
PRESENTATION: EMPLOYEE ENGAGEMENT BMIH4006 OPERATING HOTEL FACILITIES

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INTRODUCTION

- The company's success and productivity are proportional to the calibre of its employees.
- If workers are to do their jobs well through the procedure, they need to be pleased, managed, and supported in ways that increase their level of engagement both the company's owners as well as the company itself.
- Company success depends on fostering a devoted workforce and a productive work environment.
- Within a highly competitive corporate environment is employee involvement the principal tactic for getting an advantage over the competition.

IMPORTANCE OF EMPLOYEE ENGAGEMENT

- When employees are more invested in their work, productivity rises.
- The level of staff participation may be enhanced to improve the happiness of customers.
- That company would retain on board just the best skilled workers (Lencioni, 2021).
- Participation from staff members is beneficial to the culture of a company.
- Achievement may be inferred from the existence of participation in a certain activity.

EXAMPLES OF BEST PRACTICES TO ENGAGE EMPLOYEES FROM THE HOTEL INDUSTRY

- Encourage and aid in the process of growth and advancement.
- Encourage a good work-life mix and make a commitment to enhancing the health and very well of your employees.
- Recognize and thank the hard work of the staff.
- Offer a Time Frame That Is of Equivalent Value As Compensation
- Organize Exciting Competitions

EMPLOYEE ENGAGEMENT STRATEGIES

- Using reward and recognition programmes as a technique of motivating staff employees to do more work
- The establishment of both a intrinsic as well as an internal incentive structure for these kind of personnel in order to promote an effective flow of information or engagement from of the top of a firm to its bottom in order to maximise productivity (Kruse, 2020).
- Training opportunities for employees who wish to further their professions.
- The extent to which employees are involved in the activities of the organisation is a factor that affects the overall success of both the organisation and the employees who work there.
- If it is managed properly, this may assist increase not just the productivity of the organisation but also the productivity of each individual member of the workforce.

EMPLOYEE ENGAGEMENT PRACTICES

- Establishment of a staff that is representative of the company's many backgrounds
- It is critical for workers to have the sense that their contributions are valued and that they are given some say in the routine activities of the organisation.
- A deeper understanding of employees, the challenges and needs of the workplace, as well as the expectations of those individuals themselves (Kruse, 2019).
- Employee engagement practises. Assessing the existing levels of engagement may assist determine what aspects are successful and which might need some tweaking

WAYS LEADERS CONNECT WITH EMPLOYEES

- Getting the personnel up to speed with the overall mission of the company
- Creating communication process within the firm that is able to go in any way within the organisation
- Give the employees of the organisation access toward an inclusive environment through which they can collaborate and share ideas with one another in order to foster a climate that is conducive to both of these activities (Kocherlakota, 2020).
- Contacts on such a One-to-One Basis
- Demonstrate value, demonstrate empathy, and exercise freedom.
- Fill up the Space with Effective Communication. Communications is among the most crucial and vital components of the connection that exists between an employee and a supervisor.

CONCLUSION

- On just a larger scale, the extent of participation of the an organisation 's employees is viewed as a potent differentiator between business owners those are failing versus those that are flourishing.This is because the extent of participation of an organisation 's employees is considered to be integral part of that organisation's success.
- This is essential that this strategy be implemented in a manner that is simultaneously comprehensive and effective in order to guarantee the future financial success of the organisation (Kelleher, 2018).
- It is to the advantage of the company to have a workforce that is not just skilled but also committed to elevating the level of productivity achieved by the team as a whole.
- The crucial component in influencing a person's level of general happiness and satisfaction is the extent to that they are involved with their line of work, the organisation for that they are working, and the individuals with and who they collaborate on projects.

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