4 Tips to Elevate the Employee Experience

1. Start the employee journey on a positive note

2. Rethink your leadership strategy

3. Create feedback loops that nurture a culture of high performance

4. Unify your efforts with a single HCM platform

Learn more

Copyright © 2022 Oracle and/or its affiliates. Oracle, Java, and MySQL are registered trademarks of Oracle and/or its affiliates. Other names may be trademarks of their respective owners.

4 Tips to Elevate the Employee Experience, T alentBoard, February 2021.
4 Tips to Elevate the Employee Experience, Oracle + T alentCulture, March 2022.
Back in the Driver’s Seat: Employees Use Tech to Regain Control, AI@Work: 2021 Global Study, Oracle + Workplace Intelligence, October 2021.

It's imperative for organizations to proactively seek regular feedback from employees to inform their employee experience strategy—especially with much of the workforce working remotely or in a hybrid work arrangement without in-person connections.

Communicate with (32%)
Training and developing their teams (16%)
Cultivating feedback and inclusive work culture (14%)

American workers believe their direct manager could benefit from additional training in the following areas:

- Communication skills (41%)
- Training and developing their teams (38%)
- Managing team performance (35%)
- Cultivating a positive and inclusive team culture (35%)

Creating an employee experience driven culture begins when attracting and engaging prospective employees. HCM technology that’s supportive and makes applying for a job simple, easy, and intuitive will give candidates that all-important positive first impression.

57% of US employees say that their managers could benefit from additional training, so it’s not surprising to learn that 84% blame poorly trained managers for unnecessary work and stress.

5.1x more likely to engage and retain their employees, and highly engaged employees perform better.

Companies that create a culture where the employee experience is the #1 priority are 5.1x more likely to engage and retain their employees, and highly engaged employees perform better.

87% of respondents believe their company should be doing more to listen to the needs of their workforce.

To improve the employee experience, organizations must help their leaders close critical skills gaps. American workers believe their direct manager could benefit from additional training in the following areas:

- Communication skills (41%)
- Training and developing their teams (38%)
- Managing team performance (35%)
- Cultivating a positive and inclusive team culture (35%)

78% of employees say that the employee experience is more important than salary considerations when choosing an employer and place of employment. Work is becoming much more than a place to work, and companies who offer a positive experience might have an advantage in attracting and retaining the best candidates.

32% of candidates said that they wanted more information about company culture, with 16% withdrawing from the recruitment process because the culture wasn’t a fit.

5.1x more likely to engage and retain their employees, and highly engaged employees perform better.

1. Start the employee journey on a positive note

2. Rethink your leadership strategy

3. Create feedback loops that nurture a culture of high performance

4. Unify your efforts with a single HCM platform

Learn more

Start the employee journey on a positive note

Integrated HCM solutions that draw from a single, comprehensive source of people data can enable HR leaders to provide a more engaging and personalized employee experience.