

# Building Stronger Employee Relationships in Manufacturing

Employee well-being and job satisfaction are often highly dependent on an employee's trust in their employer. When employees feel supported and heard by their employer, they may be more likely to be engaged and feel connected to the company and its mission.

Years of offshoring operations<sup>1</sup> and mass layoffs from COVID-19<sup>2</sup> suggest growing feelings of mistrust among manufacturing workers. Many employees who made it through the 2020 layoffs then found themselves working in high-risk environments as frontline workers during the pandemic. These hardships may make potential new hires as well as current staff reluctant to put their trust in the industry.

There are various ways in which manufacturers can repair and strengthen their relationships with their employees.



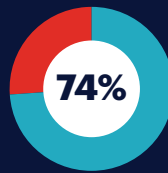
## A Look at Employee Wellness Trends

At the beginning of the pandemic,

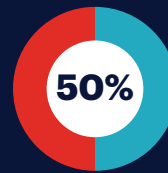
**1.3 million**

manufacturing workers lost their jobs. These mass layoffs from COVID-19 likely contributed to a lack of trust between employees and their employers in the manufacturing industry.<sup>3</sup>

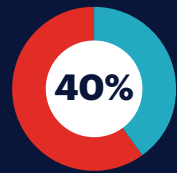
Workers at companies across different industries that have developed a culture of trust report:<sup>4</sup>



less stress



higher productivity



less burnout

Trust in the workplace increases employee engagement and reduces turnover.<sup>5</sup>



## Support Employees With Valued Benefits

In a sector struggling with multiple hardships, industry leaders may find that a holistic approach to employee wellness — complete with improved benefits — can transform operations.

An on-demand pay benefit may help attract new workers and increase employee engagement, as it actively demonstrates that a company cares about the financial well-being of its employees.

**59%** of employees who use DailyPay feel more motivated to go to work<sup>6</sup>, according to a study conducted by DailyPay in 2020.

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<sup>1</sup> <https://www.forbes.com/sites/forbesbusinesscouncil/2020/09/09/why-reshoring-us-manufacturing-could-be-the-wave-of-the-future/?h=3d32e5cc3bfc>  
<sup>2</sup> <https://www.sme.org/technologies/articles/2020/may/manufacturing-jobs-april/>  
<sup>3</sup> <https://www.sme.org/technologies/articles/2020/may/manufacturing-jobs-april/>

<sup>4</sup> <https://www.achievers.com/blog/building-trust-workplace/>  
<sup>5</sup> <https://www.achievers.com/blog/building-trust-workplace/>  
<sup>6</sup> <https://www.dailypay.com/insights/pay-different-reimagining-employee-pay-in-light-of-the-covid-19-pandemic/>