

# WHY IS EMPLOYEE ENGAGEMENT IMPORTANT?

Understanding and **acting on employee engagement** is **critical to boosting employee performance** and your bottom line

Engaging people has become even more of a business imperative as the economy recovers. Our research demonstrates that motivated employees deliver greater productivity, better customer service, more innovative solutions and superior quality products and services. On the other hand, **each disengaged employee costs an organization more than \$10,000 in annual profits.**

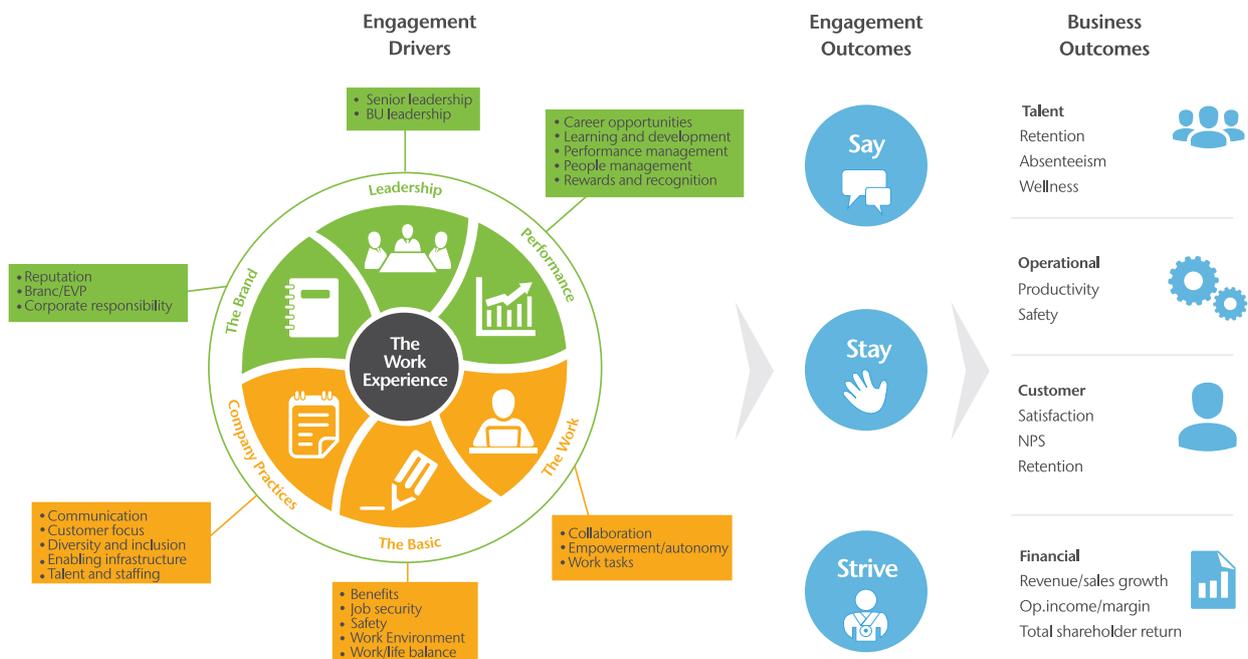
Understanding the engagement levels in your organization, knowing what motivates your employees and how these factors vary across different populations in your organization can deliver competitive advantage.



## How do we **recognize** engaged employees?

**AT AON HEWITT WE BELIEVE THAT EMPLOYEE ENGAGEMENT IS ABOUT CREATING AN ENVIRONMENT THAT ACTIVELY ENGAGES THE HEARTS AND MINDS OF EMPLOYEES.**

Our research shows that engaged employees: **Say** consistently positive things about their organization, **Stay** with the organization for the long haul, and **Strive** to put in the extra effort needed to succeed. Understanding what factors (or drivers) directly affect these 3 behaviors is the basis of an engagement model. This allows you to identify the paths to enhanced engagement levels in your organization, so you can take decisions and act strategically.



## Aon Hewitt **Research & Database**

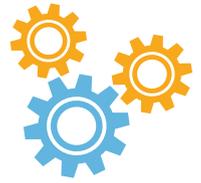
Our engagement database contains more than **8.6 million employee** opinions from **6,000 companies** in more than **120 countries** and across-section industries. Our research comprises of white papers with expert insights, our Best Employers comprehensive database that supports us in identifying the best in-class people practices and our partnerships with leading publications and institutions to showcase such insights.





# Our Engagement Tool: Voice-into-Action

One-stop-shop for all reporting and action planning needs



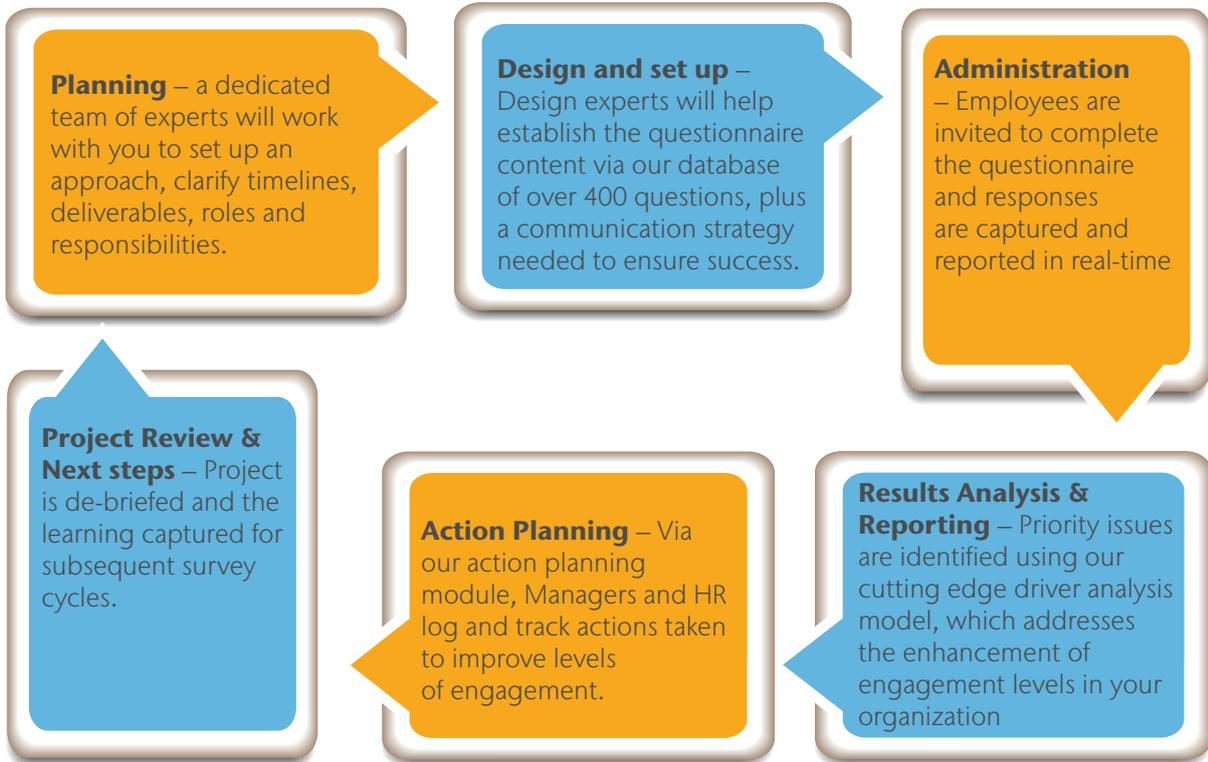
Our engagement tool, Voice-into-Action, will allow you to easily share and understand your engagement results, and facilitate the creation of best-in-class action plans including:

- ◇ Proprietary analytic techniques that allow you to link your engagement survey results to your historical information.
- ◇ Easily distributed survey results with multiple logins for different types of users (e.g. leaders or HR, managers, exports only) through the secure on-line tool, allowing fast delivery of reports.
- ◇ Interactive reporting tool allowing users to view various cuts of data within the defined demographic filters
- ◇ View and export unlimited reports into PowerPoint, PDF, or Excel in multiple languages.



## Aon Hewitt Approach

We work in partnership with you to tailor all aspects of the engagement strategy and survey process, however, there are typically six broad phases to an engagement project:



## Contact Us

**Khalid Youssef**  
Consultant

Aon Hewitt MENA  
T +971 4 389 6338  
M +971 50 181 0904  
E khalid.youssef@aonhewitt.com  
[www.aon.com/middle-east](http://www.aon.com/middle-east)

**About Aon Hewitt Middle East**

Aon Hewitt empowers organizations and individuals to secure a better future through innovative talent, retirement and health solutions. We advise, design and execute a wide range of solutions that enable clients to cultivate talent to drive organizational and personal performance and growth, navigate retirement risk while providing new levels of financial security, and redefine health solutions for greater choice, affordability and wellness. Aon Hewitt is the global leader in human resource solutions, with over 30,000 professionals in 90 countries serving more than 20,000 clients worldwide.

T +971 4 389 6300 | f +971 4 386 1690 | P.O. Box 10764 | DIFC, Currency House Tower 2, Level 5 | Dubai | UAE. [info.me@aonhewitt.com](mailto:info.me@aonhewitt.com)