

Employee Engagement

Employee engagement is a workplace approach (a measure) resulting in the right conditions for all its employees of an organisation to give their best each day.

It will ensure that they are committed to their organisation's goals and values, and keep them motivated to contribute to organisational success,

Employees who feel connected to their organisation work harder, stay longer, and motivate others to do the same.

Employee engagement measures how employee feels about their organisation. Based on their perceptions of their workplace, employees can be categorised into different groups.

Highly:

- ✓ These employees will love their job and have positive feelings about the organisation.
- ✓ They feel connected to teams.
- ✓ They want to stay within the organisation.
- ✓ They make effort to help the organisation succeed.
- ✓ They will encourage other employees to do their best.
- ✓ They can act as brand advocates by spreading positive words about the organisation to family and friends.

Moderate:

- ✓ They see the organisation in a moderate light.
- ✓ They like their job
- ✓ They see opportunities for improvement within the organisation.
- ✓ They may underperform.
- ✓ They can be less likely to ask for more responsibilities.
- ✓ They feel something about their job holds them back from full engagement.

Barely:

- ✓ They feel indifferent towards their workplace.
- ✓ They lack motivation.
- ✓ They only do as much as they want to.
- ✓ They lack commitment to their position and responsibilities.
- ✓ They barely engage with others.
- ✓ They may be looking for another job.

Disengaged:

- ✓ They generally, have a negative opinion about their work.
- ✓ They are disconnected from the mission and the future goals of the organisation.
- ✓ They lack a commitment to their responsibilities and position within the organisation.

Benefits of employee engagement

Engaged employees....

- ✓ Are self-motivated
- ✓ Have a clear understanding of their roles
- ✓ Recognise their contribution to the organisation
- ✓ Focus on future training and development
- ✓ Feel that they belong to the team/community—being the, the organisation

How do you measure employee engagement?

An anonymous survey is a useful method to help you understand why some employees are not engaged. A survey strategy is only one way to measure engagement in your company.

One to One

Frequent one to one meetings with managers are more productive and effective traditional as It provides employees with a consistent forum to voice concerns and provide feedback.

Small Group Discussions

Managers can run a guided discussion on a specific topic or area of concern that might have stemmed from survey results.

Collecting feedback

Collecting feedback from every stage of the employee journey is imperative in building a satisfying experience, from the recruitment stage to an employee's last day.

Increasing engagement

Most strategies for driving engagement share common goals, such as helping employees to feel valued and connected to their work. here are a few approaches to driving engagement that can be tailored to suit any culture or budget.

- ✓ Supply the right tools
- ✓ Provide training
- ✓ Listen to your employees
- ✓ Create social events
- ✓ Give the individuals attention
- ✓ Listen
- ✓ Recognise
- ✓ Create a project

Employee engagement is getting up in the morning thinking, “Great, I’m going to work. I know what I’m going to do today. I’ve got some great ideas about how to do it really well. I’m looking forward to seeing the team and helping them work well today”.

Would you like to learn more about employee engagement? Call Tick HR Solutions and we will discuss your needs

CIPD <https://www.cipd.co.uk/knowledge/fundamentals/relations/engagement/factsheet#gref>