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?

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.

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

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:

Planning – a dedicated team of experts will work with you to set up an approach, clarify timelines, deliverables, roles and responsibilities.

Design and set up – Design experts will help establish the questionnaire content via our database of over 400 questions, plus a communication strategy needed to ensure success.

Administration – Employees are invited to complete the questionnaire and responses are captured and reported in real-time.

Project Review & Next steps – Project is de-briefed and the learning captured for subsequent survey cycles.

Action Planning – Via our action planning module, Managers and HR log and track actions taken to improve levels of engagement.

Results Analysis & Reporting – Priority issues are identified using our cutting edge driver analysis model, which addresses the enhancement of engagement levels in your organization.

Contact Us

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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.

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