Executive summary Instructions: JB Hunt transportation

1. A brief summary of the problem (1-2 pages)
2. A brief summary of your analysis and findings (1-2 pages)

-------------------------------------------------------------------------------------------------------------------------------

Below is what I submitted to the teacher of what the final paper will be about, however all that is needed right now is an executive summary summarizing and analyzing the findings. Please look up good scholarly articles outlining the issues stated below and analyze the findings.

**Problems that will be discussed on the paper:**

We will be addressing turnover within the JB Hunt Final Mile division. Turnover can be an expensive problem considering the cost of onboarding. We believe the high turnover for Final Mile is a result of the industry demands as well as internal failures. We will focus on internal shortcomings such as stress, poor management practices, lack of employee motivation, hasty hiring practices, lack of support from management, and inadequate training systems. These problems result in a lack of self-efficacy and stress, which contribute to turnover. The expectancy theory and equity theory will be referenced to help support the explanation for the turnover caused by these problems.