

# 7 ways core HR can play a big role in employee engagement

As an HR professional, do you think about how efficient processes, data access and visibility, and effective collaboration can drive engagement? These core HR areas may not seem glamorous, but they can be make-or-break factors in engagement; for example, 72 percent of employees report that they can't find the information they need within their companies' systems, according to Deloitte.<sup>1</sup> Organizations everywhere are pushing for a single system of record because they understand the importance of information and data in our digital world – and its critical role in engaging and motivating employees.

Here are **SEVEN WAYS** you can leverage core HR data:

- 1. CONNECT EMPLOYEES WITH MENTORS.** Mentors can provide career guidance, insight into workplace culture, emotional support, and inspiration. However, finding a mentor can be challenging. Today's social collaboration tools can help by connecting people in groups to share knowledge around common goals, interests, and aspirations. Such communities of interest make it easier to find and become mentors.
- 2. HELP EMPLOYEES GO BEYOND THEIR DAY-TO-DAY TASKS.** Engagement happens in part when employees feel like they have a chance to step up and lead. Make it easier for them to participate beyond their responsibilities, volunteer to lead, and assemble cross-functional teams with collaboration tools — and leverage a centralized database with comprehensive employee profiles to help them find the people and resources they need.
- 3. MAKE IT EASY TO ASK FOR TIME OFF.** As the line between work and personal life continues to blur, employees want more flexibility to cope with unexpected life and family events. A quick way to put in time-off requests and get them approved may seem like a small thing, but it can make a huge difference in an employee's willingness to put in extra effort. Intuitive, mobile-friendly time-off management tools help employees maintain work-life balance and get the flexibility they want, which in turn drives commitment to the organization.
- 4. CREATE A GO-TO COMMUNICATION CHANNEL.** What's going on around here? People get demotivated when they feel like they're the last to know a crucial bit of information. Providing easy access to relevant company news can address the need for fast, real-time access to information such as strategic initiatives, benefits enrollment, and other communications. With features such as a well-designed home page, intuitive navigation, and mobile alerts, you can do just that. When people feel informed, they're more likely to be engaged because they trust the organization and the leadership.
- 5. OFFER EASY AND RELEVANT INFORMATION ACCESS ON THE GO.** Employees are more mobile than ever, whether they're on the road for business or working out of home offices. Increasingly, employees access information on their mobile devices. When you think about the employee self-service experience, think about mobile first. Design the experience around the most urgent and relevant data to keep employees informed and involved.
- 6. SHOW HR'S CONNECTION TO THE BUSINESS WITH BETTER REPORTING.** HR is no longer just the personnel department — it's a strategic business partner. Access to quality data with reporting and analytics helps HR and line managers show how people processes lead to business outcomes. And access to reporting tools, metrics, and benchmarks gives employees continuous feedback and shows how their work connects to real business results — the “why” behind the job that drives engagement.
- 7. GET A HELPING HAND WITH PAYROLL.** As an HR professional, you know that almost nothing gets more personal for employees than compensation. Accuracy and timeliness of payroll is simply essential to employee satisfaction and engagement. To make sure this critical function is managed effectively, invest in a payroll hosting partner or payroll solutions.

<sup>1</sup> <http://dupress.com/articles/hc-trends-2014-overwhelmed-employee/>