

New Research Indicates that Workplace Belonging Increases Job Performance and Talent Retention

PHOENIX, ARIZONA, UNITED STATES, June 21, 2024 /EINPresswire.com/ -- Belonging refers to how an individual or worker feels comfortable, being treated equitably and respected, connected with meaningful relationships, and contributing to meaningful outcomes. And [research by Deloitte](#) shows that belonging is good for business: it can lead to a 56% increase in job performance, a 50% reduction in turnover risk, and a 75% decrease in sick days.

Feeling a sense of belonging in the workplace means that social capital is a more accessible resource yet there remains a gap for individuals of lower socioeconomic standing, people of color and first-generation college attendees.

Dr. Kimberly Underwood, Chair of the Center for Workplace Diversity and Inclusion Research of University of Phoenix discusses recent research findings on workplace belonging and how belonging in higher education and the workplace can contribute to building social capital, as well as talent retention and well-being.

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