predictors of employee retention.
- Research is significant due to the absence of other studies specific to employee retention in rotational molding plastic manufacturing.
- Employers must recognize that their people are an organizations greatest asset.



# Question and Answer

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- What is done in your company to motivate employees?
- What motivates you?
- What does job satisfaction mean to you?
- How can you help others feel satisfied with their jobs?



# Thank you

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