



## Investing in Employees Pays Off

Good talent can be hard to find and even more critical to keep. Employees' expectations and needs continue to evolve. Your business owners can win the competition for talent with a renewed focus on an HR strategy and a greater reliance on HR technology.

### Avoid "The Great Resignation"

An employee engagement strategy can help avoid costs associated with recruitment and retraining, which can add up to \$15,000 per employee. To help retain top talent in today's work environment, businesses should consider the following engagement tactics:

**Consider flexible work arrangements.** For many professional businesses remote work is part of the new normal, and some employees want to maintain the flexibility that comes with it.

**Paychex Time and Attendance Solutions** provide tools that can support flexible work arrangements by making it easy to plan and track hours regardless of employees' location or work schedule.

**Make professional development a priority.** One in five employees would consider leaving their organization for better training and development opportunities.<sup>2</sup>

**Paychex Learning** provides over 100 online pre-loaded modules so employees can have access to professional development opportunities from anywhere and on their own schedule.

**Performance Management Solutions** can help create a culture of continuous feedback that empowers professional growth and helps to keep employees on track.

**Support employee wellbeing.** Paychex HR Services provides access to an **Employee Assistance Program (EAP)** that offers wellness services, counseling referrals, and much more. Paychex HR professionals can help assess and guide business owners through **developing a company culture** that enhances employee engagement and loyalty.

### Don't Go It Alone – Get Real Results with HR Expertise

Nearly one-third of businesses in the professional services industry anticipate outsourcing HR consultation and advice because of their experiences during the COVID-19 pandemic.<sup>3</sup>

Paychex's HR professionals are the backbone of their HR Services, bringing clients trusted HR advice and guidance. They dig deep for information businesses need, drawing on their broad experience and researching relevant details to provide recommendations and a specific action plan.

Whether HR is one of the many hats your business owner's wear, or their business has a complete HR department, Paychex's dedicated HR professionals can help guide them through the entire employee life cycle.

**Contact your Paychex Rep today to learn more about how Paychex can help your business owners achieve their goals.**

<sup>1</sup> Work Institute Retention Report, 2019

<sup>2</sup> Paychex research, 2020

<sup>3</sup> Paychex research, 2020