

Employee Engagement: The Insiders' View



Oracle's Simply Talent study has found that the people most likely to make employees working in Europe feel engaged are their peers, not their line managers. As for HR teams, employees say they have almost no impact on their engagement levels.

It's time HR teams take ownership of employee engagement and enable human capital to drive business performance.

AN ENGAGED WORKFORCE IS GOOD FOR BUSINESS



56%

say feeling engaged makes them more productive



37%

say it makes them less likely to look elsewhere for jobs



35%

say it helps them have more creative ideas on what their company can improve

BUT ONLY 35% OF EMPLOYEES SAY THEY FEEL ENGAGED MOST OF THE TIME

WHO HELPS EMPLOYEES FEEL MOST ENGAGED?



42%

say it's their peers



Only **21%**

say it's their line managers



Just **7%**

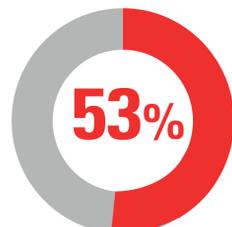
say it's their business unit managers

WORRYINGLY, ONLY 3% SAY HR HAS THE MOST POSITIVE AFFECT ON ENGAGEMENT

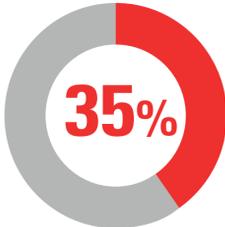


HR SHOULD DEMONSTRATE THE VALUE THEY BRING TO THEIR BUSINESSES AND EMPLOYEES

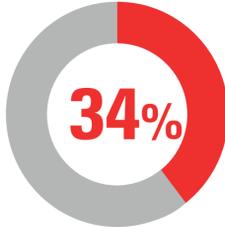
EMPLOYEES ARE CLEAR ON HOW MANAGEMENT CAN MAKE THEM ENGAGED



say recognition for their achievements boosts engagement



want help understanding their contribution to the company



want the opportunity to work on exciting projects

BUT BUSINESSES AREN'T GETTING THE MESSAGE



EMPLOYEES DEMAND PROACTIVE AND TAILORED MANAGEMENT

WHAT EMPLOYEES WANT...



want a more proactive management style from their bosses



would like a personalized approach that treats them as individuals

...MANAGERS FAIL TO DELIVER



believe their company is proactive at engaging with them



believe their company understands them and treats them like individuals

RE-ENERGIZING EMPLOYEE ENGAGEMENT



Businesses that can match their management style with the expectations of today's workforce will quickly attract the brightest and the best - and in the process boost productivity.

HR has a critical role to play, providing managers with a more up-to-the minute view of their employees and helping to create a personalized and rewarding approach to management. What better way to demonstrate the value of HR to employees, while showing the board how it can affect the all-important bottom line?

Oracle.com/SimplyTalent