How to engage employees in 2017

When it comes to employee engagement, old-school managers mostly think about decent remuneration and fringe benefits. Some of them don’t suspect that such thing can be crucial in the company’s development. That’s why 68.5% of all the employees in the USA still feel that they haven’t well-defined roles.

Now in 2017, the morale of workforce depends not only on the stability, high wage and career growth chance but also on the social factors as encouragement, recognition and personal education. Also, the role of **human resources management software** is not less important than the above elements of the successful talent involvement.

Why Engagement Matters: 5 facts

* When most of your employees are truly engaged, they demonstrate much better productiveness;
* 87% of the staff will stay in here if offered another position;
* High turnover rate caused by low percent of engaged workers leads to excessive expenditures;
* People who are aware of their contribution to the consolidated result care about their workplace and brand’s customers;
* They are motivated to improve quality of products and the customer service;

The Ways to Do More than a Rival

*1. Turn company’s success into a personal one*

One-third of a current workforce consists of millennials. The demands of the employees have changed: now they are more inclined to strive to a self-development and creativeness in their job. These people need more freedom and flexibility than the older workers, that's why they often change the workplace and the turnover replacement costs go up. Meanwhile, the compensation size isn't as substantial.

Human capital is one of the most precious things for a company founder, so it is worth considering providing employees with the inside into their great abilities to gain new skills and improve the old ones as well as give them these opportunities. And if not, they’ll leave for seeking better conditions to evolve. Subsidize education, organize professional development programs and encourage your people to expose their inmost talents.

*2. Change the work-life balance to the same name blend*

The remote work revs, so employees are getting used to working outside the offices. It means that their job gradually penetrates the personal life and it becomes a norm to spend some time on the job even during vacation. The divide between “work” and “life” tends to fade, leaving only “life” eventually. It is worth noting, employees are still able to take their minds off the work. The point is, the engaged people don’t take their job as something exhausting. Give your workforce flexibility and they’ll do more than you expect.

*3. Develop a company’s culture*

The company without a culture is a person without a charm. It entails both tangible thinks like dress code, working hours or hiring process along with something deeper like the atmosphere and employee's world view. In the firm with the elaborated culture, people feel unity and good vibes surrounding them. A special energy highly motivates them to work diligently and dedicate themselves to the team result. The efficient method to improve company's culture in 2017 is the integration of **HR** engagement **software systems.** They allow establishing the model of continuous feedback and tracking the staff’s opinions.

*4. Foster relationships*

It becomes harder to quit the job when you are working in a friendly environment. Even more complicated is the situation when you get on well with the manager. Experts recommend socializing with candidates before make a final decision whether hire this person or not. Mutual aid, goodwill and cohesion are the determinants of the employee engagement.

*6. Work on the recognition*

It is much more important for employees to feel recognized in the professional community than a decade ago. If people don't see that their contribution really matters and they're indispensable members of the team, they will very likely begin to search for a place where they will be evaluated. Leaders should pay attention to the appreciation of the subordinates and show that a company really cares about them.

**HR Software** Allows to Get Ahead

**HR soft** is being improved during the years and it’s not very wise to ignore those innovations. Let us consider the advantages which such programs provide companies with:

* Monitoring of the salary levels and eradication of gaps in pay as a result;
* Tracing the productivity, turnover and customer’s satisfaction;
* Engagement and recognition improvement;

The main trend of the nowadays is an emergence of new mobile **hr software programs** which are simple to use by any employee. Most of them are connected with polls and surveys, anonymous social networking and feedback.

In the other words, workforce analytics and employee engagement programs more and more become dependent on **human resource software.** Why not take this advantage and succeed in the talent management?