



Don't Lose Top Talent!

Tips to Improve Employee Experience



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Is your best talent leaving you?

If you felt like holding onto your employees was more challenging this year, you're not alone. According to research conducted by our HCM technology partner, isolved, the majority of HR leaders say retaining talent was more difficult this year over last.¹ In today's competitive job market, job seekers have the upper hand. If employers aren't providing sufficient salaries, plenty of perks and engaging experiences, top talent will look to jump ship. We also found that...



52%



of employees were tempted to leave their jobs this year.²

This trend is part of the larger and highly cited economic phenomenon known as the Great Resignation. **Employees are resigning from their jobs at unprecedented levels.** Widespread burnout, a change in workers' priorities and competitors with larger budgets are all contributing factors.



49%



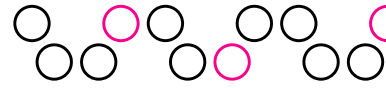
of HR leaders say their organization has been negatively impacted by the Great Resignation.¹

1. isolved's Transforming Employee Experience 2022

2. isolved's Embracing 2022's HR Trends

Next up: *Employee Experience to the Rescue*

Employee Experience to the Rescue



Forward-thinking HR leaders are taking a proactive approach to improve retention rates by setting their sights on employee experience (EX). While **three-quarters of HR leaders rate their organization's current EX as good or outstanding**, they feel there's room for improvement. In fact, 83 percent are making it a priority this year.¹

When it comes to their organization's EX, HR leaders and employees view things differently...

That's good news since there is data to support that employees don't view their EX as favorably as HR leaders do. Only **59 percent of employees rate their organization's current EX as good or outstanding**. And 41 percent say their employer hasn't done much to indicate they are prioritizing it.²

HR Leaders – 75% rate theirs as good or outstanding (83% are making it a priority!)¹

Employees – 59% rate theirs as good or outstanding (41% say their employer does seem to be prioritizing it)²

Coming Up Next: *Looking to improve EX?*



Looking to improve EX?

Give employees what they want.

Focusing on the EX is a surefire way to boost retention, assuming you're providing workers with what will engage them. According to the research, here's what employees are looking for from their employers:



- 1 Have more team meetings** – Employees want to feel like they are a part of a team and that their voice is being heard. That's likely why 43 percent of the employees say team meetings help keep them engaged.¹ Want to boost their efficacy? Hold them in person. Perhaps a result of COVID-19 lockdowns and the rise of virtual meetings, employees crave in-person events. In fact, 39 percent say that's what engages them.¹

- 2 Support a culture of learning** – Nearly a quarter of employees say learning opportunities would help them feel engaged.² Learning management systems make training for all employees accessible and trackable. Employers can customize learning paths and content for different groups or teams, while employees can access the courses online, and at their own pace.

“Demonstrating a commitment to your employees by providing access to tools to **help them grow and develop** builds a deeply connected workforce and boosts retention rates.”



Looking to improve EX?

There's more...

3 Provide resources that promote collaboration – With the popularity of remote and hybrid work, many employees feel they have lost the ability to connect with coworkers. Fourteen percent say that the top way their employer can engage them is to provide collaboration tools for more effective communication.¹ Employee engagement platforms provide a place for employees to share, connect and learn through collaboration.



4 Prioritize wellness – Burnout is real. Seventy-five percent of employees have experienced it over the last year.¹ Providing resources to support your employees' well-being shows employees you care and works wonders in boosting engagement. Employees say wellness offerings like yoga, meditation and stress reduction keeps them engaged.²

5 Provide technology that's easy to use – Every interaction an employee has with their employer impacts EX. Employees crave simplicity when it comes to completing HR tasks like onboarding, accessing pay stubs, electing benefits, taking learning management courses and collaborating with co-workers. In fact, 12 percent of employees say they would like their employer to engage them by increasing the amount of self-service HR tools.¹

“Employees expect the technology they use at work to perform like the technology they use at home.”

1. Isolved's Embracing 2022's HR Trends

2. Isolved's Voice of the Workplace 2021

What's the key to keeping your people?

In the current employment landscape, everyone's attention is focused on employee retention. After all, an organization's success is dependent upon the people it employs. The key to keeping your people is keeping them happy. These tips will help you create a positive EX that follows the employee's journey within your organization so you can build a deeply connected workforce.

Learn more about how we can help you employ, enable and empower your workforce today.

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