

# Retain Top Talent by Boosting Employee Benefits

Success in the manufacturing industry comes down to continuity, consistency and quality. Each of these measurements of success can directly tie to employees, making it critical for employers to ensure their staff feels valued, engaged and supported.

Employee turnover or disengagement can negatively impact a manufacturing company's output and revenue. As a retention strategy, manufacturing leaders should prioritize workplace culture and employee engagement with exceptional benefits to instill a sense of value among staff.

## Consider These Retention Trends in Manufacturing

**83%** of manufacturers say attracting and retaining a quality workforce are high priorities.<sup>1</sup>

Engaged employees drive value for manufacturing companies. High employee engagement results in<sup>3</sup>:

- 70%** more productivity
- 78%** better safety
- 70%** lower turnover

Only 25% of manufacturing employees feel engaged in their work, compared to 33% in overall U.S. employee engagement.<sup>2</sup>

**Create an Employee-First Culture With On-Demand Pay**

Increasing employee engagement and instilling a sense of value among staff can greatly reduce turnover rates. Employees who feel supported by their employer are more likely to be satisfied and productive in their work.<sup>4</sup>

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<sup>1</sup> <https://www2.deloitte.com/us/en/pages/about-deloitte/articles/press-releases/deloitte-and-the-manufacturing-institute-big-gains-in-perceptions-of-us-manufacturing-as-innovative-critical-high-tech.html>  
<sup>2</sup> <https://www.quantumworkplace.com/future-of-work/employee-engagement-manufacturing>

<sup>3</sup> <https://www.rhythmssystems.com/blog/10-ways-to-improve-employee-engagement-in-your-manufacturing-company>  
<sup>4</sup> <https://www.villanova.com/resources/hr/importance-of-job-satisfaction-in-the-workplace/>