Retail is the largest employer in the United States. Apart from low wages and few benefits, retail jobs are characterized by unstable schedules. Hourly employees often work different hours week to week, receive their schedules one or two weeks (sometimes as short as three days) in advance, and find their scheduled hours inadequate for their needs. There is compelling evidence that unstable schedules hurt low-wage retail employees and their families. In this paper, we examine whether unstable schedules affect company performance. We examine two dimensions of unstable schedules: consistency of hours and adequacy of hours. Using 52 weeks of data from over 1,500 stores and more than 77,000 employees of a large specialty retailer, we find that inconsistent and low weekly hours for employees increase turnover and decrease productivity both at the individual and store level. The effect of hours on productivity, in particular, is quite significant. Having a typical employee, who works 13 hours per week instead work 23 hours per week, without changing overall staffing levels, can increase their sales per hour between 12% to 20%. Our findings highlight the unintended consequences of a narrow focus on minimizing labor supply and demand mismatch costs. They also imply that a labor strategy with fewer employees, each getting more hours and more consistent schedules, would not only create better jobs but also help companies lower their turnover costs and improve productivity.