



Employee Safety

## The Anti-Fatigue Matting and Employee Morale Connection

Brought To You by Wearwell | May 10, 2023

In today's technological world, mining for employees has never been easier. But finding real gems... that's not so easy. In fact, recruiting is one of the hardest and most important activities organizations undertake. After all, employees are a reflection of the organization. Hiring decisions go well beyond qualifications on paper – are they reliable, do they fit the culture, can they keep pace, can they prioritize, will they use good judgement... the list goes on and on.

Resumes are hardly a crystal ball, but that's why one or more interviews come into play. Depending on the position, the hiring process can involve numerous interviews and countless hours at all levels of the organization. The more senior the role, the more time and expense. When the decision lands a great employee, it's money well spent.

- **High productivity:** Great employees tend to be highly motivated to go above and beyond in their work. Those characteristics translate into higher productivity, increased efficiency, and greater output.
- **Positive work culture:** The opposite of "one bad apple", great employees can help to create a positive work culture by setting a good example and promoting teamwork and collaboration.
- **Reduced costs:** Great employees tend to be more reliable and require less supervision. They're also less likely to make costly mistakes and corrections.

You found them, you trained them, and you can take pride knowing you made such a wise decision.

### Improving Retention

As expensive as finding the right employee is, losing one is a bigger, more expensive disruption than most organizations realize.

According to Gallup, U.S. **businesses lose 1 trillion dollars** due to voluntary turnover. The conservative cost of replacing just one employee can range between **1.5 to 2 times** their annual salary.

What's behind these costs?

- **Recruitment and training:** When an employee leaves, organizations are forced to spend more time and money recruiting and training a replacement. The more specialized the role, the greater the expense.

- **Decreased productivity:** How employees feel about working for a company significantly impacts their behavior. Dissatisfied employees seek other opportunities, hamper recruitment and at a minimum, an employee isn't compelled to put in the extra effort for their employer.
- **Loss of institutional knowledge:** When an employee leaves, they take with them historical knowledge and customer relationships. This can be extraordinarily difficult to replace and often leads to decreased efficiency and effectiveness.
- **Low morale and motivation:** High turnover rates have a negative impact on the morale of remaining employees. They may feel overworked, undervalued, or question their own job satisfaction.

## The Matting and Morale Connection

Finding and onboarding an employee is expensive. Keeping an employee isn't. There are low cost and even no-cost actions that can make huge differences in employee job satisfaction, employee retention and loyalty. Among the most effective, regardless of position, personality, or tenure, is recognition.

Recognition doesn't have to be a formal meeting or involve an award. It can be part of casual, everyday conversation. Words and phrases cost absolutely nothing but can be worth their weight in gold.

***2 out of 3 U.S. workers say they haven't received work recognition within the past seven days. Employees that don't feel valued say they are 2X as likely to quit within the next year.***

Another aspect is recognizing and being empathetic to the needs of employees. Organizations that ask, listen, and take action build a culture of mutual respect.

***Gallup research consistently shows that providing employees with the tools they need to do their job improves morale by showing employer commitment.***

For organizations that have a standing workforce, one of the most unrealized and underestimated tools is the use of comfortable anti-fatigue matting. Workers who are required to stand for prolonged periods of time without anti-fatigue mats may have a range of negative emotions and attitudes towards their job.

Here are just some of the reasons why:

1. **Physical discomfort:** Standing for long periods of time can put a lot of stress on the lower back, legs, joints and feet. ***Aches, pains and swelling*** and general discomfort are common complaints. These issues often carry into an employee's personal life and can lead to resentment.
2. **Increased risk of injury:** Standing for prolonged periods of time without proper support can increase the risk of workplace injuries such as ***slips, trips, and falls***. This can cause anxiety and stress among workers, who may feel their employer is to blame for an unsafe work environment.
3. **Lack of support from employer:** If workers feel that their employer is indifferent to their well-being, they're likely to lose respect and become unmotivated to put forth extra effort.

Without a doubt the use of anti-fatigue matting has a positive impact on how an employee perceives their organization and a positive overall effect on morale and engagement.

## Two Categories of Morale Building and Safety Improving Standing Surfaces

Organizations have a range of sizes, styles, and comfort levels to choose from to support their

employees.

**Ergonomic Flooring** is made up of modular interlocking tiles that can go as long or wide as you need. Wearwell's patented locking system holds tiles together but can be unlocked and relocked without tools. **24/Seven LockSafe** rubber tiles and **ErgoDeck** PVC tiles can be installed wall-to-wall to protect against slips, trips, falls, heel strikes, back pain, and muscle aches.

**Anti-Fatigue Matting** goes by many names - standing mats, cashier mats, workstation mats, runners – they are all a tried-and-true anti-fatigue solution for workstations and assembly lines. The iconic **Diamond-Plate mat** is available in standard and customized sizes and shapes.

If you're unsure where to start, request a **free Wearwell site survey**, find your local Wearwell **representative** or contact Wearwell's friendly **customer service team**.

By providing a safer and more comfortable work environment, employers demonstrate their commitment to the health, safety, morale and welfare of their workforce. Happy employees stick around, refer their friends, and work harder because they are engaged in the workplace, not because they have to. **Investing in anti-fatigue matting is an investment in building employee morale and engagement.** Developing an engaged workforce pays dividends now and in the long-term.

*Previously Featured on Wearwell's blog.*

*Browse anti-fatigue matting from Wearwell on MSCDirect.com.*

[www.mscdirect.com/betterMRO](http://www.mscdirect.com/betterMRO)

Copyright ©2024 MSC Industrial Supply Co.