



June 14, 2022

Six Creative Ways to Recruit Employees

It is estimated that losing an employee can cost anywhere from 1.5 to 2 times the employee's salary. This makes hiring qualified employees important, but what's more significant is ensuring they enjoy working for the company. Recruiting practices are ever evolving to attract the new generation of workers and remain a crucial role in any organization's success. Below are six creative ways to recruit and retain employees.



Source: Society Insurance

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Servers Are More Stressed Than Doctors: What Can Be Done?

Anyone who has been a server wouldn't be surprised to learn that a study revealed that being a server is more stressful than being a doctor. [Scientists even found](#) that servers have a 22 percent higher risk of stroke on average than those with low stress jobs. The

figure jumps to 33 percent for women when the data is split by gender.

How can restaurants build a better work environment for the sake of their employees?

In observance of Stress Awareness Month, in April, [Society Insurance](#) put together a list of ways to empower restaurant employees to decrease stress and increase job satisfaction. The benefits are three-fold as happier, less stressed servers are more likely to stay with the restaurant, which is crucial as [the cost of](#) replacing an individual employee can range from one-half to two times the employee's annual salary.

Source: Rebecca Freiberg, FSR Magazine

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5 Best Practices for Onboarding New Employees

If you don't know where to start onboarding new employees, you're not alone. Only 12% of employees think that their employers have an effective onboarding process, [Gallup](#) reports.



A positive onboarding experience can set new employees up for success and make them feel right at home. A good onboarding experience, [Glassdoor](#) says, can increase employee productivity by 70% and retention by 82%.

Even as a small business owner, you can deliver a smooth onboarding experience that focuses less on paperwork and process and more on engaging new hires and introducing them into your company culture. Here are five steps you can take to get new hires onboarded and comfortable.

Source: Satta Hightower, SpotOn

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Learn How to Handle Generational Differences in the Workplace

For the first time in history, there are up to five generations in the workplace. Think of all the experiences

our workforce has weathered. The Great Depression, World War II, the invention of the internet, the Civil Rights movement. The AIDS epidemic, September 11, the 2008 financial crash, the first iPhone, a global pandemic. The list goes on and on.

- Traditionalists: 2% (1925-1945)
- Baby boomers: 25% (1946-1964)
- Generation X: 33% (1965-1980)
- Millennials (Generation Y): 35% (1981-2000)
- Generation Z: 5% (2001-2020)

Our workforce was long-shifting before COVID-19. While it might not be abrupt as the shift from in-person to hybrid or remote work, generational differences can cause rifts. Folks from all stages of life show up to work with different perspectives, experiences, and skills. Each generation has defining characteristics and experiences that lend to certain behaviors.

Generational diversity is important to understand and embrace. But what do generational differences look like in the workplace? And how can you better empower a multigenerational workplace to thrive?

Source: Madeline Miles, BetterUp

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Employee Wellness 101: Tips, Ideas and Best Practices

Employee wellness used to mean offering comprehensive healthcare benefits. But now, healthcare is merely the tip of the iceberg when it comes to supporting employee well-being.

Many employee wellness programs now encompass a more nuanced understanding of well-being. Instead of only focusing on physical health, programs now offer support for mental, emotional, and financial health, too.

Wellness programs are becoming increasingly common in companies of all sizes. But what do they do, and how do they work?

Let's take a look at what employee well-being is, its importance in the workplace, and how to create a wellness program your employees will love.

Source: *Erin Eatough, PhD, Better Up*

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