Effects of Long-Term Care Insurance on Employee Motivation, Satisfaction, and Retention

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EXECUTIVE SUMMARY

Relatively few Americans plan for long-term care necessary in old age. Fortunately, some companies offer their employees long-term care insurance to provide coverage for medical costs they may incur when they can no longer care for themselves. Employers are always looking for ways to retain, satisfy, and motivate their employees. A study was conducted to explore the effects of long-term care on employee motivation, satisfaction, and retention. Independent-samples t-tests were performed and significant results were found for increased employee satisfaction and retention when long-term care insurance was offered.

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