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THE NEW NOMADIC WORKFORCE[1]

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This research is designed to define the 'Nomadic' worker, Human Resource biases that may disregard these employees, and how companies can successfully integrate this new workforce into their human capital.

Historically, employee churn has been a major topic that has troubled companies across many diverse industries. Over the course of many decades, employers have sought inspiring ideas on how to retain their human capita and minimize employee churn. With the development of the industrial revolution, the workforce was defined by multiple working groups with specific attributes, but most shared one common trait which was a dedication that kept them employed with the same employer for years. Employees were dedicated to their employer and the role they had within the company and eventually retired from the same company which they had spent decades of their career at. The development of company provided pension based on tenure was a primary incentive used by corporations to attract and retain employees.

However, relationships between employees and their employers have changed drastically in recent decades. Business concepts have evolved over the years, and thusly, so has the motivations of the employee. With the introduction of the Millennial generation into the workforce and the emergence of the technology revolution, workforces have again transformed, establishing the gig workforce and now, the new "Nomadic" employee. Nomadic employees are the new workforce that moves between companies within very short period of time in an effort to gain something that they seek. In a study conducted by BambooHR of 1,000 workers, 31% of the workers left a job within six months of being hired (Dickson, 2020). These employees should not be confused with the "gig workers', which are short term contractors that emerged with the development of contract technical positions or uber experiences (Definition of gig worker, 2021).

Disrupting employee retention rates, these new "Nomadic" employees are moving from company to company to gain something that they seek in their career, rather the incentive be growth, income driven, boredom, or additional creative benefits. The divide between employee and employer has grown substantially, burdening human resource groups to be more creative with enticing employees and maintaining the Company's human capita. Maintaining human capital is integral to the success or failure of a company. The inevitable predicament of employee gratification and employer dedication has changed the face of the today's workforce.

Fighting the battle of employee retention, employers are finding creative ways to entice and retain employees by offering new benefits such as sleeping pods and healthy snacks. For example, PWC introduced offering three full weeks of paid time off during the weeks of Fourth of July, Christmas, and the New Year, in addition to the normal paid holidays and Paid Time Off (PTO) hours. Google provided sleep pods, free healthy snacks, and scooters to get around the office. Other incentives include office gyms or gym memberships, flexible hours, remote work from home options, plus many more. These additional benefits are partial factors that are driving a new "Nomadic" workforce. Lack of career growth, absence of intellectual growth, or monetary raises are other driving factors.

The factors of the changing business practices, introduction of newer generational workforces, and the evolution of the technology revolution, in particular, could potentially be driving unprecedented employee churn and causing production loss and an increase in onboarding costs. Devotion to the company role evaporated with the emergence of the 'Nomadic' employee that has a primary objective of self-satisfaction and growth. Even though this is not a new topic of research, the new undefined type of employee emerging from the rubble of a diminishing version of corporate America could be propelling us into a new workforce driven by the employee and not the employer.