

Employee Engagement Today

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- Many global firms consider employee engagement to be their top business priority. Through which business concept with uncertainty and business industry solutions (Gardner et al., 2010 p.46).
- British (BMA), THE states increasingly organisations and their public relations communications are recognising the importance of doing properly. Several case studies with employees. Internal communication is important for building a culture of transparency between management and employees, and to engage employees in the organisation's priorities.
- Employees are the most valuable asset in any firm. Companies also get the best out of their workforce are. Similarly the area which occurs an edge over the competitors. (Journal of Development and Learning Organisation, 2014 p.24).

Why should your employees be engaged?

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Starting an employee engagement program is not a simple task. It requires a lot of time and effort. However, the benefits of a well-implemented program are worth the investment. Engaged employees are more productive, more committed, and more likely to stay with the company. They are also more likely to go above and beyond for the company, and they are more likely to be happy and satisfied with their work. In short, engaged employees are the key to a successful business.

Conclusion

Today it is evident that employee engagement increases productivity within an organisation and therefore increased levels of it will see the leisure and events industry grow.

Questions

Sunday Times Best 5 places to work- 2014

70,000 people: 2400 employees

(Employee engagement is key at Lloyds. "They believe passionately that it is the prime factor in their success." Lloyds was ranked 24 years ago with 40,000 employees. "They say they will make happy customers and happy staff members, and each in the left." "Cling" innovative and creative. (Lloyds Bank, 2014)

2) Admiral Group: 5200 employees

3) H&M: 7000 employees

4) John Lewis: 3100 employees

5) B&W Leisure: 500 employees



Implementing Employee Engagement

In order to implement a successful employee engagement program, it is essential to have a clear understanding of the concept and its importance. Employee engagement is a state of mind where employees are committed to their work and the organization's goals. It is a key factor in determining the success of an organization. To implement a successful program, it is essential to have a clear understanding of the concept and its importance. Employee engagement is a state of mind where employees are committed to their work and the organization's goals. It is a key factor in determining the success of an organization. To implement a successful program, it is essential to have a clear understanding of the concept and its importance.

Defining Employee Engagement

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- Numerous definitions exist for employee engagement which every author has their own unique meaning and explanation of.
- Simultaneous investment of organization members' physical, cognitive, and emotional energies into their role performance. The presence of all three components represents employees' full absorption of themselves into role performance. (Jiang et al., 2015 p.4).
- Most stable definition has three elements including vigor, dedication and absorption. (CIPD, 2014).
- Internal/ External Environments.

References

1. Gardner, D. L., & Douglas, M. P. (2010). Employee engagement: A review of the literature. *Journal of Management*, 36(1), 1-14.

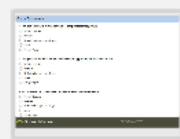
2. Jiang, L., & Zhang, Y. (2015). Employee engagement: A review of the literature. *Journal of Management*, 36(1), 1-14.

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Introduction

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- Throughout the last decade employee engagement is a concept that has become increasingly mainstreamed into management. (CIPD, 2014).
- Bhuvanashah and Ray (2014, p.62) describes how "Employee engagement can be seen in terms of a "Positive attitudes," "behaviour," and a "Psychological state."
- Common terms used for the context of employee engagement include:
 - * "going the extra mile"
 - * "feeling valued"
 - * "Passion for Work"



Categorizing Employee Engagement

Bhuvanashah et al., (2014, p.66)

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The diagram shows a central box labeled "The Employee" surrounded by four boxes: "Work", "Life", "Play", and "Learn". Arrows point from each of these boxes towards the central box, indicating that these four aspects contribute to the overall employee experience.



The Four Enablers of Employee Engagement

Employee engagement is a state of mind where employees are committed to their work and the organization's goals. It is a key factor in determining the success of an organization. To implement a successful program, it is essential to have a clear understanding of the concept and its importance. Employee engagement is a state of mind where employees are committed to their work and the organization's goals. It is a key factor in determining the success of an organization. To implement a successful program, it is essential to have a clear understanding of the concept and its importance.



Employee Engagement vs Productivity

According to Bhuvanashah and Ray (2014, p.67) There are three ways to manage engagement within an organisation:

1. Managing stress.
2. Promotion of employee wellbeing.
3. Facilitating self-management.

The 10 C's of Employee Engagement

Crim and Seijts (2006)



Future of Employee Engagement

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Case study

Google = HQ 1

Google is a company that is known for its high levels of employee engagement. The company has a strong culture of transparency, and its employees are highly motivated and committed to their work. Google's success is a testament to the power of employee engagement.

Why are Expedia employees so engaged?

Expedia is a company that is known for its high levels of employee engagement. The company has a strong culture of transparency, and its employees are highly motivated and committed to their work. Expedia's success is a testament to the power of employee engagement.

Expedia Awards

Expedia has won several awards for its high levels of employee engagement. These awards are a testament to the company's commitment to its employees and its success in creating a positive work environment.

References

1. Gardner, D. L., & Douglas, M. P. (2010). Employee engagement: A review of the literature. *Journal of Management*, 36(1), 1-14.

2. Jiang, L., & Zhang, Y. (2015). Employee engagement: A review of the literature. *Journal of Management*, 36(1), 1-14.

3. CIPD. (2014). Employee engagement: A review of the literature. *Journal of Management*, 36(1), 1-14.

Sara Campbell Ltd. (C)

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Contents

"Critically discuss why the interest in employee engagement has increased in recent years and provide examples of how employers have attempted to engage with employees."

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- Common terms used for the context of employee engagement include;
 - * "Going the Extra Mile"
 - * Feeling Valued
 - * Passion for Work.



**Why should your
employees be engaged?**

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Cowling and James (1994, p.55) highlight how
"Too many attitude surveys conducted within
companies indicate that staff are not fully
motivated, do not have confidence in their
leadership and feel that old bonds of loyalty
have broken down."



After a few months on
the job if an employee
is not noticed "going
that extra mile" all
extra effort is soon
eliminated and the
employees full
engagement will stop.



(Daniels, 2000 p.66)

Organisations seeking to achieve a competitive edge recognise that investment in the well – being of the workplace can have a positive payback which in turn engages employees.... Organisations that accept this area of concern have well developed initiatives to manage work force well being which can anticipate higher levels of performance.

(Pilbeam and Corbridge, 2010 p.414).

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- Make use of their own initiative
- Deliver a better service
- Allows Consistency
- Sense of belonging

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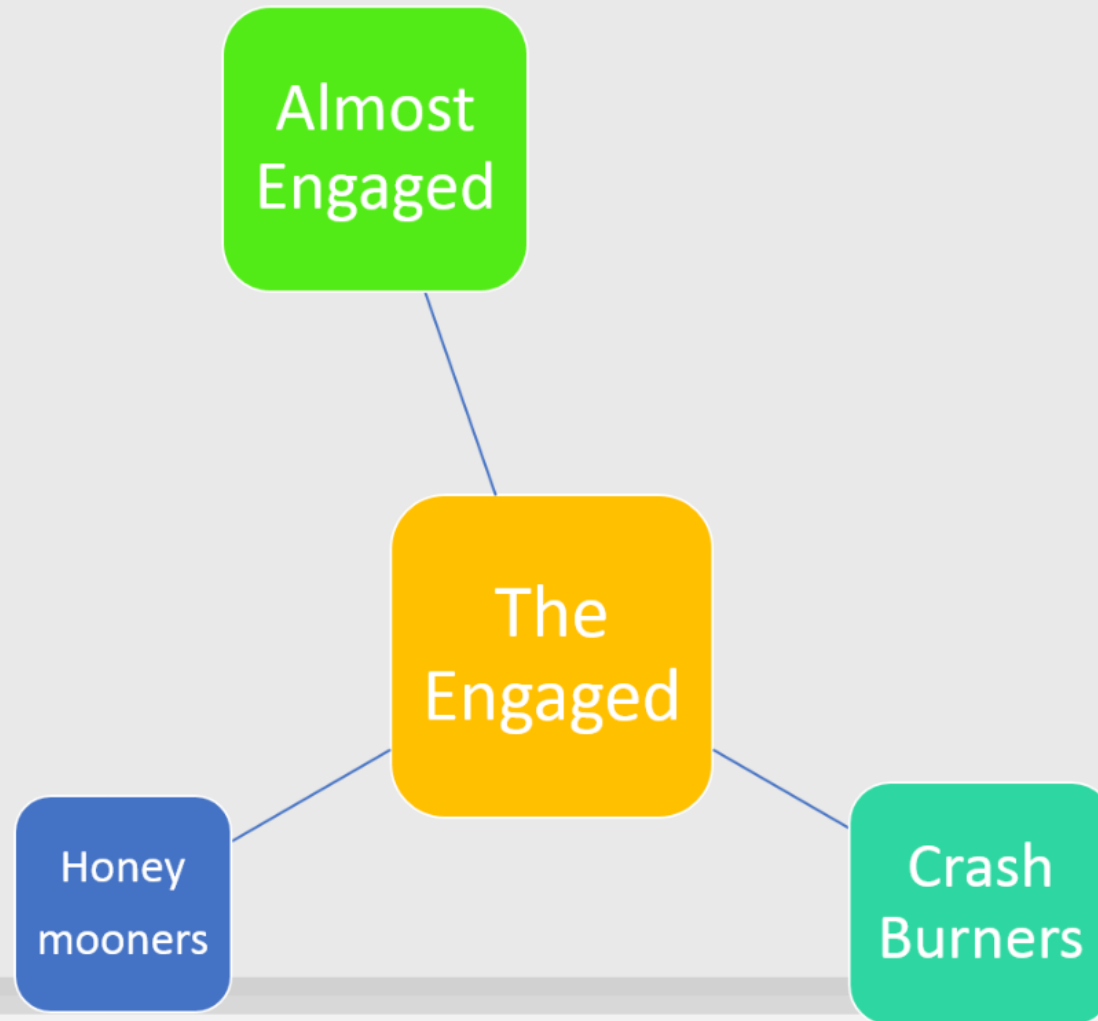
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Categorizing Employee Engagement

Bhuvanaiah et al., (2014, p.66)

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Employee Engagement Today

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- Many practitioners consider employee engagement a new human resource practice through which business can cope with uncertain and turbulent industry conditions. (Lee et al., 2015 p.84).
- Mishra (2014, p.183) states Increasingly, organisations and their public relations professionals are recognizing the importance of strengthening internal communication with employees. Internal communication is important for building a culture of transparency between management and employees, and it can engage employees in the organisation's priorities.
- Employees are the most valuable asset at any firm... Companies able to get the best out of their workforce are invariably the ones which secure an edge over the competition. (Journal of Development and Learning in Organisations, 2014 p.24).