

Listening

1  1.01 Listen to an expert talking about employee retention and match the sentence halves. Two of the options (a-f) are not used.

- 1 The pay rate is important but it isn't _____
- 2 Little things can make a difference and help to _____
- 3 Most people want to work for a company where _____
- 4 Any successful organisation needs a structure _____

a create a good working environment.
 b they share the same open-plan office as their colleagues.
 c where there are opportunities for promotion and personal development.
 d they share the same values as their colleagues.
 e every company that offers every Friday afternoon off.
 f the only motivational factor that concerns millennials.

2 Choose the correct option to complete what the expert says. Then listen again to check your answers.

- 1 The _____ of employees is something that has been given more importance in recent years.
 a principles b flexibility c behaviour d happiness
- 2 Millennials often prefer a more _____ dress code compared to their older colleagues.
 a casual b smart-casual c business casual d business-like
- 3 Those with young children will appreciate having _____ in their work schedule.
 a work-life balance b hierarchy c flexibility d work at home
- 4 I'd say a company's _____ and beliefs are a decisive factor when accepting a job offer.
 a principles b values c behaviour d atmosphere
- 5 Asking employees what they think when developing company _____ can make all employees feel more valued and motivated.
 a security b development c strategy d hierarchy
- 6 This type of motivation helps to _____ staff and encourages growth.
 a develop b train c motivate d retain

3 Read the sentences summarising the interview and decide if they are **true (T)** or **false (F)**.

- 1 There are many motivational factors that affect a young person's choice of company. These may include dress code and small things in the working environment. _____
- 2 The important factors for young people, when they are choosing which company to work for, include opportunities for progression, a large salary, strong management and the company's principles. _____