

How to retain good employees?

Whether in any large or small business, employees always play an important role in the development of the company. Attracting talents to become members of the company is something that any manager is concerned about. And it is not easy for them to make long-term contributions to the company.

McDonal has said managers should regularly adjust wages by other companies in the industry, or according to market standards. Because bonuses and benefits are the difference that can keep talented people from working for the business, rather than finding a way to get to another company.

However, it is not necessarily the deciding factor for the time when employees want to stay in your company and contribute. There are quite a number of external factors that are also very easy to cause employees to intend to jump things like disagreements, pressure, working environment, . If you do not want your employees to be challenged " robbery "quickly, managers try to consult the following tips.

1. Demonstrate respect for employees properly:

Respecting employees is one of the most effective measures to retain good employees to stay with the business. When we behave professionally and treat our employees honestly, they will have more motivation to complete the best work. And of course, when managing respect for employees, employees will also give you respect.



Even if they love their current job and are well paid, if employees feel disrespectful, they will not work for the long term. "When you feel you are not respected, even disregarded, employees will not simply leave but may also seek to retaliate against the business."

2. Don't intervene too deeply in the work of subordinates:

After completing the recruitment and training process for employees, let them be free at work, absolutely avoid making them concentrate or lose interest in working.



If employees feel lost at work, you can ask them. Negative ways of competing for benefits in business, leadership attitude, bossy or interfering with employees' work, also make good employees do not want to stay for the company.

3. Become reliable:

Any manager wants to choose honest, honest and transparent staff. And it is these criteria that employees also want to have in their boss.



4. Maintain stance:

If employees have planned their goals for career development, then those goals will certainly not change easily. "When principles change, become confusing and unjust, employees will leave you, which means you will lose their valuable support."



5. Ask staff to share their ideas:

In the process of working together, sometimes you will solicit opinions from staff and that means you are here to contribute ideas for the job. It is this that will show employees how much you value your intelligence, experience and judgment. Through the exchange process, employees will feel their realities recognized.



However, there are quite a few managers who can do that. When employees do not feel valued, they will consider leaving the company. Therefore, always encourage employees to contribute ideas of work.

6. Appreciate every employee's creativity:

When you encourage your employees to express their ideas, they should be done, don't give up. If their initiatives are implemented and have an impact on the common work, it will surely become a motivation for them to continue to strive and contribute to the company.



Keeping talents for the company is not a simple profession, but a tactic that contributes to the continuous development of a long-term business.

Refer to the following articles:

1. Jack Ma's 15 "expensive" sales principles for business people
1. How can leadership determine corporate culture?
1. Signs that you have chosen the right working environment

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