

Four Ways to Boost Employee Retention



Onboarding and Training – Doing it Right

On average, it takes a new employee about 8 – 26 weeks, depending on the industry and job, to feel fully acclimated to their new role. If not onboarded properly, you run the risk of losing your new hire. Meaning all the time, money and effort spent to get to this point will have been wasted and will have to be done all over again.

To protect your hiring investment, you'll have to go beyond even providing stellar onboarding and training to retain your top talent. You'll have to keep your employees happy and engaged in the work they're doing and the work the company is doing.

Show Them They're Valued

It doesn't seem like much but, taking the time to show your employees you value them goes a long way. Write "thank-you" notes to them, recognize them for a job well done or a completed project, cater lunch in, really; the options are endless. Employees want to know the work they do matters and is being noticed. As an employer, you should be taking the time to make sure your employees' sense they're valued and their work matters.

Outside the Box Perks

Offer your employees some non-traditional perks. These include profit-sharing, flex schedules, remote working, childcare reimbursements, or even reward incentive programs like Bonusly. These perks not only help attract new top talent, but they also help you retain your current employees. Offering perks like these examples help your employees feel valued and motivate them to succeed in their roles because they feel like their work matters.

Invest in Their Growth

Another great way to retain your best employees is by encouraging and investing in their professional development. Depending on your industry, this could include things like education reimbursement, tuition funding, paying for training or certifications, paying for conferences, or even utilizing free and low-cost tools like webinars or books. Your top talent is the best for a reason; it's because they're usually striving for growth, help them achieve their professional goals but helping them develop their skills and knowledge.

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