

EMPLOYEE ENGAGEMENT



is a measure of how **SATISFIED** employees are and is indicative of the right conditions that enable **PRODUCTIVITY** within the workplace.

--components of employee engagement--



leadership



motivation



organizational
culture



management

Many organizations are facing **CHALLENGES** in engaging their employees and meeting the **GOALS** of the organization.

In order to accomplish these goals, a company must understand...

1. the **CHALLENGES** employees face



2. the **NATURE** of the work



3. the **ABILITIES** of employees



MEASURING EMPLOYEE ENGAGEMENT



currently measured with
OLD SCHOOL methods



with
ONCE-YEARLY
surveys

These annuals survey fail to capture the

ESSENCE

of engagement, the intrinsic motivation factors
that drive people



passion

soul



reflection

Existing surveys have captured data
points to categorize employees
into the following groups



actively
engaged



lowly
engaged



disengaged

CURRENT STATUS OF EMPLOYEE ENGAGEMENT

In 2015, according to Gallup

ONLY

31%

of American employees are actively engaged

79%

of HR executives believe that their organization has a significant retention and engagement problem.

75%

of HR executives say that they are struggling to attract and recruit the right people for various positions.

For millennials, who are increasingly entering the workforce, the situation is even worse...

ONLY

28%

of millennials are actively engaged

BENEFITS OF EMPLOYEE ENGAGEMENT



Profitability

Gallup study from 2013 has shown a 12% increase in profitability over competitors when employees are engaged

Customer satisfaction

has shown an increase of 12% over competition according to Gallup



Productivity

There is a 13% upswing in productivity when employees get satisfaction from their work and work towards achieving both personal and organizational goals

Earnings per share

28% increase in earnings per share as all efforts in the organization are geared towards achieving the overall mission of the company



FACTORS THAT POSITIVELY INFLUENCE EMPLOYEE ENGAGEMENT

In order to have highly engaged employees, it is important to understand how various factors impact engagement



Work itself, the flexibility and inclusion in the workplace the leadership and management environment and the people's ability to learn.

Employers should communicate a clear purpose behind the reason for engaging employees especially fast-growing companies that need employees to perform to the highest levels.



Engagement should not be seen as something that a company does but part of a company's mission and vision

A company should have a mission statement that specifies how the work gets done within the organization. This is likely to have an influence on organizational culture and therefore have the probability of registering more meaningful results.

THE ZINDA JOURNEY

SOLUTION



Journey is an employee engagement platform that is tailored for inspiring employees to achieve both their personal mission as well as corporate mission.

Journey platform provides real time engagement opportunities and engagement tracking for organizations. Employees can connect their passion through Journey

SMART Objectives

By aligning employee personal goals to corporate goals and identifying, tracking and rewarding the actions and behaviors that are most meaningful, amplified by social and gamification for various company initiatives including



Culture and Mission



Corporate Responsibility



Wellness



Enterprise Agility

It is a

WIN - WIN - WIN

for companies, employees and communities. This is achieved through mission alignment as a trigger to achieve transformation and sustainable innovations.

The Journey platform is data driven and uses unique 'AI First' platform approach, enabling real-time and predictive engagement indicators that detect trends and patterns that can used to guide future transformation initiatives.



Journey has a customizable gaming interface that enables employees to learn and achieve various levels. The gaming experience has a rewards redemption solution that provides a seamless way to translate employee action to tangible rewards.

The platform has ease of use to ensure easy engagement and participation. It is cloud-based, mobile and secure and enables instant deployment and user on-boarding. Use Journey from Zinda.xyz to ignite your employees' passion and unlock your company's potential and achieve its mission.

