

CASE STUDY



BENEFITS & COMPENSATION



SCHEDULING & FLEXIBILITY



PROFESSIONAL DEVELOPMENT



WORK SUPPORT & RESOURCES



FINANCIAL WELLNESS

SUPPORT YOUR WORKFORCE

One New Jersey car dealership sensed a high level of stress among their employees. Staff at all levels were experiencing long hours, physical exertion, and a lack of appreciation from customers. As a result, employees were not keeping up with their own needs, resulting in transportation challenges, poor eating habits, and emergent health concerns. This challenging combination resulted in job burnout and high turnover.

Recognizing the emotional, financial, and health toll on their employees, management made several changes to better support their employees and to improve operations. Here are some initiatives they put into action:

Wellness program. Some employees expressed an interest in creating healthier eating habits. They reported that they struggle to make healthy food choices due to being busy and stressed. The dealership decided to partner with a health care organization to offer company-wide health and nutrition sessions to their staff. However, they found that many staff were too busy at work to attend, while others wanted to speak privately with a nutritionist. The company listened to its staff and shifted midway through the program to offer free 1:1 nutritional counseling sessions to assist staffers on their personal journey to wellness.

Low-cost car repairs. Being in the automotive industry has its perks. While car repairs can come with a heavy price tag, this company decided to offer their employees discounted repair rates. Employees only had to pay a little above cost for parts and were offered a reduced labor fee. Additionally, employees can utilize a loaner car at no cost when their car is being serviced at the dealership. These benefits have saved employees thousands of dollars over the years.

COMPANY INFORMATION

New Jersey based car dealership that employs 140 workers.



United Way
of Northern New Jersey