

# IDEAS: Employee Relations

## Recruitment

Hand these items out to prospective employees at job fairs and orientations.

Ideas: "Great Benefits", "Join Our Team", "Shine Brighter", "Come Grow With Us", "Make A Difference!"



## Retention

Make sure your staff know how much you appreciate their work.

Recognize individuals for a job well-done.

Have a drawing for "door-prizes" at team-building events.

Congratulate the Employee of the Month with an item they'll use everyday.



## Incentives

Motivate employees with a reward system for meeting specific goals. These can be done for individuals, for a particular team or department, or the entire organization.

Ideas: Recognize a Completed Project, Fun on Friday, "Quota-Buster", Safety-Award, Perfect Attendance, 5/10/25-Year Anniversary



**Objective #729:** Kick off "Everyone is a Rockstar" campaign.

**Solution:** A Challenger Mug was given to each employee during the new customer service training session. The theme was, "I treat everyone like a rockstar!" on one side and "I am a rockstar" on the other.

**Result:** Employees loved the mugs and had the rockstar message on their desk to help remind them of the campaign.



**Objective #481:** An employee gift for a small business would be given out at the annual company picnic.

**Solution:** Stainless steel water bottles were imprinted with the company's logo, and they were given out to each employee along with a big "thank you" from the owner. After thanking everyone for the job they do, he announced there was a surprise inside some of the bottles. Some had certificates for a day off with pay, spa time or gift cards to area restaurants.

**Result:** This was a very fun and popular promotion. One the employees will remember.



**Objective #488:** Employee of the Month reward.

**Solution:** Double-wall ceramic tumblers were imprinted with the company's logo and "Employee of the Month" below.

**Result:** Employee's thrived on the recognition and really loved the mugs.



**Objective #15LAP:** Increase the attendance average in the customer service department

**Solution:** Every six months employees are awarded a gift for perfect attendance. Neoprene laptop sleeves were given out to employees with no absences during the previous six months.

**Result:** The attendance rate has improved dramatically since the beginning of this program.



**Objective #KKB12:** A business needed a gift to show appreciation to employees and increase retention.

**Solution:** When the HR or a department manager catches an employee doing something really extraordinary to "WOW" the customer, they give out tokens. At the end of the month, the employee can trade tokens in for prizes. The logo on the Cooler Bag prize is, "I WOW My Customers!"

**Result:** Customer service quality improved dramatically, and so did morale.