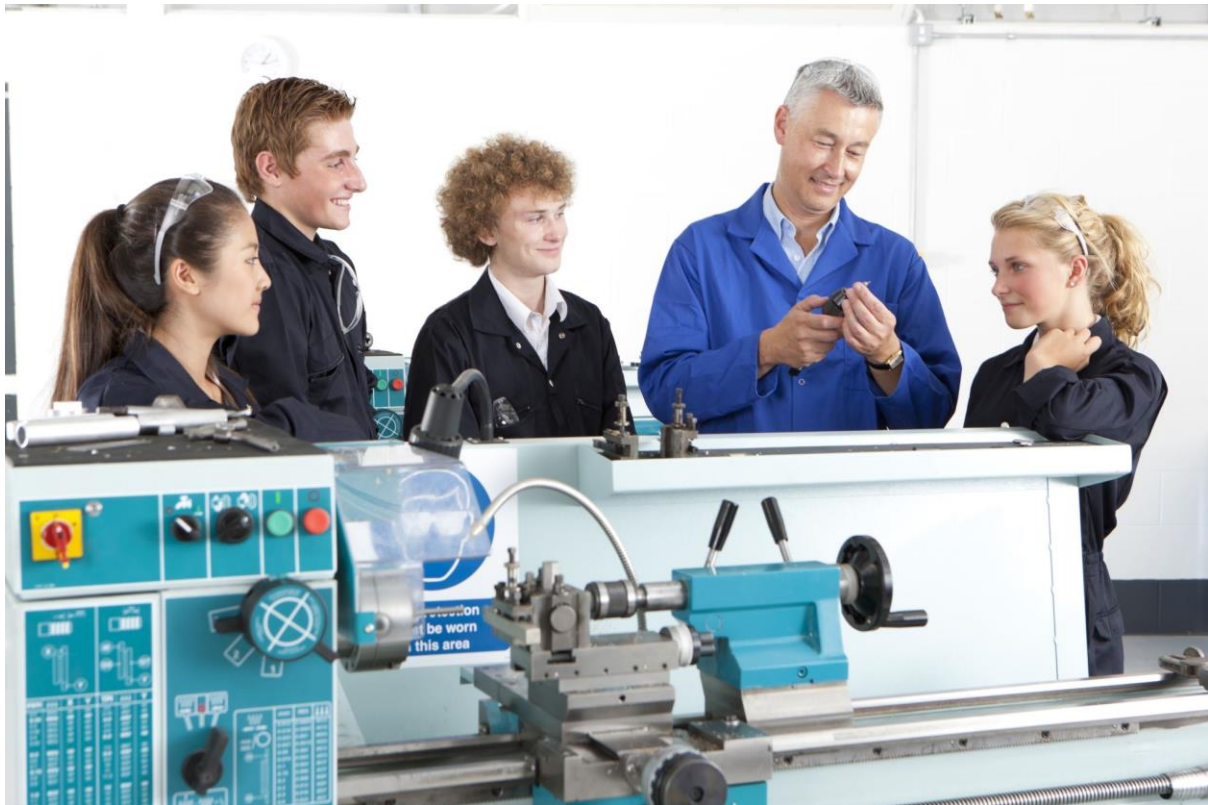


MANAGING PEOPLE

ASSIGHMENT 2 REPORT

REPORT TO CHIEVE EXECUTIVE ON IMPROVING THE LEVEL OF
EMPLOYEES ENGAGEMENT



MODULE: Managing People [LCBB5004}

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EXECUTIVE SUMMARY

What will cover the report? This report will cover brief explanation on HR professional practice on daily basis, and in challenge environment like the pandemic of COVID-19 and applying in practice.

Introduction:

In this report we will have a closer look to the HR professional practice, using a CIPD for the professionals. The different strategy in the HR and employee engagement.

Different ways of working do the COVID-19 pandemic and how the employee it engages with his organisation. How the organisation it implements a different working environment, and how to

implement an employee engagement, and to enhance the employee to the required level of performance. Evaluating and give value to the human resource.

SCENARIO:

The chief executive of the company attended an online meeting, where the concept that the engagement in the workplace can lead to improved performance, and employees' well-being was on the agenda.

The company has not attempted to measure employee engagement in the past but, in the light of the current pandemic and the new ways of working that have been adopted in the organisation, she is concerned that a low

level of employee engagement may impact on the company viability.

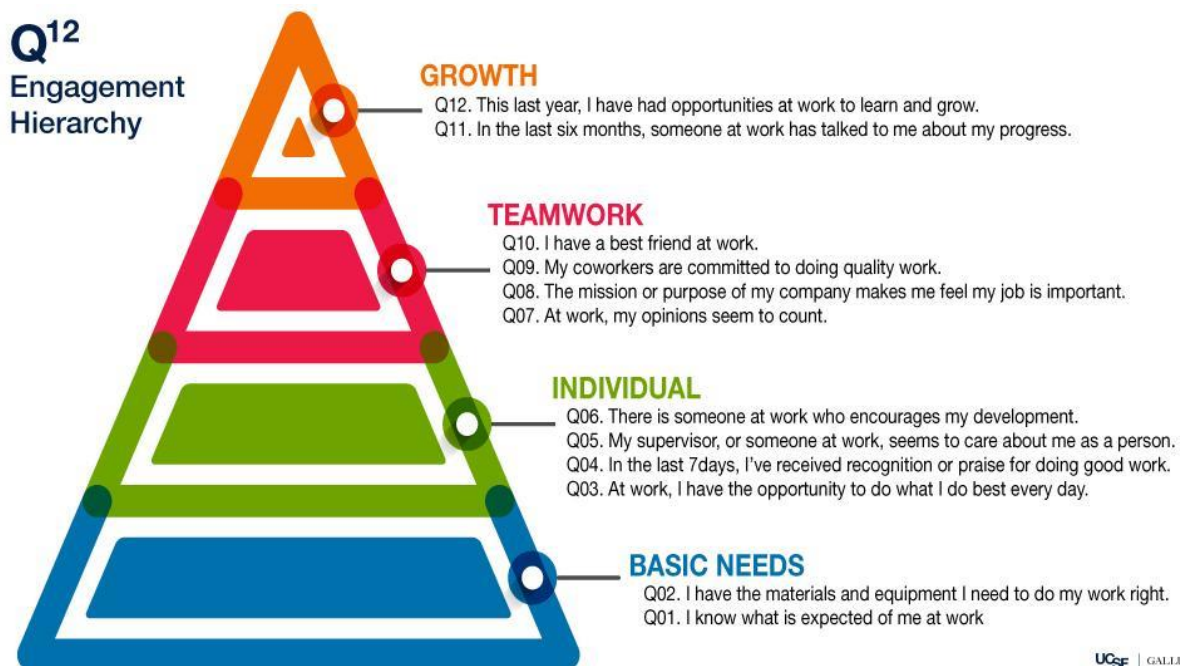
REPORT

Engagement in the workplace:

What is the engagement in the workplace? The definition of engagement in the workplace means to involve the employee to be enthusiastic and engage with their role in the organisations and individuals. emotional, with the organisations means to be emotional involve in your work, the company employee it engages emotional when they love what they do, and they are highly involve in the work process. They offer more of their capability and potentials. They do not work only for the monthly payment their work on the behalf on the

employer's goals. They are more productive, and they are more careful at work preventing, work accident and create a safety environment, often they come with new idea. If you engage the employee the sells it go up the service its be better, that means the happier customers. But the reality it is not so bright only one third of the employee it engages regarding a CIPD, we have and other type of engagement witch it is a cognitive engagement. What means that an employee it a cognitive engage? The employees its less involve and less productive they give a less effort in the work process, they feel more tired, they cannot perform well, and it is an unhappy at the company they do not put a so much effort, this type behaviours maybe it is a sign that they believe the company it gives

them more with what they can perform or other reason. those employees it is a sign for the company to take an action a think of the employee need may need to be retrain or provide a different environment or opportunity. The other employment engagement it is a physical engagement, what means that? This means an employee put into the job all his physical and mental energy to the job performance.



Gallup Q12 Survey

Companies on the top quartile on engagement



Drivers of engagement:

How important it is the performance in hour company? The employment performance its vital in hour company for success business operation. It is an important the employee to engage and perform well for the business successes.

Engage employee its more productive and bring to the company allots benefits, for this is an important to find a proper driver of engagement. The engagement its about the people the company need to make shore they provide a proper feeling in the employee. The employee needs to be treated with dignity and respect. The reward system it is a way to engage an employee, but it is a solution for a particular time, to create a good relationship with the employee and involve them in the company goals and objectives we need to propose a strong relation between the company and the employee. To achieve that need to be involve in the company activity how they are performed, make them feel valuable to be challenged and make them proud they work for our company, make them

feel valuable. Offer them different training to be promoted. The other drivers can be a fair pay rate, good working environment, and company culture, shows them they are important for the company. Create a good teamwork. We need to provide them with survey and ask them what they think for the company. Make them feel safety at work.



ORGANIZATIONAL Engagement Drivers



■ Personal Relationship with your boss

Is the relationship sincere and genuine?



■ Employee Development

What specific efforts have been made to improve personal and professional skills?



■ Coworkers and team members

What is their level of influence on co-workers?
Is it positive or negative?



■ Pride

This is self-esteem derived from association with the organization and team.



■ Career Growth

Are there promotional opportunities available to your employees?



■ Line of Sight

Do your team members understand the organization goals and their impact on results and success as an employee?



■ The nature of the job

Is it stimulating? Are individuals involved in and do they contribute to decision making?



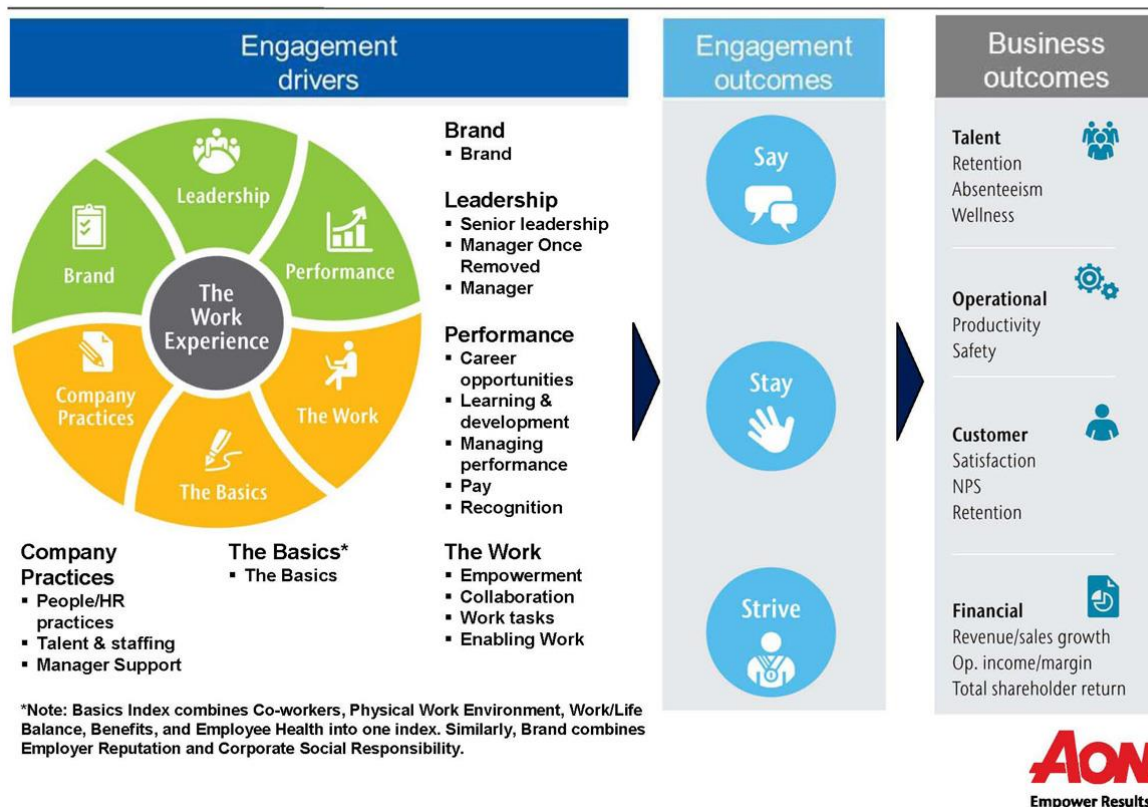
■ Trust and integrity

A result of showing care and concern for your employees' well-being.

Outcomes of engagement

The outcomes for the organisation can be a less money and sources, more satisfaction for the employee, healthier environment, more incomes for the company. Individuals outcomes like the feel more empowered, want to contribute, receive better incomes, increasing self-confidence, develop new skills and knowledge. The community outcomes new idea and solution, more creative, customer satisfaction. The employee may feel more healthier, happier, and motivate and make them feel more engage in the company goals and objectives. Happier employees it is a more productive and seems more engage and have a better performance.

Driver Categories of Engagement



Enhanced job engagement

How to enhance job engagement?

In this age we face the problem more employee its not engage at the job they

have. To prevent this, we need to provide to the employee a different option to improve their skills, otherwise we risk the company if the employee it is still not engages actively in the company, we risk the business and the stability on the company. To improve we can have a close look in different ways to make the employee more satisfy and engage. The satisfaction plays a vital role, in the company, a satisfy employee its more engage in the organisation. The research about job satisfaction indicates a personal factors and individual's needs, determine the attitude in the company, and in the group behaviours. A satisfy employee absent less from work, and if the employee its not satisfy may absent more and not been engaged in the organisation, the employee feel more stress, disrupt the

co-worker and looking continually for other job. However, the high level of satisfaction does not mean a high level of performance, a person with high level of commitment its likely to see herself like member of the organisation. A person with less satisfaction sees himself like an outsider, a more often express the dissatisfaction. We can use a different tool to increase a satisfaction in the company like a, team collaboration tools help the employee communicate more effectively, organise meetings, survey and one to one conversation, organise individuals support and provide a different training program. Using a different tool like Zoom, Microsoft team.

				
Meaningful work	Hands-on management	Positive work environment	Growth opportunity	Trust in leadership
Autonomy	Clear, transparent goals	Flexible work environment	Training and support on the job	Mission and purpose
Select to fit	Coaching	Humanistic workplace	Facilitated talent mobility	Continuous investment in people
Small, empowered teams	Invest in management development	Culture of recognition	Self-directed, dynamic learning	Transparency and honesty
Time for slack	Modern performance management	Inclusive, diverse work environment	High-impact learning culture	Inspiration
A focus on simplicity				

PERFORMANCE IMPROVE

How to improve the performance?

The first to improve performance we need to investigate the underperformance issue, organise a meeting one to one or on some of the tools provided online for meeting like Zoom or Microsoft, the employee underperformance may have a reason outside the organisation, like some personal issue, be kind and patient, let them express them self and offer a

solution. Foster a positive environment boosts the team moral this can have a positive impact on the company. Make sure the employee avoids activity non-work related. Provide a training often and continually improving the skills and knowledge, make them feel valuable for the company. Manage the performance can give you a continually grow. Support and guide them to the process. Manage the performance and often give them chance to express them feeling about the company. Happy employee its more engaged





Measure performance engagement

How can we measure performance engagement? The one of the tools to measure a performance it is a survey, feedback, recognition, happiness,

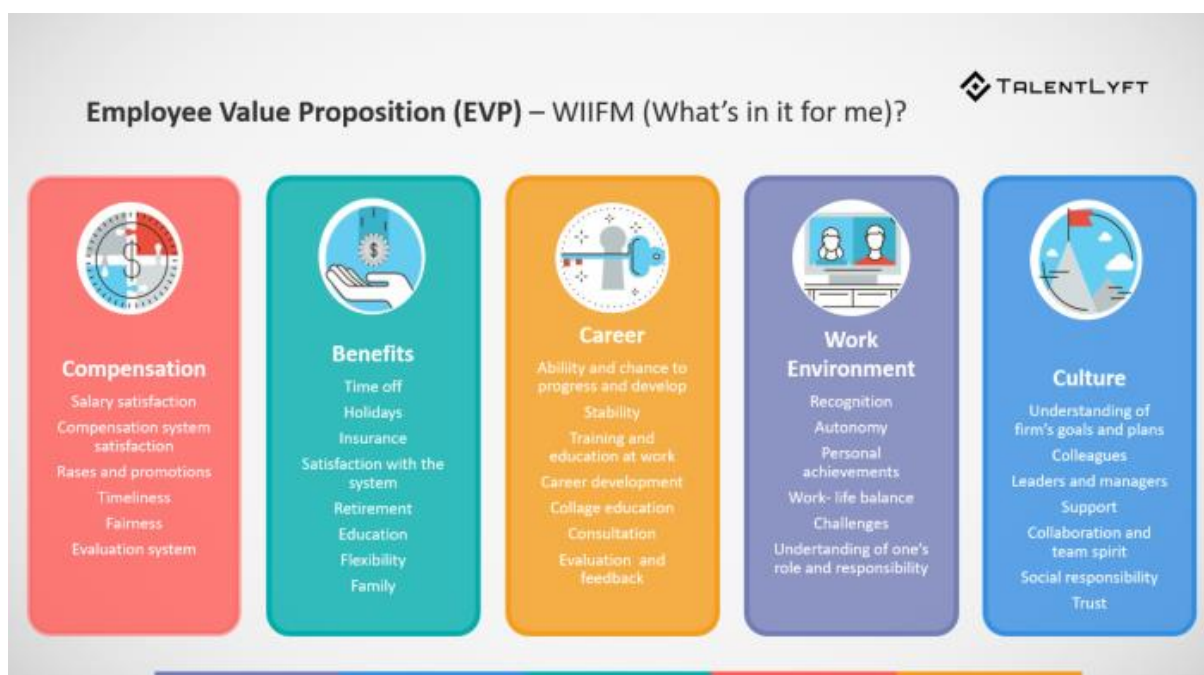
relationship with peers, manager relationship, Personal growth, Alignment, satisfaction. The employees who believe that the manager its concern about them, as a person not only employee make them more productive and satisfy. That means satisfy employee equals to happy customer and profitability for the company.



Employee value proposition and strategy

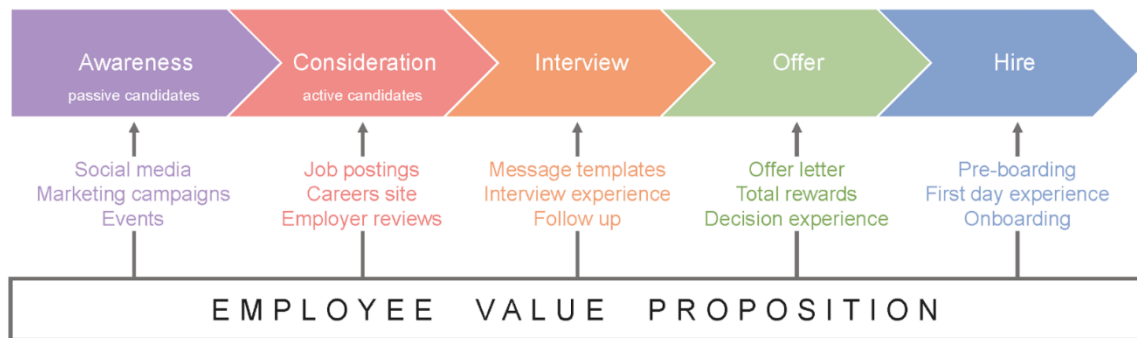
What is the employee value and proposition? The employment value and proposition mean, EVP it refers to the combination of rewards and benefits, to the employee in return for their work and skills. Create a flexible working hour, adoption of communication and engagement of software, customize a benefits package and rewards. Digital programs for cultural orientation. That means from the beginning you promise something on your employee in return for their commitment. For strong EVP need to have in the company different ways to provide a stability to the employee, and different working ways give them chance to work flexible or from home if it is possible. Like that you can give them a work life balance. And respect your

employee it says allot for the company culture, and core value and beliefs. Talk to the employee before to be hired let them express what they expect from the company, and if you decide to promise some benefits than always keep your promise.



EVP Communication Channels

Communicate your Employee Value Proposition throughout the recruiting journey



COVID-19 and engagement

Due to the COVID-19 pandemic the company already implement a different rewards and engagement. During this time, it is very critical because the company need to add a new policies and new ways of working. To avoid a mistake, we need to communicate on time with the employee in a transparent manner, to avoid confusion to the changes and improve overall wellbeing and experience

of the employees. The many tactics used to implement changes to the COVID-19. One of the tactics it is to work from home in a flexible hour, the company use a digital platform to keep do their work. This can be cruel for the company because seems the employee its less engage with their job, they cannot concentrate on their work and often been stress, they are not shore about their salary or they feel more stress and cannot concentrate on they work and come less engage. To prevent this, we need now then ever to be connected to those employees communicate often with them, provide a motivational talk, lecture, and boost their moral, give them a voice and make them feel valuable even now. Show them you care for them and keep to courage them.

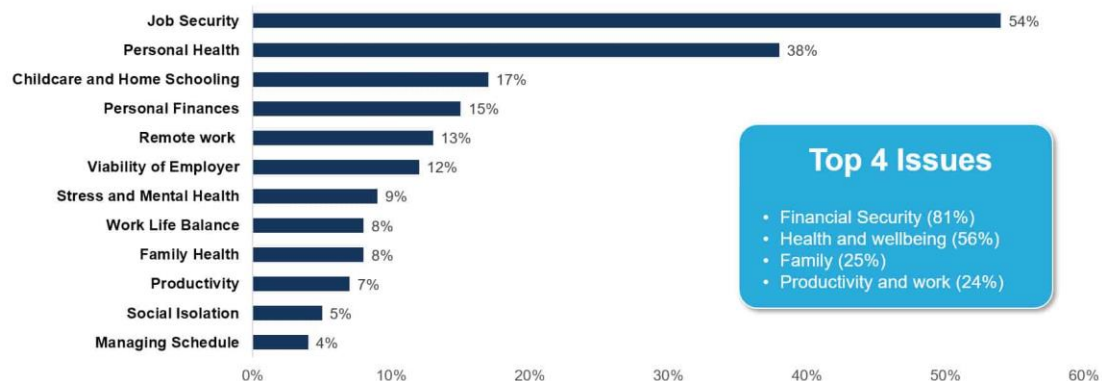
Use the top issue to support them and make them more engage.

Top Issues On Employees' Minds

COVID-19
PULSE OF HR

joshbersin
cultureX
STEAM

Top Issues Weeks of April 1-18, 2020



Online survey conducted by CultureX and Josh Bersin between March 11 through April 5. By role, the sample consisted of CEOs (21%), HR VPs, directors, or managers (52%), HR specialists or business partners (18%). Organizations with more than 10,000 employees represented 21% of the sample, 1,000-10,000 (31%), 200-1,000 (23%), and fewer than 200 employees (24%). Information technology (21% of responses), professional services (14%), and financial services (9%) were the most common of 19 sectors represented in the sample.

joshbersin

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New ways of working

The new ways of working it is a work from home on a flexible hour or if you be in the office, follow the government guide and keep a distance, wear a face cover, and if its possible work from home. Make shore the working place it is a health and safety.

Invest in retraining the people to develop a new skills and knowledge. Give them a opportunity to chose when they won a work. Have a call centre for the customer and use a online platforms for suggestion and opinion from employee and customer, keep a communicate constantly.

Conclusion

The conclusion it is the HR professionals need to keep a communicate a with the organisation and employee, make shore the wellbeing of the two side it has been maintain closely, support the employee and give them an opportunity to express themselves, support them and try to engage them if you want to have a success busines. Always be kind and treate them

with respect and fairness. Give equals opportunity to everybody in the organisation and treat them equal like that you receive in return a happy and engage employee.

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