

MANUFACTURING

PREVENTING MANUFACTURING TURNOVER

| Spot the Signs and Address
| Them Before They Occur



Introduction

Manufacturing is a highly competitive industry, and retaining skilled workers is essential for ensuring productivity and consistent quality.

Not only can high turnover rates impact both of these things, they can also incur significant recruitment and training costs.

For instance, a study by the [Society for Human Resource Management](#) indicates that employers will need to spend the equivalent of six to nine months of an employee's salary in order to find and train their replacement. That means an employee salaried at \$60,000 will cost the company anywhere from \$30,000 to \$45,000 to hire and train a replacement.

This guide explores practical strategies for preventing turnover in the [manufacturing industry](#), focusing on fostering a positive work environment with effective communication, how to get the pulse of your workforce, and the impact of investing in employee safety. By implementing these best practices, companies can build a loyal workforce, reduce operational disruptions, and drive long-term success.



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Are Your Workers at Risk of Leaving? *Know the Signs.*

Employers must recognize these four signs indicating employees might be at risk of leaving if they hope to retain their workforce's skilled and experienced members:



Low Engagement. One indicator is low engagement, demonstrated by a noticeable decline in productivity or enthusiasm for their work tasks. Employees who exhibit minimal involvement in team activities, lack initiative, or consistently perform below expectations might be disengaged.



Less Satisfaction. Low satisfaction is a significant sign of turnover risk, often manifesting through frequent complaints, dissatisfaction with work conditions, or negative attitudes. Employers must be vigilant as those who feel undervalued or unappreciated may express discontent with their roles, compensation, or growth opportunities, indicating a desire to seek more fulfilling opportunities elsewhere.



Little or No Inclusion. A lack of inclusion can also contribute to turnover risk. Employees who feel excluded from team decisions, aren't able to communicate with their coworkers and superiors due to language barriers, or do not see their identities represented in the workplace might experience social isolation, leading to disengagement and alienation.



Deficient Safety Protocols. Additionally, a compromised safety culture can drive employees away. If safety protocols are neglected, resulting in accidents or injuries, employees may feel their well-being is not a priority, prompting them to consider leaving for safer work environments.

Reducing Turnover: Being Proactive

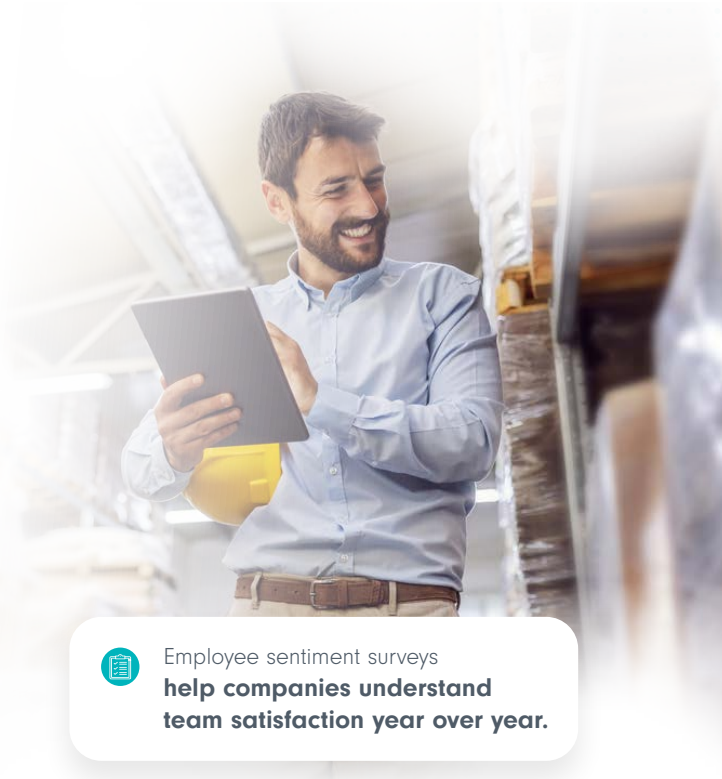
Addressing these issues proactively can help to retain valuable talent.

Here are a few suggestions for manufacturing employers:



Take the Pulse of the Workforce

Annual surveys, including [employee sentiment surveys](#), allow companies to compare team satisfaction year over year. Conducting exit interviews are also valuable tools for understanding workforce satisfaction and inclusion. Both help companies assess morale and pinpoint issues affecting job satisfaction. They allow employers to enhance work conditions, address concerns, and foster a positive culture by listening and acting on employee feedback. This approach shows that management values employee input and boosts morale and engagement. When employees feel heard and see fundamental changes, they are more likely to stay committed to their current workplace.



Employee sentiment surveys **help companies understand team satisfaction year over year.**



The Importance of Communication in Mitigating Turnover

Communication is crucial in a manufacturing environment. It ensures all employees are aware of safety protocols, potential hazards, and emergency procedures, helping to prevent accidents and injuries. Regular communication from management demonstrates transparency and shows employees that their voices are valued, while companies with effective internal communication see employee [retention increase by 4.5 times](#) compared to those with ineffective communication. Good communication is particularly valuable in an industry facing challenges retaining skilled workers.



Improving Company Culture

Creating a positive environment for your team is essential. Every business leader knows the consequences of a toxic workplace—no one wants to stay, so building a respectful culture is necessary.

To enhance your company culture, create an inclusive, supportive, and positive environment where collaboration and innovation thrive. These are key factors in retaining employees. Where should you start? Begin by defining your core values. A clear and robust mission statement can guide decisions, from hiring practices to cultural norms. Once you establish your company's "why," ensure it resonates clearly with your employees. When everyone aligns with this vision, you're well on your way to cultivating a unified and productive company culture.

Remember that managers can affect job satisfaction for most or all workers. Because of their impact in driving a positive company culture, managers should be carefully selected and have proper training to ensure they become excellent people managers.



Provide Your Diverse Workforce with Translation Devices

In today's increasingly diverse workforce, translation devices play a prominent role by facilitating an inclusive and collaborative work environment by [bridging language barriers](#) among workers. These devices enable [real-time translation](#), allowing individuals who speak various languages to communicate clearly and effectively.

These devices promote inclusivity, enhance team cohesion, and minimize misunderstandings that could hinder productivity or lead to safety issues by ensuring everyone can participate in discussions.

Such technology empowers all employees, regardless of their native language, to contribute meaningful insights and ideas, fostering a culture of diversity and mutual respect. Ultimately, translation devices help build a more harmonious and efficient workplace by embracing linguistic diversity.





Keep Workers Safe and Connected

Employers can demonstrate genuine care for their workers' well-being by investing in [advanced safety solutions](#) and prioritizing quick and accessible communication during emergencies. Devices that enable employees to instantly call for help ensure that assistance is just a button push away, reducing response times and potentially preventing injuries.

These safety solutions can also disseminate real-time mass alerts, informing all personnel about critical updates or emergencies. Offering these functionalities in multiple languages ensures that every worker can understand and respond to alerts promptly, regardless of language proficiency.



Companies show they care by **investing in safety solutions for their employees.**



Offer Career Advancement Opportunities and Incentives

Creating clear pathways for career advancement and recognizing hard work fosters a motivated and productive workforce. When employees understand how to advance their careers, they are likely to feel empowered and engaged in their roles. Companies can achieve this clarity through well-defined career ladders, regular performance evaluations, and development plans tailored to individual aspirations.

Furthermore, recognizing and rewarding hard work validates employees' efforts and encourages a culture of excellence and continuous improvement. Businesses can deliver this recognition through various methods, such as promotions, monetary bonuses, public acknowledgment, or additional learning opportunities, all of which contribute to maintaining a vibrant and dynamic workplace. For example, some manufacturing leaders run monthly gift card raffles for employees who have reported a near miss that month as an incentive for employees to report more safety concerns.



In Conclusion

Creating a positive working culture where employees feel valued and heard is pivotal in maintaining a stable workforce.

This involves consistently using employee sentiment surveys to gather valuable feedback and address concerns proactively, consequently promoting job satisfaction and engagement.

Moreover, investing in advanced communication and safety tools built for manufacturing, such as translation devices and multilingual safety alert systems, not only ensures all employees, regardless of their native language, can effectively communicate but also makes them feel secure in their work environment. This commitment to their professional development and personal safety gives them a sense of value and security, encouraging loyalty and reducing turnover.

Providing clear pathways for career advancement and recognizing hard work also contribute to staff retention. When employees see opportunities for growth and feel appreciated, they are more likely to remain motivated and engaged in their roles.

By embracing these strategies, manufacturing businesses can enhance workplace morale and safeguard against the hidden costs of employee turnover, leading to a more robust, dedicated, and cost-effective workforce.

About Relay

Relay is a cloud-based technology platform that helps frontline teams improve communications, increase employee safety, and improve their productivity.

Relay helps frontline teams digitally transform their operations with the modern tools which supports actionable real-time data needed to track performance and improve their operations. Software has not yet transformed the frontline world, and Relay is on a mission to change that.

➔ For more information, visit www.relaypro.com.

