

2018 EMPLOYEE ENGAGEMENT TRENDS

Decisionwise identifies five key drivers of employee engagement:

MEANING

The work has purpose beyond the job itself

AUTONOMY

The power to shape the work and environment in ways that allows employees to perform at their best

GROWTH

Being stretched and challenged in ways that result in personal and professional progress

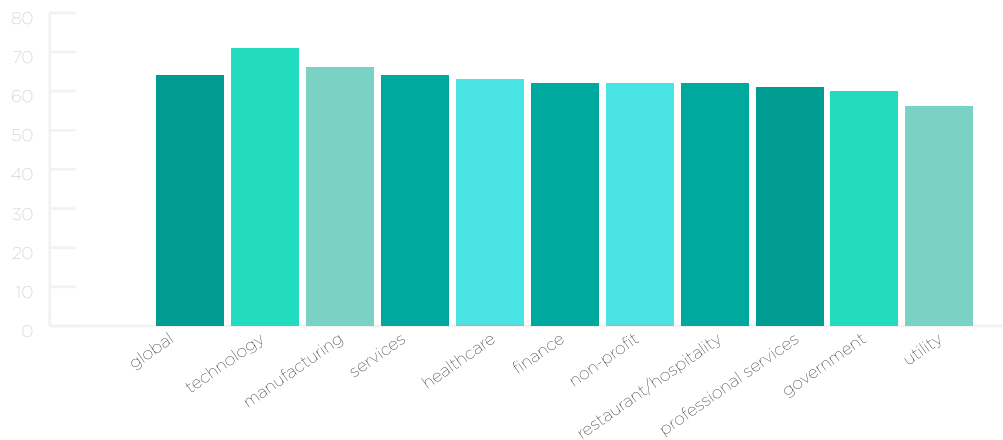
IMPACT

Seeing positive, effective, and worthwhile outcomes result from an employee's work

CONNECTION

The sense of belonging to something beyond oneself or a job

EMPLOYEE ENGAGEMENT DROPPED FROM 65% IN 2015 TO 63% IN 2016. IN 2017, THE NUMBER WENT BACK UP TO 65%.



Healthcare & Technology encourage the most employee growth, resulting in more engaged employees

TECHNOLOGY COMPANIES LEADING THE CHARGE

Technology companies lead all industries with 78% of employees answering “agree” or “strongly agree” when responding to: “My job provides me with a sense of meaning and purpose.”

TOP 6 EMPLOYEE ENGAGEMENT TRENDS

1. THE EMPLOYEE EXPERIENCE

Due to the high cost of employee turnover, many companies are realizing that enhancing and shaping employee experience is well worth the investment.

Investing in and implementing flexible work hours, telecommuting options, fringe benefits and a range of other tools are all effective ways that “speak” to today’s employees and that also improve the employee experience.

2. REWARDING CAREER PATHS

Millennials rank advanced career opportunities as their number one drive for making career decisions.

Millennial workers do not stay with companies that do not offer opportunities to learn, grow, learn new skills or advance.

Speak with employees about their aspirations and goals.

Make it possible for millennials to see themselves at your company over the long term.

Offer personal development and skills training programs to help employees learn new skills.

3. WORK-LIFE BALANCE

Millennials are looking for careers that offer flexible hours in order to keep up with family and household responsibilities.

Companies and employers are beginning to see the value of work-life balances.

Studies have shown that a flexible work-life balance results in less sick days and reduces employee burnout.

Allow employees to be in control of their own time management

Employers must learn how to accept this and allow employees to work at their own pace (while still remaining professional)

4. PROVIDE TOOLS

Employees that do not have access to the tools they need to do their jobs causes frustration and disengagement.

Investing in the right tools—especially as old technology fades out and becomes obsolete— will keep employees interested, engaged, and performing their best.

5. RECOGNITION & FEEDBACK

Employees want to receive recognition and feedback, even if it's negative.

39% of employees feel ignored by their managers.

This lack of engagement reduces morale and productivity levels

Employees are 30 times more likely to work harder if they received regular feedback from managers

Take the time to provide feedback to employees is a simple way to increase morale, productivity, and make employees work harder

Invest in an employee feedback tool can help monitor and collect employee feedback as well as organize annual performance appraisals and/ or reviews.

6. PROPER TOOLS

Forward-thinking companies that effectively measure employee engagement levels, satisfaction, and the overall employee experience increase morale and productivity, and also reduce turnover rates.

Make the employee experience one of the company's top priorities.

Invest in tools and technology, such as employee surveys, real-time employee feedback tools, and machine-based employee engagement technology.

HR teams and managers that have the right tech tools spend less time on performing administrative tasks and focus more on improving the employee experience