

**You have been working in company for many years and have noticed the new employees often leave your company , now write a letter to your higher authority and suggest the possible reason for that and ways to retain them.**

**Dear MR Lashkari**

I ~~am~~ have been working in the systems and methods department as a business process analyst for 10 years. I have ~~been~~ noticed the employees , especially ~~they~~ those that have less than 3 years of work experience quit their job.

There are common reasons, I have heard from them, the first reason is low—low salaries compared to a similar ~~rather than same~~ industry. The Second reason, employees don't know after 2 years that they are working in the Titan Diesel , what is their position is in the organization? In fact they don't get a promotion in company. Last reason, the company ~~don't~~ doesn't have curriculum plan for increasing employees ' education.

I suggest , the organization should implement and ~~perfume~~ perform human resource developing and planning and job classification plan, by doing this we can raise employees ' satisfaction and decrease staff exit rate. Also, we will not spend money and time ~~in on~~ recruiting and training new people most of the time.

**Best regards**

**Fateme Mousavi**