

Table 2
Retention Techniques and Their Perceived Effectiveness

<u>Technique</u>	<u>Number Using</u>	<u>% Using</u>	<u>Average Effectiveness Rating (0 to 9)</u>
Annual pay increase irrespective of performance	101	81.5	5.9
Education/training agency expense	95	76.6	5.6
Promotions	86	69.4	4.5
Annual pay increase performance-based	82	66.1	5.6
Formal awards, recognition	80	64.5	4.2
Assigned favorable work shift	75	60.5	5.2

Note: Survey respondents were encouraged to select all recruitment techniques used by their agencies; therefore, percentages do not equal 100.