



Ways to Keep Employees Happy.

Employee retention says a lot about a company. As an employer/ boss you want to make sure there is sustainability of employees. But times have changed and what people want and what you need to offer them have changed. Let's take a look at 9 things you can do to keep your employees.

Make employees part of the big picture.

Show your employees why they matter and where in the picture do they fit in. Because the truth is, without that team member, there will be a gap in the company's process and they will be missed. Show them the difference they make and part they play in your success.

Create a career pathway.

Give your employees the opportunity to GROW! Provide developmental support, such as training opportunities and career mentoring. Have regular career planning discussions with them and, make sure employees are aware of the different types of career paths or job opportunities throughout the company.

Celebrate and reward employees.

Celebrate your staff! In both professional and personal milestones. Employees feel special when you take note of their achievements. No need to break the bank! A simple group message celebrating them, a chocolate on their desk or singling them out in a staff meeting goes a long way. We all love to feel special sometimes.

Offer benefits beyond the basics.

We are not talking about unlimited Coca Cola in the break room fridge or a rock climbing wall in the office. Your employees would like benefits that help them and add value to their lives. There are many ways to supplement salary by assisting employees in other areas of their lives.

An obvious one is medical aid, ancillary benefits, such as dental, optical and wellness or even gym memberships. These are great perks to keep employees happy and healthy.

Allow workplace flexibility.

While showing up to work on time and completing all tasks in a timely manner is important to keep a business flowing, it's also great to show flexibility. If respect is shown at work, employers should respect that their employees have a life outside of work as well.

And after 2020, a lot of employees have seen how their productivity increase if they are able to work from home. Maybe take a look at a hybrid model if the job allows it.

Plan team building activities unrelated to work.

While there are different positions in the workforce, it is important to gather the different areas in your business under one umbrella.

Plan social gatherings or games for the crew to help build relationships.

Micromanagement? Don't do it!

Nothing is worse than feeling incompetent. And that might not be the reason you are checking up on your staff, but it sure feels like that to them. Micromanaging shows you do not trust them or believe their work is quality.

Of course it's important for you to know if the work is being done, but rather have weekly following up meetings than hovering over their desks or spamming their inbox.

Always say 'thank you'.

The truth is, employees rarely become unhappy or leave solely over money. A lot of times it's because they don't like their boss, feel like they have stopped learning or feel unappreciated.

We know you pay your employees to do their work, but simply saying the words "Thank You" can go a long way. There is a sense of comfort and recognition that is felt when these words are heard.

Be transparent and honest.

Be an employer your staff can trust. Feedback and the ability to understand employee concerns is important, but it's what you do after that's critical to retention.

You should always be transparent by sharing what you've learned and a course of action for addressing the issue.

Transparent communication and a simple acknowledgment that we heard you can go a long way.

REFERENCES:

- HEADHUNTER Consultants - www.headhunt.co.za
- <https://www.businessnewsdaily.com/6084-employee-happiness-without-raise.html>
- <https://www.localwise.com/a/1008-21-effective-ways-to-keep-employees-happy-and-productive>