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

Survey Monkey – What is Employee Engagement
What is an Engaged Employee?
AN ENGAGED EMPLOYEE IS...

- MOTIVATED
- PRODUCTIVE
- ENTHUSIASTIC
- COMMITTED
- IN LINE W/ COMPANY VALUES

Survey Monkey – What is Employee Engagement
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

Survey Monkey – What is Employee Engagement
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?