Here are five tactics retailers can leverage to entice workers to stay.

1. **Set employees up for success from the start**

A smooth onboarding process is a critical first opportunity to build relationships at work and create a feeling of connection, both of which can lead to higher engagement and job satisfaction.

- **69%** of employees are more likely to stay with a company if they experience a good onboarding process.

Give each employee a voice and help them feel welcome on day one. Tailor your retail worker onboarding process to make new hires feel welcome and provide opportunities for them to experience the workplace culture on day one.

2. **Help people feel understood at work**

Although pay is a popular retention tactic, not all retailers can afford to increase wages. But it’s not only about money for employees; they want to feel seen and heard too.

- **69%** of all workers feel undervalued, and those who feel undervalued are twice as likely to consider leaving their employer.

Make it easy for workers to balance work and life to help them feel valued, energized, and engaged.

3. **Support scheduling flexibility**

Foster better communication

- **52%** of all workers feel burned out.

Employee communication and guidance they can access quickly, accurate answers ensure employees receive the support they need.

4. **Provide ongoing learning and internal mobility opportunities.**

Leverage technology to ensure workers know what’s happening, how they fit into the big picture, and all the great things your company is doing.

- **74%** of workers who were promoted within three years of being hired have a positive work experience, and those who feel valued, energized, and engaged.

5. **Listen to and act on feedback**

Many employers believe that giving workers a voice is about giving them a platform, a chance to talk, and to influence change.

- **70%** of employees who have been promoted within three years of being hired have a positive work experience, and those who feel valued, energized, and engaged.

Listen to and act on feedback to entice workers to stay.