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Defining knowledge loss/attrition

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Defining knowledge loss/attrition – What is it?



Source: <https://pixabay.com/illustrations/question-mark-pile-questions-symbol-2492009/>



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- Knowledge loss/attrition is the gradual reduction of expertise or knowledge over time.
- It can be caused by employee turnover, retirement, lack of practice or use, and changes in technology or process.
- Knowledge loss/attrition can significantly impact an organization's success, making it crucial to implement knowledge management strategies.

Knowledge loss/attrition is the gradual decline in a person's knowledge, skills, and abilities due to aging, illness, or changing job roles. It can also be caused by a lack of training or a lack of motivation. It is a major problem in today's workforce, as it can lead to decreased productivity and increased costs.

It is important to understand the causes of knowledge loss in order to prevent it from happening. Some of the most common causes are a lack of training, a lack of motivation, or a lack of understanding of the job role. It is also important to understand how to mitigate the effects of knowledge loss, such as providing training and resources to help employees stay up-to-date on their skills and abilities.

Defining knowledge loss/attrition – How does that influence a company's bottom line?

- 16% is the average turnover rate in organizations
- Even companies with excellent employer branding experience an average 2-year turnover time
- Knowledge regularly leaves a company due to employee turnover



Source: https://cdn.pixabay.com/photo/2018/04/20/20/99/mental-health-3337026_1280.jpg



Employee turnover is a significant challenge for organizations, with the average turnover rate being 16%. This means that businesses are losing a lot of knowledge and expertise regularly, impacting their ability to remain competitive and innovative. Even companies with excellent employer branding are not immune to this issue, experiencing an average 2-year turnover time.

When employees leave, they take the company's institutional knowledge with them, making it difficult to replace their unique insights, experiences, and knowledge. Subject matter experts leaving is particularly damaging to a company, leaving them at risk of missing out on critical knowledge. Additionally, when someone leaves, the remaining workforce may become less efficient, at least temporarily, as they adjust to the loss and potentially try to cover for the missing expertise.

The Causes of Knowledge Loss/Attrition

- Causes of knowledge loss in organizations include turnover, retirement, changes in technology or process, and lack of motivation or support.
- Knowledge possessed by departing employees is often not transferred, leading to decreased productivity and increased mistakes.



Source: https://cdn.pixabay.com/photo/2017/09/21/12/31/bulletin-board-271786_1280.jpg



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Organizations may experience knowledge loss due to various factors such as employee turnover, retirement, death, changes in technology or process, lack of motivation, changes in the work environment, or a lack of support from colleagues. When employees leave, they take their knowledge with them, and if this knowledge is not transferred to other employees, it can be lost. This loss of knowledge can lead to decreased productivity and increased mistakes, which can negatively impact an organization's overall performance. To mitigate this risk, organizations should have a system in place to capture and transfer knowledge before employees leave.

Another cause of knowledge attrition in organizations is a lack of practice or use. If employees are not given the opportunity to practice and use their knowledge, it can become outdated or forgotten. Organizations must provide opportunities for employees to apply their knowledge in practice to keep it relevant and up-to-date. This can be achieved through training programs, job rotations, mentoring, and coaching. By doing so, organizations can prevent knowledge loss and ensure that their employees' skills and knowledge remain current and relevant.

The Impact of Knowledge Loss/Attrition

Impact of Knowledge Loss/Retention on Small Businesses

- Knowledge loss/attrition impacts success in the market and innovation
- Decreased productivity, mistakes, lost customers, and profits are consequences of knowledge loss
- Small businesses become more vulnerable when they experience knowledge loss/attrition

Preventing Knowledge Loss/Attrition

- Organizations can prevent knowledge loss/attrition by creating a knowledge transfer system, providing resources and support, and encouraging collaboration.
- Cultivating a culture of knowledge sharing through incentives and encouraging employees to share experiences can prevent knowledge loss due to employee turnover or retirement.
- Creating a system for capturing and transferring knowledge, such as a knowledge database or management system, can also help prevent knowledge loss/attrition.



Impact of Knowledge Loss/Retention on Small Businesses

Knowledge loss or attrition can have a significant impact on the success of a small business. Without knowledge, the business may be unable to respond to changes in the market or develop new products and services. The business may also be unable to solve problems or innovate, leading to a decrease in productivity and an increase in mistakes. This can result in lost customers and decreased profits.

The Benefits of Knowledge Loss/Attrition Prevention

Preventing knowledge loss or attrition can have many benefits for a small business. It can lead to increased productivity, fewer mistakes, and a greater ability to innovate and respond to changes in the market. It can also increase customer satisfaction and profits. Additionally, it can create a culture of knowledge sharing, fostering collaboration and creativity among employees. Finally, it can ensure that the business has the knowledge and expertise it needs to succeed in the long term.

Sources and find out more!

- Knowledge Loss: Turnover Means Losing More Than Employees.
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More about the project:
knowmanproject.eu

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