



Labor Performance Solutions

How to Reduce Worker Turnover in a Warehouse

September 12, 2017 • POSTED IN: Workforce Management



Warehouse workers aren't exempt from dealing with high levels of stress and anxiety in the workplace. The long hours, repetitive tasks, physical toll, and sudden busy periods can cause even the hardest-working warehouse employees to feel exhausted and overwhelmed, resulting in a decrease in productivity, an increase in workplace accidents, and higher staff turnover.



With this in mind, the fourth quarter of every year represents peak hiring season for distribution centers around the country – a time that could make or break businesses hovering on the line. Challenges are especially common for warehouses that were forced to reduce staff over the years and ask for more effort from remaining employees. As a result, many companies make do with outdated material handling programs and order fulfillment processing methods to keep things running.



To ensure employees aren't overworked during peak demand periods, warehouses have turned to the contingent labor force for extra support. This strategy comes with its own set of challenges, as management must assess a worker's experience and skills, language, and distribution center prowess before hiring them; with the right onboarding and training, however, warehouses can minimize turnover and maintain high productivity.

See how this Fortune 100 Retailer moved away from temp labor during peak demand periods with Insource and saw a 14.9% increase in labor cost savings. [Click here to watch now.](#)

Because the **cost of worker turnover** is significant, it's best to give contract workers the skills they need to be comfortable in their position. It may seem counterintuitive to invest time and resources into training contract workers, but studies show that it actually lowers turnover.

According to a study by the Center for American Progress, the **cost of worker turnover** extends beyond a single worker. With each lost employee, there are significant losses

Subscribe to Our Blog

Email*

SUBSCRIBE

Get a Labor Performance Assessment

Get recommendations and suggestions of how to quantify labor improvements.

Engage Now

Categories:

[Staffing Industry Trends \(103\)](#)

[Workforce Management \(71\)](#)

[Insource Performance News \(9\)](#)

In productivity during training, recruiting, and downtime while a position is vacant – potentially setting the company back as much as 20% of the employee's salary. Therefore, demonstrating to your workforce that you value them enough to invest in them will improve loyalty and staff retention, saving you time, money, and resources in the future.

Insource Performance Solutions has developed a new platform for hiring contract workers that focuses on maintaining productivity, providing necessary training, and lowering turnover rates. Performance-pay plans reinforce alignment by building morale, reducing turnover, and boosting overall productivity. We design custom incentive pay plans around the performance metrics important to our customers, measuring and rewarding workers for objective criteria such as good attendance, achieving safety and quality goals, and achieving productivity standards.

Is your business struggling with low productivity or high turnover rates? If so, the experts at Insource would love to speak with you to learn more about your processes and how we might help solve your warehouse productivity and staffing issues with our performance solutions. [Contact us](#) today for more information.

First Name*

Last Name

Email*

Website

Comment*

protected by reCAPTCHA
[Privacy](#) [Terms](#)



SUBMIT COMMENT

[Our Solution](#) [Industries Served](#) [Our Results](#) [Company](#) [Industry News](#)

© 2018 Insource Performance Solutions. [Privacy Policy](#)



5601 Seventy Seven Center Drive | Suite 240 | Charlotte, NC 28217 | [877.260.7754](tel:877.260.7754)

[Employee Self Service](#)