



Employee Engagement & Retention

***Why do you want an
engaged employee?***



Benefits of Engaged Employees

- Higher Retention & Lower Turnover
- Increased Productivity
- Decreased Absences
- University and department goals are met on a more consistent basis



***What is an Engaged
Employee?***

AN ENGAGED EMPLOYEE IS...

MOTIVATED

ENTHUSIASTIC

PRODUCTIVE

COMMITTED

IN LINE W/
COMPANY
VALUES

Employee Engagement vs Happiness

Engagement

“Employee engagement is the extent to which employees feel passionate about their jobs, are committed to the organization, and put discretionary effort into their work.”

Happiness

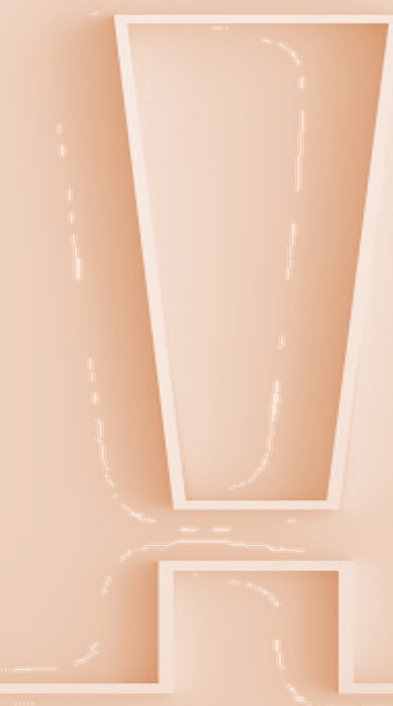
“Happiness at work is the extent to which employees feel good about their jobs.”

Happiness = Engagement

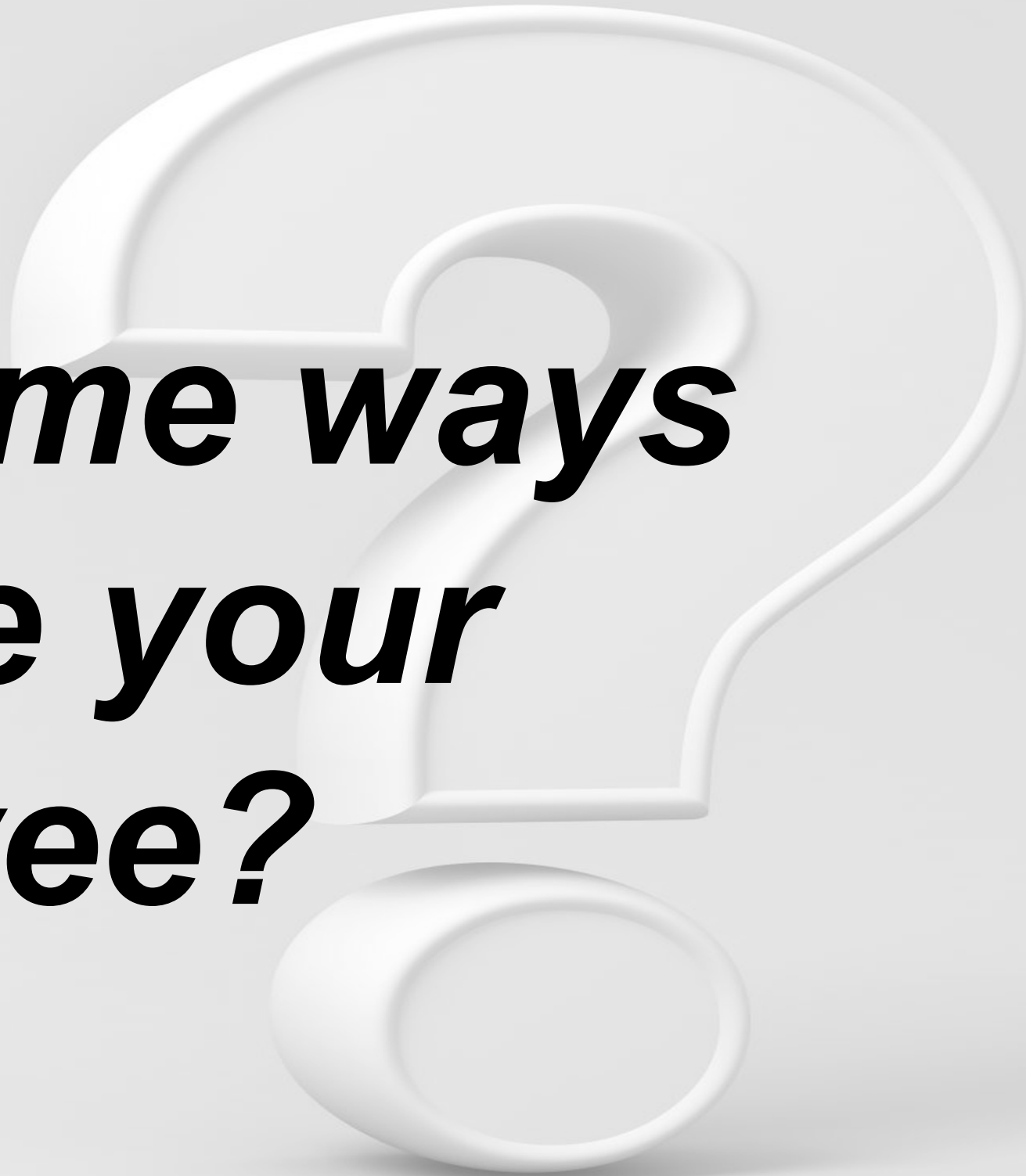
According to the Chief Happiness Officer Blog it is unsustainable to have one without the other and encourages companies to focus on happiness while they are engaging their employees because:

- 1. Happiness is easier to sell*
- 2. Engagement without Happiness is unsustainable*
- 3. Ultimately, it's about performance and happiness drives better performance*
- 4. Happiness causes in Engagement*

Supervisors have the most opportunity to engage their employees while in the workplace



***What are some ways
to engage your
employee?***



Ways to Engage Your Employee:

- ❖ ***Provide support***
- ❖ ***Provide continuous feedback***
- ❖ ***Support their professional development***
- ❖ ***Listen to your employee***
- ❖ ***Build good working relationships***
- ❖ ***Understand what motivates your employee***
- ❖ ***Create and maintain a positive working environment***
- ❖ ***Recognize successes***

EXERCISE

***Create an Engagement Plan for your
Employees***

Themes to Focus on in Engagement Planning

- ❖ Knowing your employees***
- ❖ Relationship building***
- ❖ Growth opportunities***
- ❖ Incorporate departmental values and goals***

Questions & Discussion



References

[Survey Monkey – What is Employee Engagement](#)

[EMPLOYEE ENGAGEMENT VS. HAPPINESS AT WORK –
WHAT SHOULD COMPANIES FOCUS ON?](#)

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