



How engaged are your employees?

Description

How would you define employee engagement? How often do you obtain feedback from your employees about their satisfaction? Do you know what to ask?

Employee engagement represents the levels of enthusiasm and connection employees have with their employment. It's a simple measure of how motivated people are to put in extra effort for their organisation and a sign of how committed they are to staying there. Employee engagement depends on the actions of their organisation, driven by leadership, managers, and people teams.

Collecting feedback to measure employee engagement at a scale empowers you with the data of your employees' voice and provides you the opportunity to improve the employee experience, building your business reputation and strengthening your workplace culture.

Using the data collected you can understand the areas for improvement, analyse gaps and learn more about your teams' motivation, including why employees stay and/or why they choose to leave.

A good survey is the key to obtaining feedback with the right data and insight. The following points will help you get the most out of your employee engagement surveys.

- Ensure the survey is effectively communicated to your employees. What is the survey, when will the survey be conducted, how is the survey completed and why are you doing an engagement survey?
- Ensure the survey itself is brief, clear and engaging to get the most out of your employee responses.
- Ask the questions that you would like the answers to but consider those you are prepared to take on board and action. Employees anticipate that their participation will amount to a valuable workplace contribution and expect to see changes or other outcomes in the future.
- Include open ended and free text questions as a way to capture anything that hasn't specifically been asked.
- Ensure your workplace leaders are up to speed and that they get on board with the employee engagement survey by speaking with employees and encouraging participation.

- Run your survey regularly so that you can compare the level of employee engagement and the business improvement and growth from one period to the next.

Having difficulty engaging your staff? Speak with our team for ideas to support your workplace communication and team growth, please contact us at advice@hradviceonline.com.au or 1300 720 004.

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Category

1. Performance Management

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1. employee human resources hr employment workplace small business performance

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