



Techniques for Improving Employee Retention

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First, Do What it Takes to Hire the Right Employees in the First Place

- ❑ Employee testing (professional testing services)
- ❑ Job descriptions
- Clear instructions/directions
- ❑ Complete background checks
 - Drivers License
 - References
 - ❑ Call them!
 - Drug testing – everyone
 - Hire slow – Fire fast

Provide All the Benefits You Possibly Can

- ❑ Health insurance
- ❑ Retirement package
 - 401k
 - SEP
 - Matching contributions
- ❑ Life Insurance

Promote Safety Throughout Your Workplace

- ❑ Conduct 'tailgate meetings'
- ❑ Put on or subscribe to seminars
 - Safe driving
 - Maintenance
 - OSHA
 - Risk manager meetings



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Support Your Employees Through Constant Feedback/Training

- Walk the 4 corners
- Be visible
 - Find leaders within your organization
 - Communicate clearly
 - “Catch” your people doing things right and reward them
 - Birthday cards
 - Company outings
 - Dinners
 - Picnics
 - Ball games
- Promote family involvement
- Conduct employee reviews
- Develop employee manuals & policies
- Conduct exit interviews
- Ask tough questions, about you and about them
 - Learn from employee answers
- Every employee has personal development plans
 - Review these plans annually

Make sure your rewards & raises are linked to performance, not just to longevity!

For a host of information related to developing effective employee relations, see the following WorldSweeper.com locations:

www.worldsweeper.com/EmployeeManagement

www.worldsweeper.com/ParkingContractors/Employees/