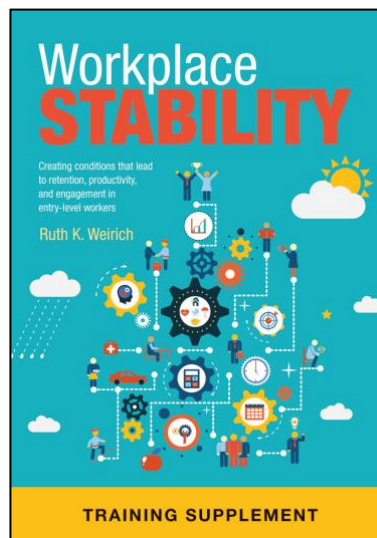


# Workplace Stability: Creating Conditions that Lead to Retention, Productivity, and Engagement in Entry-Level Workers – Training Supplement

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## Summary

If you know where to look, you'll find pockets of untapped profitability in nearly every business or organisation. It's especially true of businesses whose workforces include people living with chronic, daily instability – a set of conditions that all too often prevents them from remaining on the job. But turnover is just one drag on profit.

Instability at home:

- increases absenteeism, stress, health problems and even policy violations
- decreases attention, focus, morale and performance on the job.

But what is instability, and what causes it? Instability is another measure of diversity in your workforce. Low-income environments are a major contributor, and low-wage employees often experience instability that leads to poor job performance, missed work, turnover – all of which cost a business money. Instability, or the “tyranny of the moment,” may include problems with resources like transportation, healthcare, childcare or eldercare, housing, language or communication, or managing financial or legal matters. It might be one of these, or it might be “all of the above.”

Not your problem, you might say, and you may be right – you're in business to make money. But creating workplace stability by helping your employees build resources makes business sense. Employee instability creates business instability and eats away at the bottom line. Learn simple, inexpensive solutions you can implement to help stabilise your employees' lives – and boost your profitability and competitive advantage.

Use this training supplement in conjunction with Workplace Stability, a training that provides employers and managers tools for addressing the problem of workplace instability.

## Other Resources

- *Workplace Stability: Creating Conditions that Lead to Retention, Productivity, and Engagement in Entry-Level Workers* (AHA8955)