



# 10 Powerful Tips to Boost Employee Retention in Singapore

Presented by  **CosDORO**

The 2019 Global Talent Competitiveness Index shows that Singapore firms remained **weak** in their ability to retain talent, regardless of its leading position in talent competitiveness in the Asia Pacific for the sixth consecutive year.

HOW DO YOU  
AVOID LOSING  
YOUR TOP PERFORMERS  
IN THIS COMPETITIVE  
INDUSTRY?







# Hire the Right People

Make sure to tell interviewees not only about the job but also the company culture and how they can contribute and thrive.



# Encourage Flexibility

Flexibility also means using technology as a tool for work. Applying artificial intelligence, machine learning, and automation in the banking process can carry you to the top of the industry.





# Onboarding Process

70% of workers say they are more likely to stay at their new company for more than three years if they gain a positive, engaging onboarding experience.



# Work-life Balance

Robert Half survey, 1/4 Singapore office workers tend to leave their current organization to get a better work-life balance.

Managers must keep in mind that everyone has lives outside of the office.







# Training and Development

Seek opportunities for them to grow, keep them updated, build a clear promotion roadmap and make sure training and education programs are available to them.



# Communication and Feedback

Provide digital spaces that allow them  
to come together and solve issues  
easily without having management in  
the middle all the time.



# Annual Performance Reviews

Catering to the needs of your workers, provide out-of-the-box benefits and talk through potential advancement scenarios together.





# Recognition and Rewards Systems

Remember to say “thank you” to your employees whenever they go extra miles, whether it’s a gift card, an extra day off or an email sent sincerely.



# Health and Wellness Offerings

It is essential to have a comprehensive health plan to take care of the overall wellness of your workers. Keeping them fit physically, mentally and financially is one key factor to retain your human resources.





# Bonding with Employees

Try having team lunches, group volunteer projects, and excursions to tighten the bond outside work. Celebrating your employee's major milestone like a new house or marriage can also help your relationship become better.

