



PT WORK Force

Half of Hourly Workers Plan to Quit: Five Ways to Change Their Minds

Turnover can cost up to 200 percent of an employee's annual salary and send customer service and other measurements plummeting. According to a recent [Harvard Business Review post](#) shared by the Society for Human Resource Management (SHRM), to keep these (mostly) younger hourly workers from leaving, businesses can implement the following programs:

- Train frontline managers to support people fairly and with great respect for each worker
- Offer every employee professional development opportunities to help them enhance not only their career at your company, but their life in general
- Develop a company culture that fosters inclusion and not just diversity so that all types of people enjoy supervisory roles
- Give employees more control over their own work schedules by offering cross training along with other operational choices
- Offer key benefits, especially health insurance (Employers that do are surpassing industry averages when it comes to retention)

Action Step:

Start by implementing just one of the steps above for the hourly workers at your company to see your retention rates rise.

