

How to Retain Restaurant Staff



Why do restaurant employees quit their jobs so frequently?

Nicholas Makris, an associate professor of food and beverage management at Johnson & Wales University and an online instructor, said there are several factors that contribute to the problem.



Lack of widespread health insurance



Inconsistency in tipping



Low federal minimum wage

4 WAYS MANAGERS CAN KEEP THEIR EMPLOYEES LONGER

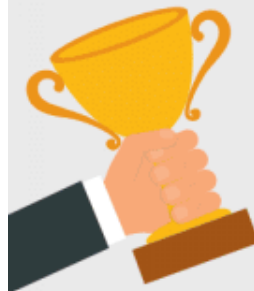


PROVIDE PROPER TRAINING

A structured onboarding program, where new employees can get acquainted with other staff and learn specific skills, will show new employees exactly what is expected of them. Managers should also consider scheduling regular training sessions throughout the year.

OFFER A FLEXIBLE SCHEDULE

These days, most employees are motivated by a job that offers a good work-life balance. Managers can retain their employees by ensuring they receive paid time off, flexible hours, and personal time for unforeseen circumstances.



RECOGNIZE AND REWARD EFFORT

Managers who make the effort to acknowledge hard-working employees are more likely to keep them than those who see workers as pieces of equipment instead of assets.

CREATE VALUE WITH INCENTIVES

Value-added items such as supplemental health insurance, team-building experiences, and learning opportunities will keep employees happy and on the job longer.



Read more at:
online.jwu.edu/blog

