

How to Improve Employee Engagement

Employee engagement can be an effective way to improve productivity, retain employees, and give the entire business a new competitive advantage.

Yet many companies may not know how to drive employee engagement or even where to begin. To help, HR Cloud presents specific best practices to help engage your workforce.

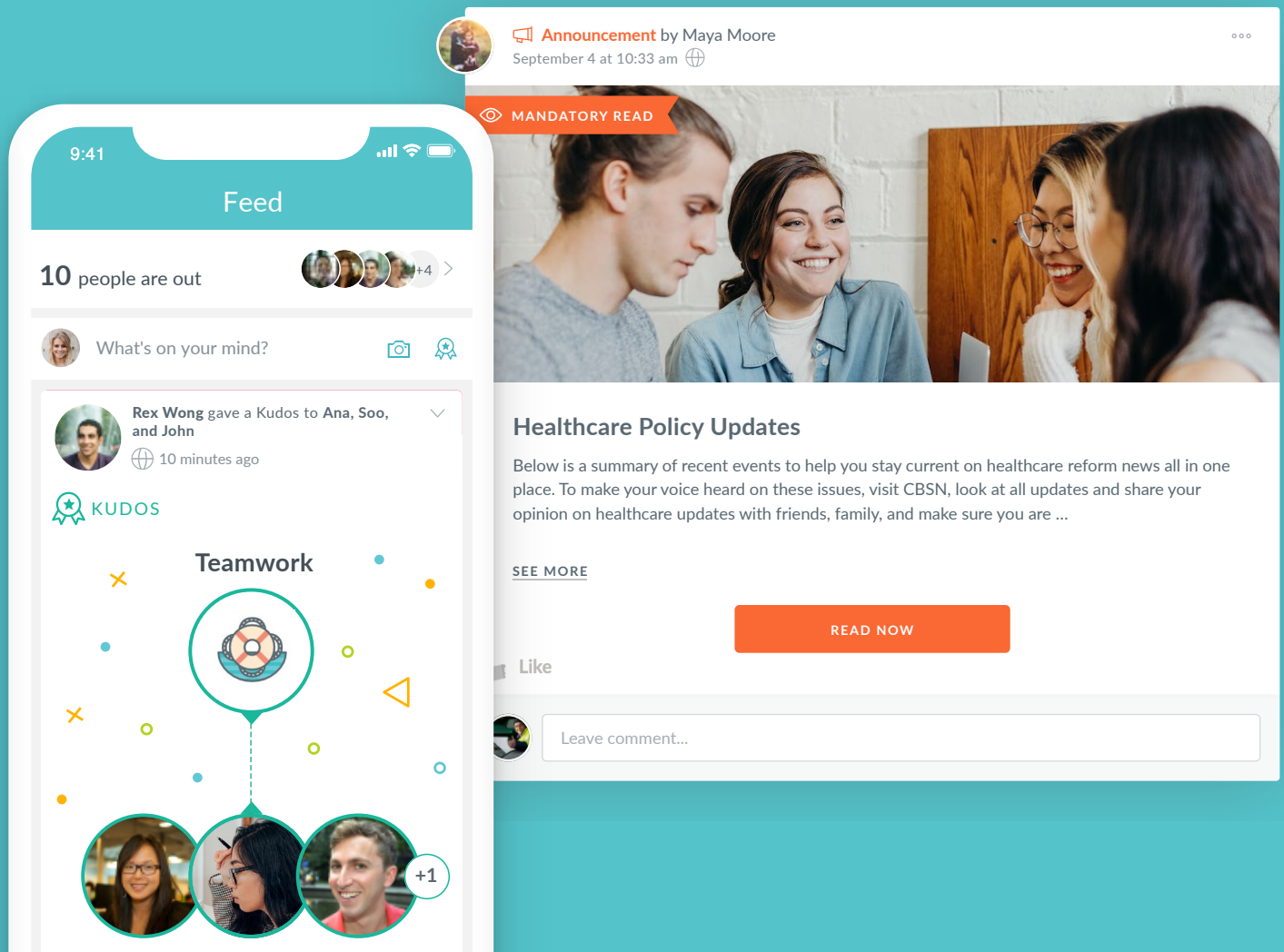


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Does Employee Engagement Even Matter?

It actually does, and probably more than you think.

Employee engagement may seem like a difficult issue to tackle. But with a few best practices and common sense approaches, you can create a workplace environment where employees feel informed, engaged, and part of the overall team.

In this document, we present some recommendations any HR professional can use to keep and sustain high levels of employee engagement.

- A Towers Watson survey reported that companies that have a higher level of employee engagement enjoy a 9% higher shareholder return.
- All of these points are supported by additional research that clearly shows that higher productivity rates are connected to engaged employees.
- A Conference Board study found that engaged employees outperform disengaged employees by nearly 28%.
- A Gallup poll showed that employees who were engaged in their job had lower incidences of absenteeism than disengaged workers.

What Causes Disengaged Employees?

Many companies may not know how to increase employee engagement, or worse, could actually be inadvertently disengaging their workforce. Signs of disengagement can manifest in many different ways:

- Employees begin thinking that their opinions don't matter, or that their managers are not communicating with them about important work-related information. This leaves them feeling like they must simply blindly follow orders and never question the overall direction or strategy.
- There is little, if any, recognition for a job well done. If this is the case, employees begin to feel that they are working a 9:00 to 5:00 job, without management recognizing their contributions.
- There is no sense of independence in the workplace. Employees do what they are told, and may even suffer adverse consequences if they step outside of their boundaries. Ultimately, this can kill creativity and discourage employees from thinking creatively.
- There is little to no interaction or collaboration. Employees may feel that all they do is report to their own little cubicle and stay there until quitting time.

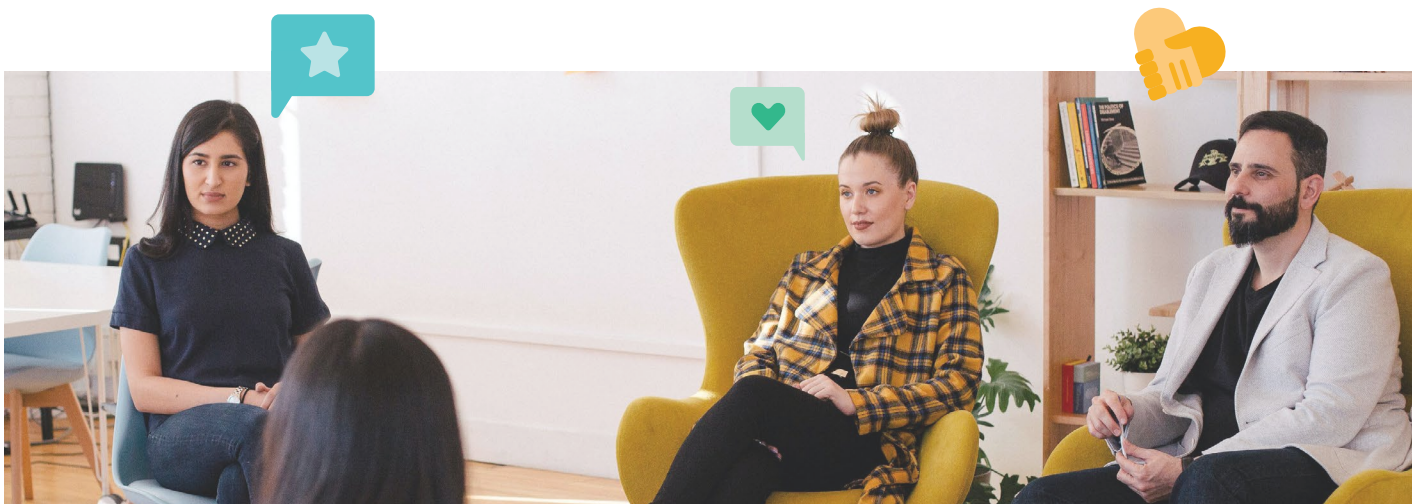
Clearly, any of these situations could have a dangerous effect on employee morale, productivity, and even retention.

Relationships Matter

Any organization that is looking to increase its competitive edge should commit to the idea of employee engagement. The good news is that there are ways to promote and encourage employee engagement, and even better, these approaches don't require too much time, money, or effort.

With the popularity of [working at home or remote employees](#), a manager may not see employees each and every day, but that doesn't mean that they should feel distant or out of touch. The increase in remote workers and non-traditional workplaces may make communication much more challenging and more difficult to create and sustain strong professional relationships.

However this really becomes an opportunity to focus on engagement. Little gestures go a long way in building relationships down the hall or across the country. Companies can use [employee engagement and communication apps](#) to check in and collaborate from afar. For example, they can send an official kudos to recognize a job well done, share critical information, or even send a funny meme. All of this helps remote employees feel valued and part of the larger team.



Emphasize Career

Directing where a person is going in the organization is an excellent way to foster engagement. Providing rewarding, meaningful work for employees not only helps them grow professionally, but helps them contribute to the organization's success.

Take the time to have informal talks with employees about what they want, their goals, and where they picture themselves in the future. More, provide guidance for each person to reach these specific goals. Creating an atmosphere of opportunity and advancement in the workplace will significantly boost engagement and productivity.



Give Praise When Praise is Due

Everyone wants to be recognized for their hard work and efforts. Remember, praise costs nothing to give, but the returns can be significant. When employees meet or exceed their goals, let them know, and they will continue to over-achieve.

Also, praise comes in many forms. A simple verbal acknowledgment goes a long way, but other more formal displays can be even more effective. This can include team or peer recognition, certificates of achievement, and more. Again, employee engagement and communications applications can help build a successful rewards and recognition program.

Learn More about Recognitions and Rewards



Values Matter

Remind employees of your company's mission and specific goals at all times, which is different from just handing out documents with random words on a page. Younger employees especially want to feel like they're part of a team, striving for something more than just a paycheck and financial success. They want to work for companies that are disrupting industries and solving problems. It's helpful to always keep the big picture in perspective when communicating corporate goals.

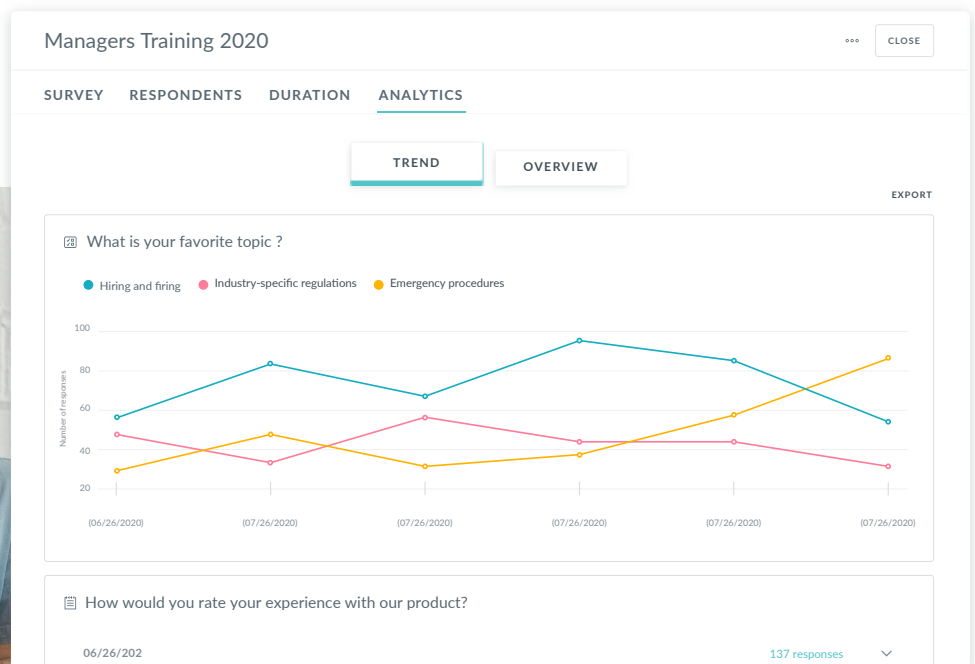


The Value Of Employee Surveys

If you're wondering how to improve employee engagement, here's an effective way: ask them! Surveys are a great way to gather employee feedback and determine what they really think.

The surveys may help managers generate discussions within the work teams. Their opinions of employees can also determine how to define goals and objectives for the future. Publishing the results of the surveys is critical since employees will appreciate management's willingness to share. Acting on the feedback from these surveys shows employees that you value their opinions and are taking actions to address problems.

[Learn More about Survey](#)



Train the Managers

When it comes to engagement, supervisors must do the heavy lifting, but they may need additional tools and resources to help them succeed. Training for managers needs to include various methods of engagement. There are a number of techniques and strategies that can be used to help managers and supervisors better engage with employees. HR needs to take center stage in owning and developing these programs and strategies.

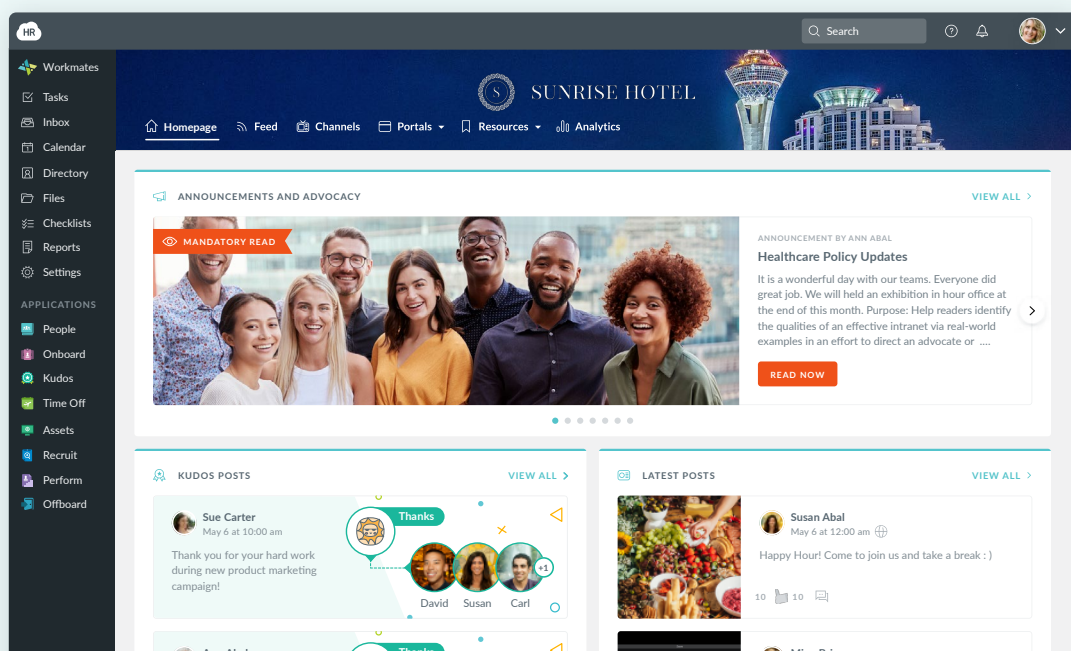


Improve Employee Engagement with HR Cloud

HR Cloud is committed to helping HR teams provide strategic value to drive employee engagement, productivity, and results to all-time highs. Our [Workmates employee engagement and recognition solution](#) can improve efficiency and help develop training modules.

For more information on Workmates, and how it can help you improve employee engagement and achieve better business results, Contact HR Cloud: Sales@hrcloud.com or click the button below to get started.

Free Trial





About HR Cloud®

HR Cloud is a leading developer of HR software and HRMS solutions for business with a focus on effective employee engagement. HR Cloud empowers teams to easily onboard new hires, manage employee data, create a company social network and support employee development.

HR Cloud is a modern and powerful cloud-based HRMS solution with a complete suite of HR functionality, including core, performance, onboarding, recruitment, absence management, and time and attendance.

For more information, please visit www.hrcloud.com or contact info@hrcloud.com.