Zimyo

Employee Retention Strategies

Surviving the Great Resignation Storm

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Preface

Did you know, 4 million Americans quit their jobs in July 2021? 4 million is quite huge, it is, right? Also, if this trend continues, more than one in three employees will voluntarily quit their jobs by 2023.

Definitely not good news for the HR fraternity. A lot goes into hiring people with great skills, qualities, and dedication, and an exodus of these people is difficult for any employer. This is why there has been an ample focus on employee retention.
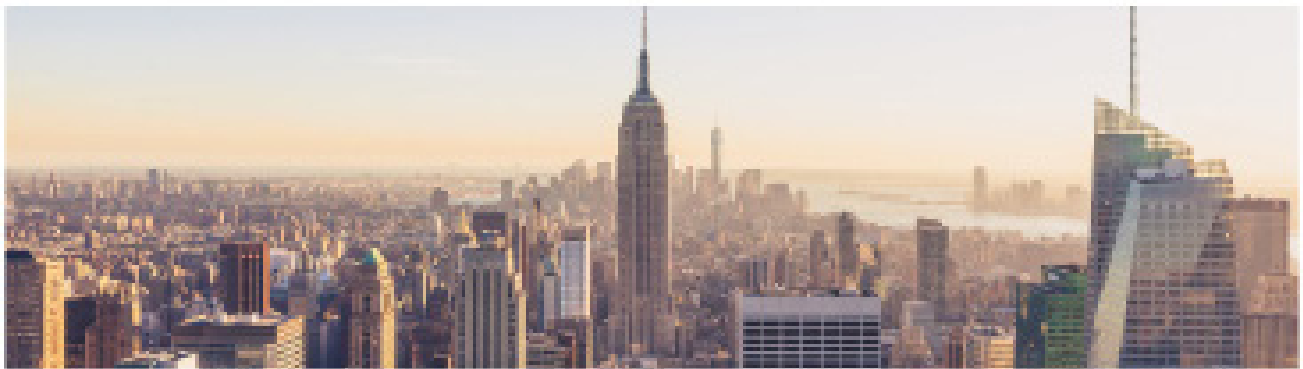
In layman's terms employee retention is all about keeping employees in the organization for a long period of time. So preventing employees from quitting their jobs becomes a fundamental goal for employers. **If you want to achieve a high attrition rate, then finding the root of the problem is a good start.** Before crafting your employee retention strategies, you need to answer these questions:

1

Is there any gap in our hiring process?

2

Do our employees feel engaged?

3

What makes us different from other companies?

4

Are we onboarding the right people?

5

Do we offer the right opportunities to our employees?

6

Are we offering the right employee benefits?

After you delve deeper into your HR management processes, you'll be able to find any loopholes that might be affecting your retention rate. As quoted by Jeff Weiner, CEO, LinkedIn, **"Start the retention process when the person is still open to staying and not after they've already told you they're leaving"**.

In this eBook, we are going to know in detail all about employee retention strategies. Keep reading!

Understanding The Basics of Employee Retention

87%

According to a recent study, **87% of human resources leaders** have placed their employee retention attempts as a #1 priority for the next few years.

Let's suppose, there's an employee, who has been a good employee but you have been noticing that for a few days, his/her behavior has suddenly changed. **He/She remains less active, takes unusual sick leaves, his/her productivity levels are low, and is feeling disengaged.** These are the signs that the employee is not feeling motivated in the organization and might leave the organization sooner or later. When you notice such changes in employee behavior, you ought to define a solid strategy to retain the employee as well as to prevent other employees from doing the same.

Pandemic surely did fuel this tidal wave of resignation, but high employee turnover is a problem that has been affecting organizations for a long time. There could be numerous reasons for high attrition including **lack of proper management, monotonous work, no appreciation or recognition, lack of flexibility, and no access to employee benefits.** High turnover can tarnish your brand image and can hinder your productivity and growth.

Organizations must understand that finding an employee who knows all the ins and outs of the organization and gels well with the system is quite difficult. So if you find one, you must put in sincere efforts to keep them in the organization. The practices you follow, the policies you make, and the strategy you design to prevent employees from taking a departure from the organization, all come under employee retention.

Moreover, customers don't like to deal with new people every week. As more and more focus will be on hiring and filling the vacant position, there will be a great loss of valuable time and resources. **So if you are not focusing on employee retention then it's high time you should.** After all, retaining employees is much better than replacing departing workers.

What Is a Good Employee Turnover Rate?

Employee attrition is inevitable, and people are going to leave despite all your efforts. It's not always your fault if people leave, there might be numerous other reasons for that. Some employees might be looking for greater challenges and opportunities, some might have started a new chapter in their life, some might leave the organization voluntarily because they are now getting married, becoming parents, or going through a major change in their personal lives. **However, knowing how much attrition is good and when you should worry, is important.**

So how much attrition is good attrition or what is a good employee turnover rate?

Like any other aspect of the business, the employee turnover rate may vary from organization to organization. For some organizations losing one employee would mean a huge loss while for others losing an employee won't even matter. So it entirely depends on an organization and can differ by demographics like age groups, career paths, an employee's gender, race/ethnicity, education level, and even geography.

While there are no specific details around a good employee turnover rate, an **attrition rate of 10% or lower can be considered good for your organization.** It entirely depends on the size and nature of your organization. However, if your attrition rate is relatively low for a constant period of time, then you have no reason to worry.

Below is a 2019 report published by XpertHR revealing the average turnover rates in the UK by occupational group:

Occupational Group	Average Turnover Rate (%)
Distribution	10.1
Engineers	8.8
Retail	8.3
Financial Staff	13.7
General Management and Admin Staff	19.3
HR Staff	17.2
Legal Staff	12.4
Sales and Marketing Staff	31.0
Education Staff	16.1
Property and Estates	11.6
Media and advertising	17.0
Technology Staff	18.3
Contact and call centres	16.1

According to the **Bureau of Labor Statistics**, 2019, average turnover rates in the US by industry are as follows:

Sector	Average Turnover Rate (%)
Mining and Logging	2.5
Construction	2.3
Manufacturing	1.6
Trade, Transportation and Utilities	2.8
Information	2.0
Financial Activities	1.4
Professional Business Services	2.6
Education and Health Services	1.3
Leisure and Hospitality	4.5
Other Services	2.4
Government	1.0

The following list gives you average rates of employee turnover among **U.S. technology companies as of Q1 2019:**

Sector	Average Turnover Rate (%)
Hardware	17.0
Medical Devices	17.9
Semiconductors	16.5
Software	21.7

How to calculate the employee attrition rate for your organization?

You can calculate the employee attrition rate for your company using the formula below:

- **Attrition Rate= (No. of Separations/ Avg. no. of Employees) x 100**

Here, separations refer to the employees who have left the organization in a given month
And an average number of employees will be determined by using the formula:

- **(No. of Employees at the Start of the Period + No. of Employees at the End of the Period) / 2**

For example:

The number of employees in the organization at the start of the given period, let's say Q2 is 300. And the number of employees who had joined the organization during Q2 is 40. Let's assume 20 employees had left the organization during Q2. So now we need to compute the number of employees in the organization at the end of Q2.

We can use the following formula to determine the number of employees at the end of the Q2:

**No. of Employees at the end of Q2 = No. of Employees at the start of Q2 (300) +
No. of Employees Who Joined during Q2 (40) – No. of Employees Who Left during Q2 (20).**

So, the No. of Employees at the end of the Q2 would be= 300+ 40– 20= 320
Now, let's compute the average number of employees:

Average No. of Employees = (No. of Employees during Q2 (300) + No. of Employees at the end of Q2 (320)) / 2

300+320/2= 310

Now, the firm's attrition rate would be:
Attrition Rate = No. of employees that left during Q2 (20) / Average No. of Employees (310)X100

20/310x100= 6.5%

So, the firm's attrition rate is 6.5%

Types Of Employee Attrition

A high employee retention rate is a priority for businesses as nobody likes to spend an excessive amount of time hiring people for the same position. However, besides looking at numbers, it is equally important to know different types of attrition so that you can understand the trend as to why employees are leaving or what kind of employees are leaving the organization. Below are the different types of employee attrition:
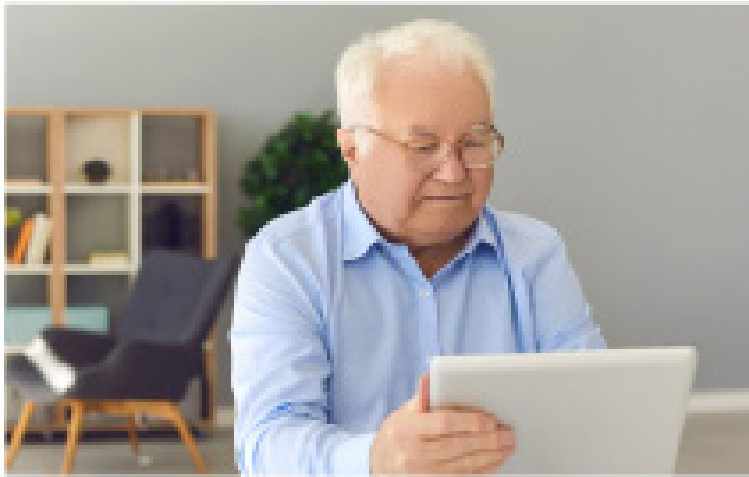
Attrition owing to retirement

Employees who leave the organization because they have reached a **certain age or have been working for the organization** for a long time period fall under the retired employees' category. This type of attrition is natural attrition and there's nothing you can do about it. However, this does become a problem if your senior employees choose to retire early.

Voluntary attrition

This type of attrition badly affects the organization as employees **voluntarily leave the organization for some specific reasons including high salary hikes, workplace feuds, etc.**Conducted by Harris Poll, the survey of 903 workers finds that half of working Americans want to make a career change. However, this type of attrition can be controlled if you intervene in the matter on time. You can convince employees to change their minds about leaving the organization by simply offering them the solutions to the problems they are facing in the organization.
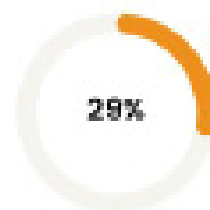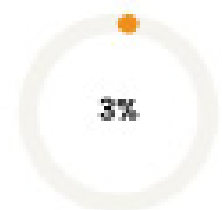

Interesting Trivia

57.3%

According to the 2021 Bureau of Labor Statistics report, the overall turnover rate is **57.3 %**

25%

but when it comes to voluntary turnover, the number drops to **25%**

29%

29% when considering involuntary turnover,

3%

and just 3% when looking at only high-performers.

Involuntary attrition

Involuntary attrition is the one in which employees are asked to leave the organization. Here, the employee attrition decision is made by the employer. **Reasons that may trigger involuntary attrition are low performance, misconduct in the workplace, high absenteeism, lack of promotion, etc.** It is a rare phenomenon and is best for the organization.

Internal attrition

In this type of attrition, an employee doesn't leave the organization but the department. **When employees are promoted or transferred to other departments or entities, then we can say that it's internal attrition.** It is desirable attrition as it offers great career development opportunities to the employees and makes your workplace a preferred place to work. However, sometimes it might also be negative attrition as if a large number of employees are not willing to work in a particular department then there are issues in the working style of that department. **You must address these issues before they become a serious problem.**

Demographic-specific attrition

It is important to identify the root cause of the demographic-specific attrition as it affects your workplace culture in a large way. This type of attrition happens when a large number of employees from a single group such as women, minorities, specially-abled people, etc. quit their jobs.

What Causes Employees To Leave?

You are a world-class organization, you offer lucrative salary packages, you have a five-day working policy, but still, you grapple with a very low retention rate. Why is this happening? **What other factors are affecting your employee retention?** No idea? Worry not, below I am sharing some of the major factors that affect employees' decision to leave or stay in the organization

No appreciation

Undervalued or unappreciated employees are more likely to leave the organization. Employees who work hard and spend most of their time at work to deliver the best outcomes need genuine appreciation, and organizations that don't praise their employees are at risk of high turnover. **This is because the feeling of being devalued is extremely toxic and can impact your employees in a negative way**. Thus, leaving them with no choice but to leave.

66%

According to a study, **66%** of the employees would leave if they didn't feel appreciated.

The burnout crisis

We all know that **corporate jobs are exhausting** and making them more stressful by **overburdening employees can give birth to the burnout crisis**. A survey conducted by Indeed revealed that more than half of workers said they felt burned out, and more than two-thirds said that the feeling had gotten worse throughout the pandemic. Not offering **employees the freedom to take necessary breaks or leaves can impact their mental health**. This will eventually lead them to a situation where they are no longer able to handle it, thus prompting them to part ways with the organization.

Unfair compensation

Today, **organizations must understand** that millennials are not baby boomers, and they won't think twice about leaving the organization **if they are not offered what they deserve**. The younger generation is very much aware of their rights and they will not settle for less. If you are not offering your employees competitive salary packages or benefits, then you are leaving room for dissatisfaction which ultimately is one of the major reasons why employees leave.
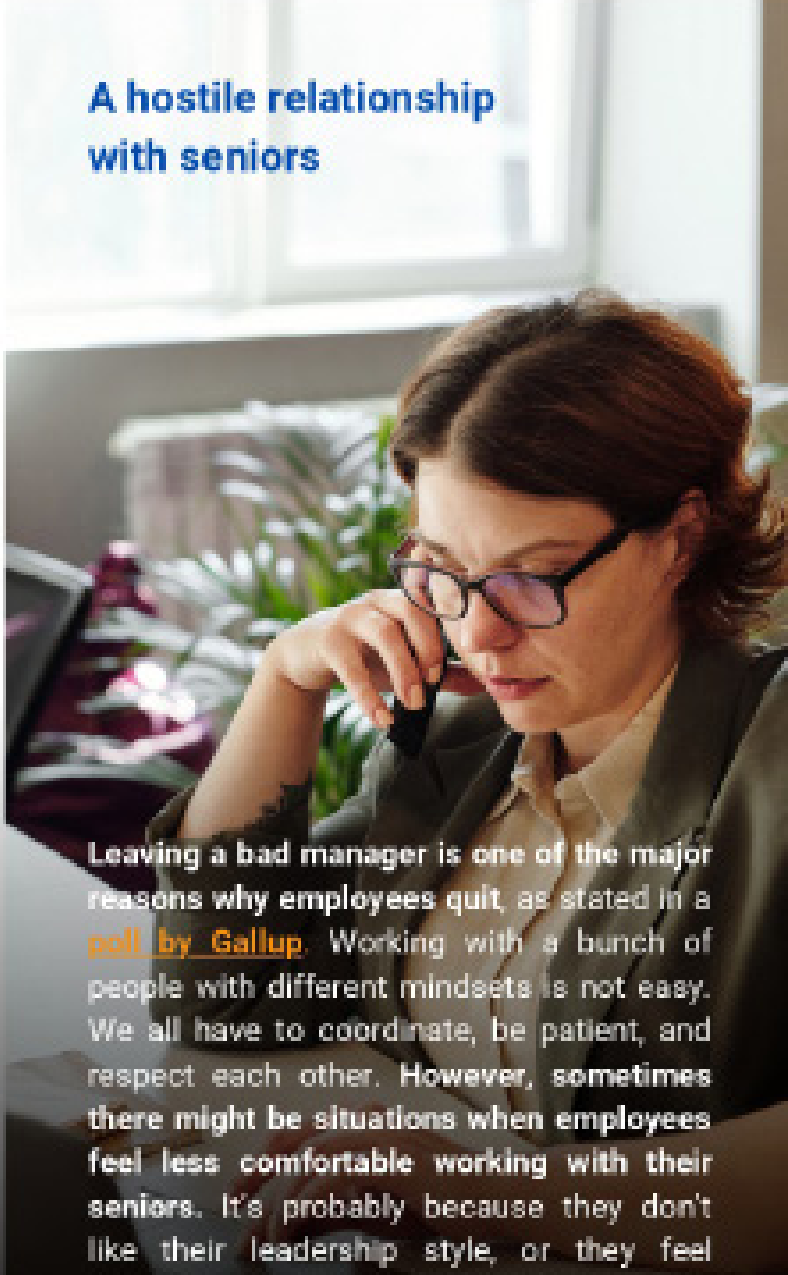
Lack of flexibility and autonomy

Employees hate micromanagement. Micromanagement is your biggest enemy when it comes to employee retention. Employees, especially the younger ones, need some degree of flexibility to perform well in the organization. It is a perk that every employee enjoys and appreciates.
76% of employees said they'd be more than willing to stay with their current employer if they could work flexible hours. With initiatives ranging from compressed hours to flexitime and remote working, you can make your employees stay.

A hostile relationship with seniors

Leaving a bad manager is **one of the major reasons why employees quit**, as stated in a poll by Gallup. Working with a bunch of people with different mindsets is not easy. We all have to coordinate, be patient, and respect each other. **However, sometimes there might be situations when employees feel less comfortable working with their seniors.** It's probably because they don't like their leadership style, or they feel micromanaged, or their managers aren't the right fit for the role. This results in mistrust, anxiety, and even high turnover.

Toxic work culture

Unhealthy conversations, a narcissistic boss, vindictive coworkers, constant gossiping, and office politics are some of the elements that contribute to a toxic workplace. **According to a study, 15% of job seekers said no to a job due to the company's culture.** Employees don't feel mentally healthy in a toxic work culture and spend most of their time thinking about the negative things that happen at the workplace. This hinders their productivity and can make them leave the organization.

Low engagement levels

77%

According to to a study, 77% of employees say that a strongly engaged culture makes them do their best work.

Similarly, employees who feel disengaged with their work or organization fail to deliver their best and are more likely to leave the organization in a short period of time. **When employees don't find any purpose in their work, they start hunting for new job opportunities.** They keep thinking that their work is monotonous, they are not valued, they can not thrive in the organization. This eventually leads to high employee turnover.
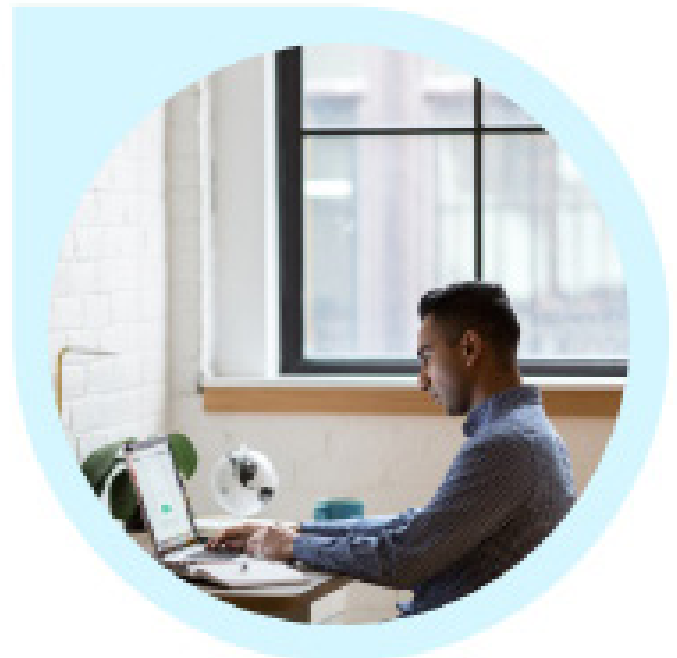
No development opportunities

A lack of career growth and development is a key reason why employees leave their jobs. If an employee doesn't learn new skills or become a better professional while working in an organization, they start feeling disengaged and can quit. This is why employees work in organizations that offer continuous learning and development opportunities.

Top 10 employee retention strategies to keep your people in the organization

There is no one-size-fits-all approach when it comes to employee retention. **Every organization has a certain way of operating and what works well for your organization might not work for another organization.** Therefore, it is important to evaluate your organization and employees and build a custom formula or strategy to retain good employees. However, below are a few tips or strategies for employee retention that work wonders for all types of organizations.

First Things First!
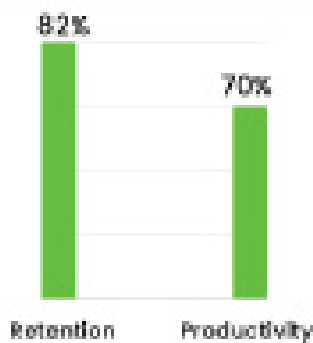
Successful recruitment and onboarding have a great impact on employee retention. **This isn't just idle talk, research by Brandon Hall Group also found that organizations with a strong onboarding process boost new hire retention by 82 percent and productivity by over 70 percent.** Therefore from day one, your focus should be on hiring and onboarding the right people the right way. Making an employee's first day memorable can have a long-lasting effect on him/her.

You should plan your onboarding process by keeping in mind that your orientation program is going to determine how long an employee will stay in your company. This is why it is important to make all the arrangements beforehand, allocate necessary resources to the employees, introduce them to their peers, make them familiar with the company processes, and digitize your onboarding process. Your onboarding process must not end on the first day of an employee, instead, **you must follow up with him/her every 30 days for 90 days to analyze how well he/she is doing in the organization.**

Forcing people to work day and night to meet the targets isn't going to take you a long way. **But offering flexibility and autonomy can for sure help you not only achieve your goals but build a healthy work culture.** If your employees feel glued to their desks, then there are high chances of burnout or other serious health problems. This can eventually affect organizational productivity and can cause you to replace the existing employees and we all know how costly and tedious it is to replace employees.

Therefore you must focus on building a flexible workplace. Companies must focus on building an outcome-focused workforce instead of a clock-focused workforce. You can give employees the flexibility to work during their preferred hours and at their preferred places. Most organizations today have given their employees the flexibility to work from anywhere- home, office, hotels, etc. in the wake of the pandemic. **Another trend that is gaining popularity these days is the 4-day workweek and organizations have found that this type of work model is reaping great benefits.** Implementing flexible working for employees decreases overtime, improves employee satisfaction, boosts productivity, and reduces absenteeism.

Enable Employees To Climb The Corporate Ladder
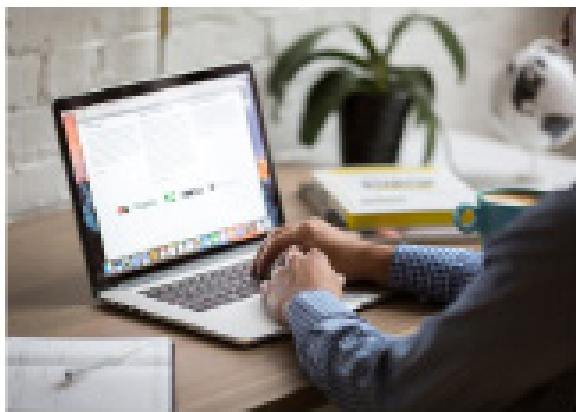
We all have dreams or wishes when it comes to our career growth. An employee who is a junior today wishes to see himself growing as a leader in the coming years. But what if they don't think that your organization aligns with their dreams or mission? The answer is simple- they will leave. Therefore, it's imperative that you talk to them, find out their career goals, help them create a road map, and guide them in the right direction to reach those goals.

Offer enough growth and career advancement opportunities and help them unleash their potential. If you can't help them become better personally and professionally, then you are keeping the door open for them to leave. When you focus on employees' growth along with organizational growth you strengthen your relationship with your employees and breaking such strong bonds or relationships is hard for anybody.

94%   *Interesting Trivia*

According to LinkedIn's 2019 Workforce Learning Report, 94% of employees would stay at their current organization if they invested in their long term learning.

Communication Has Always Been A Key

Open and honest communication with your employees can help foster a positive work environment. Failure to communicate regularly with your employees can lead to employee dissatisfaction and frustration. Hold regular one-on-ones, team meetings to connect with your employees. You can ask specific questions during one-on-ones such as:

How are you doing?

Is there anything we can do to help you in your job role?

Do you think you are given enough opportunities to grow into your job role?

Is there anything that is hindering you from achieving your targets?

Are you happy with what we are offering you?

Do you want us to change or improve any of our business processes? etc.

Asking such questions help employees feel more comfortable and confident and give them an assurance that their opinion matters and they are valued. Not just listen to what your employees have to say, instead act upon the feedback received and make positive changes in your business processes. Always remember if you don't listen to your employees, then somebody else will!

Offer Benefits That Fits Your Workforce

Surely you can attract good employees by offering paid days off, lucrative salary packages, hosting team lunches or dinners, and paying for their vacations. But these are not the only drivers of employee retention. Employees, especially millennials, need more than free food or parties. The pandemic has shown us how uncertain life is and offering a sense of security to your employees during these trying times can take your organization a long way. Organizations that care about their employees always stand out from the crowd and are valued by everyone.

You need to evaluate what benefits your employees want and to what extent you can offer them what they need. If possible, make customized benefits plans for your employees. If you are constrained by a low budget, then you can create an employee benefits plan that suits all your employees. For example, offering premiums for term life insurance, group health insurance, etc. can help your employees thrive in tough times. Similarly, you can offer personal loans, advance salary options, and financial counseling or assistance as part of your employee benefits program. This helps your employees feel secure and can make them stay in the organization for a longer period.

Respect Your Employees, Value Their Efforts

The days for annual performance reviews and appraisals are long gone. **Employees who routinely feel that their work or efforts are being ignored are more likely to quit the organization.** Employees today need continuous feedback and appreciation for the work they do. As employers, you must respect your employees for giving their life to your dreams or growth. Your employees are your biggest asset and it's your responsibility to protect these assets by constant appreciation and recognition. You can't make your company a unicorn without the support of your people.

Tell your employees how much they mean to you and your business. Give them the rewards and recognition they deserve. Celebrate all company wins- no matter big or small. If an employee has outperformed himself then make sure he is recognized publicly. **Constant appreciation and recognition for good performance encourage other employees to perform well.** Sending thank you emails, giving recommendations on Linkedin, sharing their achievements on company groups, and offering a good performance certificate can make a huge difference.

This reminds me of a quote by Hellen Keller that reads, "Alone we can do so little, together we can do so much".
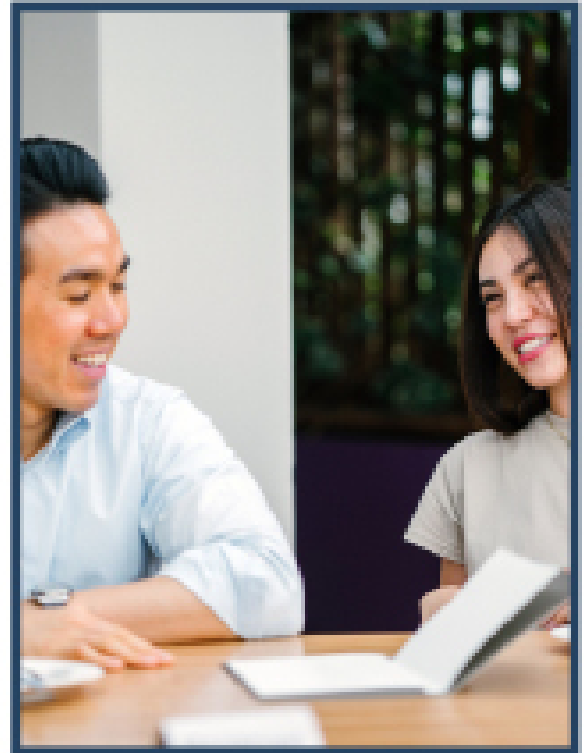
Focus On Employee Wellbeing

While offering monetary benefits can help you retain employees, focusing only on monetary benefits isn't the only strategy you must follow. If you take care of your employees they will take care of your business, it is as simple as that. **According to a report published by Shortlister, there is a growing demand for mental well-being programs, financial wellness, as well as behavioral health.** This shows that organizations have started realizing that wellness is essential for keeping employees productive and happy at the workplace.

Besides physical health, mental health is something that requires immediate attention from employers. Half of the employees struggle with mental health issues at the workplace. Overburden, unhealthy work relationships, irregular shifts, fewer development opportunities, no breaks, etc. can be the major reasons for the declining mental health of the employees. **Addressing these issues on time can help employers build a healthy workplace.** Encourage employees to take regular breaks, offer them access to virtual yoga or meditation sessions, provide them subscriptions to fitness apps, and conduct regular check-ins.

Invest In Mentorship Programs

We all needed someone to advise us when we first started our corporate journey, didn't we? Employees need a mentor to guide them on their professional odyssey, they need someone to tell them where they are going wrong, what skills they must possess to thrive in this competitive environment, what changes they can bring into their behavior to make their corporate journey a successful one? And if you could help them meet that mentor or be that mentor they are going to appreciate it from the core of their hearts.

Companies can invest in a mentorship program and help employees develop their potential. Mentoring programs are proven to be fruitful for organizations as it helps develop employees into better professionals, boost employee morale and engagement and create a skilled workforce.

Don't Forget To Celebrate
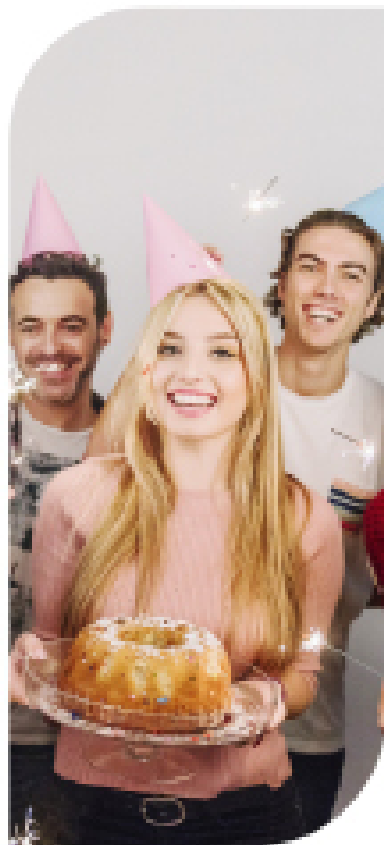
Celebrate your employees. Celebrate the big events in their lives. Celebrate their wins. In short, celebrate their presence in your organization. Never overlook the importance of little things. Organizations can make special arrangements from time to time to make their employees feel valued and appreciated. Making your people feel special helps them feel good about the organization and their bosses.

I remember how special I felt when the CEO of the company sat with me and cut the cake on my birthday. I still remember every little detail of the incident. Your employees will also feel the same if you go the extra mile just to make them feel special on their special days. Since physical meetings are not possible due to the lockdown or pandemic, you can participate in virtual celebrations. Send personalized emails or greeting cards on their birthdays, anniversaries, etc. You can also deliver a cake or bouquet for their special occasions and make similar gestures to make their special day even more special. This is the best employee retention strategy you can adopt.

15%   10%   32%

According to Career Builder, low pay or a lack of benefits (15%) and poor company culture (10%) are the main reasons why 32% of workers are looking to change jobs in 2019.

Measure Performance And Drive Employee Engagement

This might sound irrelevant, but yes measuring employee performance can be a great employee retention strategy. If you keep delaying the performance reviews, employees will feel less engaged in the organization. They will not deliver their best results because there is no monitoring. This can impact their performance as well as influence them to take on a more challenging job role in some other company.

Therefore, continuous performance feedback or reviews is important to keep employees in the organization. Providing regular feedback allows employees to know what contributions they are making for the growth of the organization, what are their strengths and weaknesses, what their peers or managers think about them, and how they can improve their performance. **It makes them willing to learn and enhance their skill set to accomplish the set targets.** Employees who realize their efforts are making some impact in the organization start to feel like they are the perfect fit for the job and they are where they need to be.

So these are some of the employee retention strategies that you can use to lower your employee turnover rate. Now, let's have a look at how technology is supporting employee retention.

15%   **10%**   **32%**

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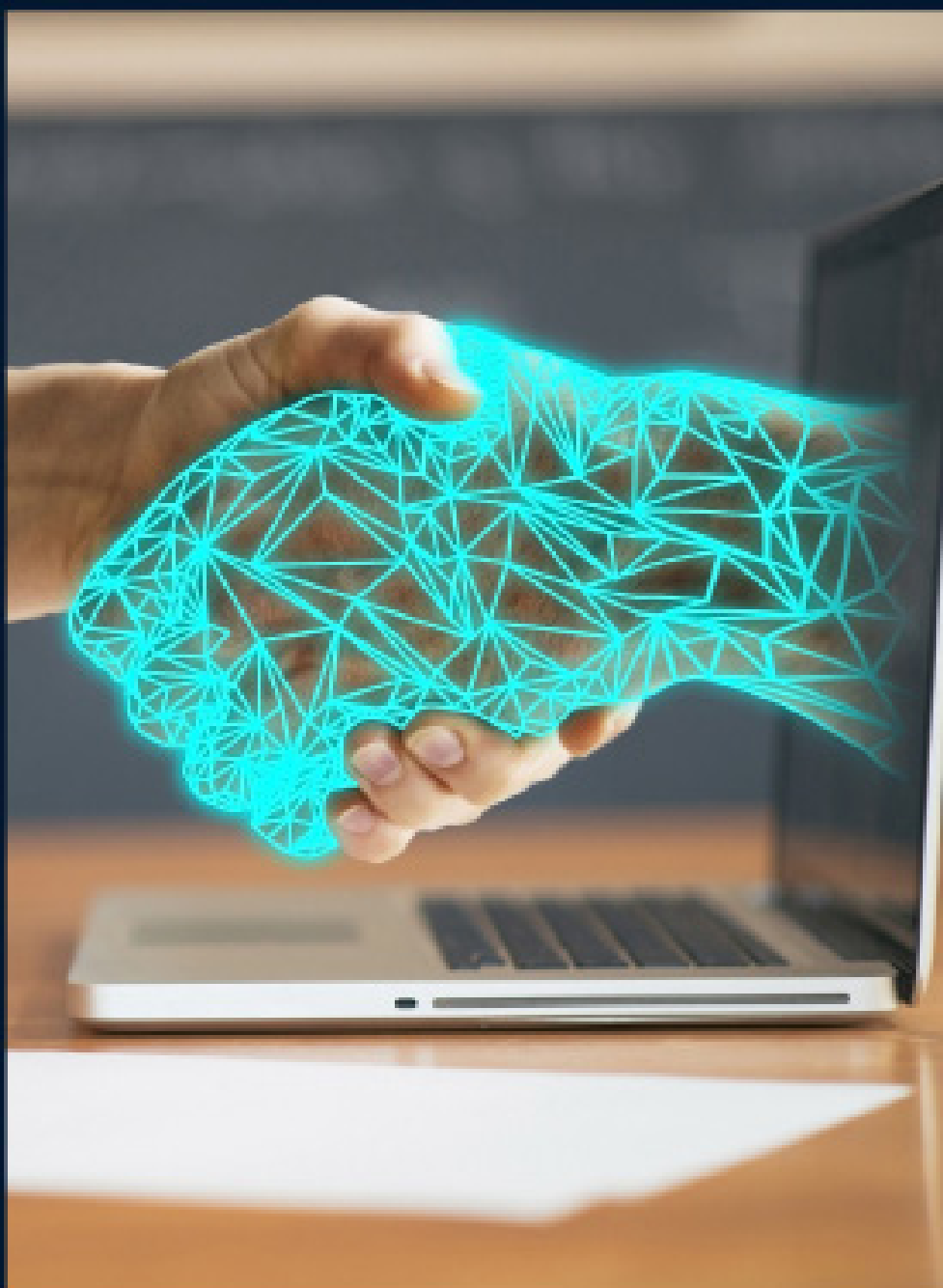
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What role can technology play in improving employee retention?

The world of work has changed dramatically and there's no aspect of the business that remains untouched by technology. From hiring people to making their last day as hassle-free as possible, technology has been a real boon to HR professionals all around the world. Now, organizations are tapping into technology to retain their best employees. But, can technology really improve employee retention? Not sure, worry not, let's have a look at a few points that support how technology is helping organizations in employee retention.

A **recruitment management software helps you recruit the right people right away.** It helps in skills assessment so that you hire the people with the right skills for a particular job. From creating job posts to listing those jobs on various job boards and social media platforms to scheduling interviews to sharing offer letters, a recruitment management software automates your hiring process. **Automated processes mean less manual effort and fewer errors, which directly impacts candidate experience.** Also, if you hire the right people, there are fewer chances they will quit the organization before spending a considerable amount of time in the organization. You can digitize your onboarding process with the help of onboarding software. **The elimination of excessive paperwork from the onboarding process can improve your employee experience and make** onboarding a hassle-free process.

Recruitment And Onboarding Software
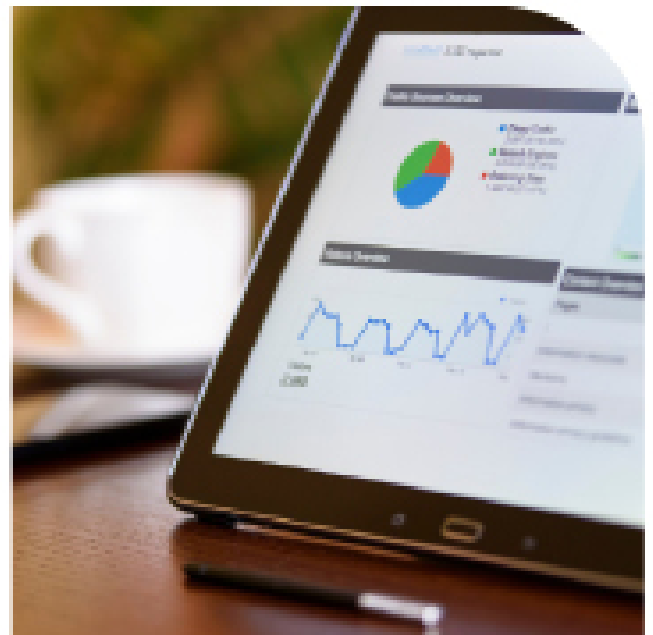
Employee Engagement Software
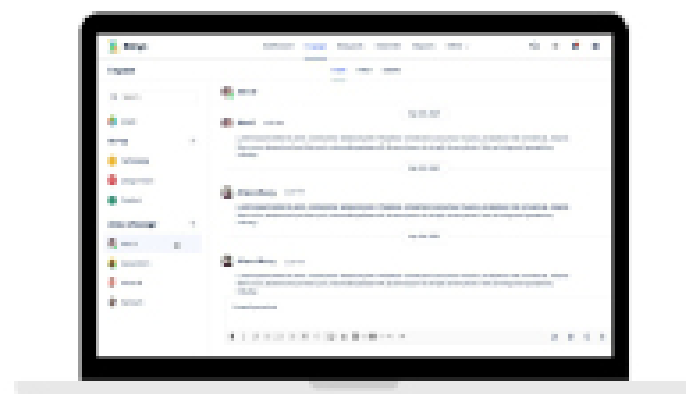
Employee engagement is a major factor that impacts your employee retention rates. You can keep your employees engaged by conducting regular polls and surveys to take employee opinions. **You can communicate easily with your employees using organizational social networking tools such as Zimyo Engage, Slack, etc.** With employee engagement software, it also becomes easy to analyze employee sentiments and know which employees are feeling emotionally weak or detached. It helps you address issues on time and create an engaged workforce.
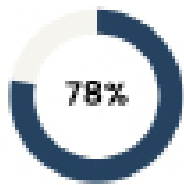
78% [GettApp's research](#) findings show that **78%** of recruiters say that using an applicant tracking system (ATS) has improved the quality of candidates they hire.

85% According to [Trade Press Services](#), effective internal communications motivate **85%** of employees to become more engaged in the workplace, which is important for retaining employees.

Performance Management Software

According to Monica Mudgal, Senior Vice President, HR, HealthKart, "technology is not just an enabler but it is the key enabler to drive the right performance culture," and we couldn't agree more. **Performance management software makes it easy to evaluate employee performance.** Continuous feedback makes employees aware of their contributions, strengths, and weaknesses. **This directly impacts their performance and makes them feel more motivated to deliver their best.** It is a proven fact that high-performing employees are less likely to leave the organization. A performance management system also makes employee recognition an easy task, which is a key factor in employee retention.

Fintech

Technology in financial services makes it easy for both employees and employers to access financial solutions. Many organizations are now entering the embedded finance segments to make financial services accessible to employees. Zimyo Benefits is one such platform that aims at:

Bridging the gap between its users and financial services

Eliminating the lengthy paperwork and long waiting hours

Making it easy to acquire loans, investments, and much more.

You can offer numerous "Employee Benefits" including Advance Salary Options, Life Insurance, Health Insurance, Tax Saving Investment Options, Wealth Management Solutions, Credit Cards, and much more with Zimyo benefits.

People Analytics

Today finding answers to your questions such as, **'why there is a drop in the retention rate, why and which employees are feeling disengaged,** what roadblocks my employees are facing at the workplace?' is extremely easy owing to people analytics. **The HR data or people analytics help organizations** get deeper insights into hiring trends, drive succession planning, improve employee engagement and retention.

Final Words

High employee attrition can be turned into high employee retention by making genuine efforts to make people stay. **Employee retention is all about thoroughly evaluating your workforce and work practices.** Know their feedback, take their opinion on important business matters, celebrate their successes, reward them with what they deserve, and value them. **These are a few simple tips to create a positive work culture that plays an important role in retaining employees.**

However, you must also be ready for a turnover, not because you are not doing the right things but because it is necessary. **You don't want to spend much time, money, and effort on employees who are not a good fit for your organization.** You need more people with fresh or new ideas to join your team, you need to terminate people who are not willing to improve their performance. So aiming for a 100% retention rate isn't something you must spend your energy on. **Instead, focus on being a good employer who values their employees, cares for them, and makes efforts to keep them engaged and motivated.**

About Us

Incepted in 2018, **Zimyo is one of the fastest-growing** unified HCM platforms in the HR tech space that automates tedious HR processes, eliminates payroll errors, and enhances employee experiences. It is a one-stop solution to all HR needs that helps organizations build a **2X more productive, engaged, and satisfied workforce.** Furthermore, its intuitive HR solutions help employer organizations to drive improved data-driven decision-making and get better business outcomes.

Core HR
Store, organize and secure valuable employee data, automate HR tasks, and generate customized reports as needed.

Recruitment and Onboarding
Turn to Zimyo for a seamless, paperless, and effortless recruitment & onboarding experience.

Payroll and Expense Management
Mitigate payroll errors and reduce the hours spent calculating employee hours, wages, and tax withholdings.

Expense Management
Process expense claims, analyze overall expenses, identify cost-saving opportunities.

Performance Management System
Zimyo's PMS is your go-to solution for goal-setting and gauging individual performance.

Employee Engagement
AI-driven employee engagement solutions that impact engagement **(by 63%)**, action planning **(by 39%)**, and productivity **(by 25%)**

Time and Attendance
Get rid of manual errors, buddy punching, and fraudulent timekeeping with a cloud-based time and attendance management system.

Employee Benefits
Put an end to your employees' financial stress by opting for Zimyo benefits which include loans, insurances, investment options & much more.

Currently, Zimyo is serving more than 500 organizations with 100,000+ active users. Along with HRMS & other modules, Zimyo's 'Benefits' module has also seen a high user adoption rate. A bunch of Zimyo's existing partners have opted for Zimyo benefits and are very happy with the offerings under this newly launched module.

It has also designed a bilingual mobile app to further ensure a seamless employee experience. The platform has received avg. 4.2+ ratings from its users on various platforms. Recently, Zimyo has been also recognized by G2 as a "High Performer" in the HRMS, Payroll, and Time & Attendance Software categories – earning a total of 7 accolades.

Author Bio

An avid writer, and an amazing team player, Manisha comes with over 3 years of experience in the field of content marketing in the B2B space. Currently, she is heading the content marketing function at Zimyo, an HR tech platform. From day one, she has always focused on creating brand content that is conversational, engaging, and informative. Apart from that, she has experience in digital marketing, social media, content strategy, and marketing communications. When she isn't writing, you will find her binge-watching or exploring new places.

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