

TMS' 5 Tools and Creative Ways to Retain Employees

Retaining employees is not as simple as offering a good salary anymore. Amidst the "[Great Resignation](#)" and a new call for employers to step up their game, many organizations are struggling to recruit and keep talent.

While there is no singular "solution" to this problem, employers can implement these cost-effective initiatives, services and benefits for their workforce. Doing so will boost company morale, and in turn, retention rates.

1. Pay Workers as Soon as They Clock Out

For many school teachers, production line workers, and other hourly employees, the monthly pay cycle makes it difficult to budget for expenses. What they need is a continuous flow of cash coming in as they work, and Pay on Demand is a great way to provide this.

Pay on Demand works by paying employees for the hours they just worked through their time tracking app, like TMS Time. Once they choose to get paid, the money is deposited to an account that makes the funds instantly available on a debit card.

This simple system can cause monumental changes in work and at home. Employees are more productive since they are motivated to earn their wage for the day, and then they can avoid having to use predatory payday loans for emergencies.

And, for many families and individuals who rely on their salaries to make ends meet, Pay on Demand can be the difference in working for one company over another.

Above all, Pay on Demand improves the financial health of a company's workforce, which is indicative of employee satisfaction. And since systems like TMS Time provide this service through Clair, there is no need to invest any capital into the program.

More companies are implementing Pay on Demand everyday, so adopting Pay on Demand through TMS Time is a good way for a company to stay relevant in recruitment.



2. Provide More than Just Insurance and Retirement

Today, people are looking for more than just an employer. The workforce wants an organization that cares about their work life AND their wellbeing.

Employee Assistance Programs (EAPs) are the most common way employers show appreciation for their staff. By offering discounted or free legal consultations, child care opportunities, and pet services, leaders can provide a tangible benefit to lure in applicants.

The benefits do not have to stop there, either. Tuition reimbursements and free professional training programs are great ways to invest in employees, improve productivity, and reward loyal service.

Even something as simple as providing employees with a self-service portal (such as TMS HR) for accessing their benefits can go a long way towards building company culture and pride.

3. Outline Job Duties and Promotions

Most people appreciate guidance in their work and feedback, but above all, they want to achieve their own professional goals.

A low-cost way to assist employees is to update their job descriptions to provide a specific list of their work duties. After that, providing a written overview of the structure of the company and how they can work to move up in it by meeting certain milestones is extremely important.

A consistent workload and a clear corporate roadmap will proactively eliminate confusion around tasks while inspiring and rewarding dedicated workers.

4. Offer Flexible Work Schedules

Allowing flexibility at work does not automatically decrease productivity. For example, if an organization has a set amount of independent tasks that need to be completed by specific employees everyday, they can provide that worker with the opportunity to set their hours.

This gives them the ability to plan around their life, whether they need to provide child care or want to structure their time around other commitments like volunteering.

The only thing a business owner needs to implement this system is a good time tracking system.

TMS Time, for example, provides modern time clock systems that automatically record actual hours and compare them to scheduled hours. This provides an accurate record of employee hours and will provide a chance for review and revision to the initiative.



5. Secure Employee Work Areas

A frequently overlooked area of improvement for workplace managers is safety and security management. In today's world, feeling safe at work is a necessity, and it is up to the company to instill confidence in their employees that their concerns are being heard.

Meeting the standards and regulations set by the Occupational Safety and Health Administration should be the top priority for every business. It is extremely difficult to retain employees when they know they are at a higher risk for an injury when they come to work.

The best way to exceed employee expectations is by installing a security and surveillance system.

Modern security systems, such as TMS Security, include tools for managers to further improve work processes. Tracking employee hours, monitoring workplace protocols, and even remotely locking doors are key parts in the newest security technology.

More Ways to Retain Employees

Nearly everything that an organization does can affect employee satisfaction and morale. The demands of the modern worker need to be met in cooperation with management in order to thrive as a business.

For more information on products and services that can maximize productivity and minimize costs, contact Time Management Systems for a [free quote and product demonstration](#).

