What Businesses Lose When They Don’t Offer Choice

We’re experiencing the highest talent shortage since 2007. The last thing you want is for your top talent to walk out the door. The cost of retention is a critical priority for your organization. Now, more than 1 in 3 American labor force participants are millennials.

87% of employers said improving retention is a critical priority for their organization.

Turnover is measured by:

- The cost of retention of employees that currently have a choice program in their organization would choose to work at a company, or choose to stay at that company that offers a similar program.
- 77% of employees surveyed believe it should become a standard for all businesses.
- 90% when given the choice, Apple devices are the top preference for Millennials, both for computers and mobile devices in the workplace.
- 72% choose Mac
- 28% choose PC
- 25% choose Android
- 75% choose iPhone or iPad

So, what do Millennials choose?

How can organizations attract the right talent?

Technology choice.

A choice program is when an organization gives its employees the option to choose among brands of computer hardware and mobile devices for work.

Why Choice?

Having choice leads to:

- 78% of Millennials are more effective in their job
- 37% of employees are more creative
- 68% of employees are more productive
- 35% of employees are more collaborative
- 35% of employees are proud of where they work

The overall impact of device choice

Knowing your employees' device preference helps you attract the right talent. In addition, you’ll be able to choose vendors who understand your employees’ needs.

The cost of retention

When given the choice, employees are more likely to choose a company that offers a similar program. Employees are more likely to stay at companies that offer a choice program.

The cost of retention:

- Reduced business results
- Lost revenue
- Turnover requires additional management time
- Lost productivity when the position is vacant
- The loss of potential leaders
- Slowed product development
- Negative customer impacts
- Negative team impacts
- Lost innovation and ideas and the loss of secrets

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When you don’t offer choice:

- The hardest skills to find are:
  - Engineers
  - Accounting & Finance
  - Management
  - IT Staff
  - Technicians
  - Sales Reps

The demographics are shifting:

- 2% Silent/Greatest Post-Millenials
- 5% Gen Xers
- 25% Boomers
- 33% Millennials
- 35% Millenials

That's roughly 56 million people and it's not slowing down.

Now, more than 1 in 3 American labor force participants are millennials.

Contact Jamf today to learn about technology choice.

To learn more about how Jamf Pro can make an impact on your Apple device management, visit jamf.com/products/Jamf-Pro.

Sources:

3. Millennials at work: Reshaping the workplace, PWC
4. The Impact of Device Choice on the Employee Experience, Jamf