

HOW TO ENHANCE EMPLOYEE ENGAGEMENT IN THE WORKPLACE

THE STATE OF EMPLOYEE ENGAGEMENT

MOST EMPLOYEES ARE UNENGAGED

number of employees who do their work



20%

TOTALLY UNENGAGED



50%

PARTIALLY UNENGAGED



30%

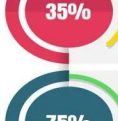
CONSISTENTLY ENGAGED



Of HR leaders report that employee engagement is more important or much more important than it was just two years ago.



Of employees believe their organizations effectively provide a forum for collaboration to better engage and empower them.



Of employees say their companies' training tools do not effectively achieve the most basic talent outcomes.



Of HR leaders and employees believe mobile tools are more important or much more important than they were even two or three years ago.

8 PILLARS OF EMPLOYEE ENGAGEMENT

RECOGNITION

Recognition is when employees feel valued for the work they do and receive public recognition



GOOD TO KNOW

75%

Companies with recognition programs have 31% less voluntary turnover than those with ineffective recognition programs.

RELATIONSHIP WITH COLLEAGUES AND MANAGERS

Human are social, so it makes sense that they want to be social at work.



50%

Close work friendships boost employee satisfaction by 50%, and people with best friends at work are seven times more likely to be fully

PERSONAL GROWTH/DEVELOPMENT

Companies that provide ongoing training enhance employee engagement and increase employees' skill levels and retention rates.



88%

88% of workers agree to stay in the same jobs for long periods if they have opportunities to develop within the roles.

HAPPINESS WELLNESS SATISFACTION

Satisfaction in the workplace relates to challenges, the environment, having the right tools to do the job efficiently, etc.



+ 12%

Happiness leads to a 12% spike in productivity, while unhappy workers are 10% productive

ALIGNMENT

When the job has a clear purpose, employees feel like their work is meaningful and that their jobs help the company meet its goals



2.2 x

Companies with aligned employees are 2.2 times more likely to be top performers compared with the competition.

WORKSPACE

For employees to be engaged and productive, they first need to be comfortable in their work environments.



32%

Employees who have control over the design and layout of their workspaces are up to 32% more productive.

COMMUNICATION FEEDBACK

Giving employees timely, constructive feedback will make them feel like they are in the loop and included.



12,5%

Strength-based employee feedback results in a 12.5% increase in productivity.

TECHNOLOGY

Younger employees expect workplace tools to be on par with the tools they use in their personal lives



83% / 67%

83% of HR leaders and 67% of employees agree that modern technology is very important to effective communication and collaboration in the workplace.

WAYS TO BETTER ENGAGE YOUR EMPLOYEES

EXTRINSIC MOTIVATION

RECOGNITION

Create a monthly company-wide award for the individual who demonstrates the biggest commitment to your core values.



WORKSPACE

If collaboration is important to you, design spaces in which employees can meet to work together.



If creativity is critical to you, choose interior designs that will delight and inspire your employees.



If all that still doesn't help, let employees work from home.



INTRINSIC MOTIVATION

COMMUNICATION

Create channels for employee feedback, such as suggestion boxes, office hours or Q&A sessions



TECHNOLOGY

Increase your mobile, video and social media capabilities to more effectively communicate with your younger employees.



PERSONAL MOTIVATION

PERSONAL GROWTH

Encourage your employees to take online courses or other workshops to help them improve their skills and expand their knowledge.



PEER MOTIVATION

RELATIONSHIP WITH COLLEAGUES

Host social events such as happy hours to give employees opportunities to make personal connections.



HAPPINESS

Show comedy movies during down time or treat your employees to free chocolate, drinks and fruit.



ALIGNMENT

Align your employees with the company's long-term goals and priorities and make them aware of how their work makes a big difference to the organization's

