

## **Are Your Employees Engaged?**

How much does the attitude of your employees affect your business? Are you aware of your employees' attitudes towards work? How do you measure their levels of engagement?

Several studies have shown that employees who are engaged and enthusiastic about their jobs, deliver higher performance and are more quality oriented and more productive. One study in particular showed that 90% of employees at the world's most admired companies identified their organisation as very effective in fostering high levels of employee engagement.

If employees are engaged, their attitude is likely to be more positive and this can be achieved by ensuring that people have a clear understanding of what is expected from them, complying with policies and procedures, understanding what matters to their customers, understanding how they influence business performance and being accountable for the work they produce.

Successful organisations often consider reshaping their internal culture so that employees are engaged and are using their talents in a sustainable way. This involves holding people accountable, managing individual performance, transferring best practice across the business, resolving issues promptly, demonstrating an interest in employee well-being and dedicating sufficient time to the people aspects of their jobs, training and developing employees, building trust, recognising positive employee contributions and celebrating success.

Positive attitude and culture changes are usually leadership driven, communicating the case for change, managing risk and using facts to inform their decisions and demonstrate company values, objectives and ethics.

### **Achieving positive employee engagement**

Grapevine HR can give you practical suggestions that include giving your employees a voice via regular meetings; understanding what motivates your employees; demonstrating your principles in promoting equality and fairness; recognising the process of 'the bargain' at work and being conscious and acting upon factors that limit engagement.

AND we can show you how to put these ideas into practice so that improved employee engagement will result in improved business performance, resulting in a win-win situation for all involved.



“Putting the Human into Human Resources”

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Alternatively if you have any HR matters within your business that you wish to discuss in confidence, please call for a 30 minute consultation that will only cost your time.