

3 Surprising things Managers can do to keep their Employees Happy

How can you tackle the concept of keeping your employees happy? After all, it is a well-documented fact that happy employees are more likely to outperform unhappy ones. Consider the points below that may help you, and your staff, to greater performance in 2020:

1):

Employees who change positions internally stay way longer--even if they're not getting a promotion

The fear of stagnation is one of the absolute key worries of most workers. All career paths must develop and progress, and simply taking the same position for years on end and not receiving any promotion is not an option for most. This is why it's essential that bosses notice when it's time for an employee to graduate to a more senior title.

2):

Great management matters: Companies with highly rated management saw better retention

LinkedIn's research also stated that firms that are rated highly for "open and effective management" experienced significantly greater employee retention. After three years, there was a 48% chance of employees still being at those companies. For businesses with low management scores, however, there was just a 32% chance of an employee lasting three years.

3):

Empowered employees are loyal employees

There are very few things that will push employees away faster than micromanagement. Without a sense of trust and autonomy in their role, workers will inevitably seek out an employer that will offer these things. Employers that prioritise "employees have influence" – who are empowered – had workers that tended to stick around longer. In fact, after three years, there's a 47% chance of an employee sticking with them. Compare this to companies that are seen as less empowering, where employees have only a 35% chance of being there after three years.