

How to improve your Employee & Faculty Retention?



Emotional Well-Being

A combination of job satisfaction (the extent to which an employee's perspective of their job relates to their wants and expectations) and positive affect balance (the balance between the positive and negative emotions they experience at work) determines emotional well-being in work environments.



First impression

You don't get a second chance to make a first impression. Therefore, the success of your onboarding is necessary to keep your talent. You can make sure your team members never feel underutilized, undervalued, or dissatisfied with their role by setting up a clear development path for them right from the start.



Healthy Company Culture

Create a culture that values balancing work and life. Managers need to emphasize the value of turning off computers and other work-related gadgets at the end of the day. Setting clear expectations will help your team members stay motivated and prevent burnout.

Establish Human Connection

Make use of modern technology to establish a sincere human connection between management and employees. You may keep in touch with remote team members by holding frequent one-on-one video sessions.



Appropriate Compensation

Economies are volatile. What people need and want from their work is changing. It is important you use your resource budget on the right rewards. Offer your employees total rewards (financial and non-financial) that engage and motivate them to go above and beyond.

Support Development

While encouraging team members to pursue their research and intellectual interests, the workplace needs to celebrate diversity, acknowledge exceptional performance, and value individual contributions. Giving the team training in cultural sensitivity and responsiveness is one method to achieve this.

Incite Continuous Feedback

It is important to meet with employees regularly to provide and receive feedback. Through conducting surveys to measure job satisfaction, reviewing decision-making processes and checking for any biases, human resources and managers can always undertake necessary adjustments within the appropriate time-frame.



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