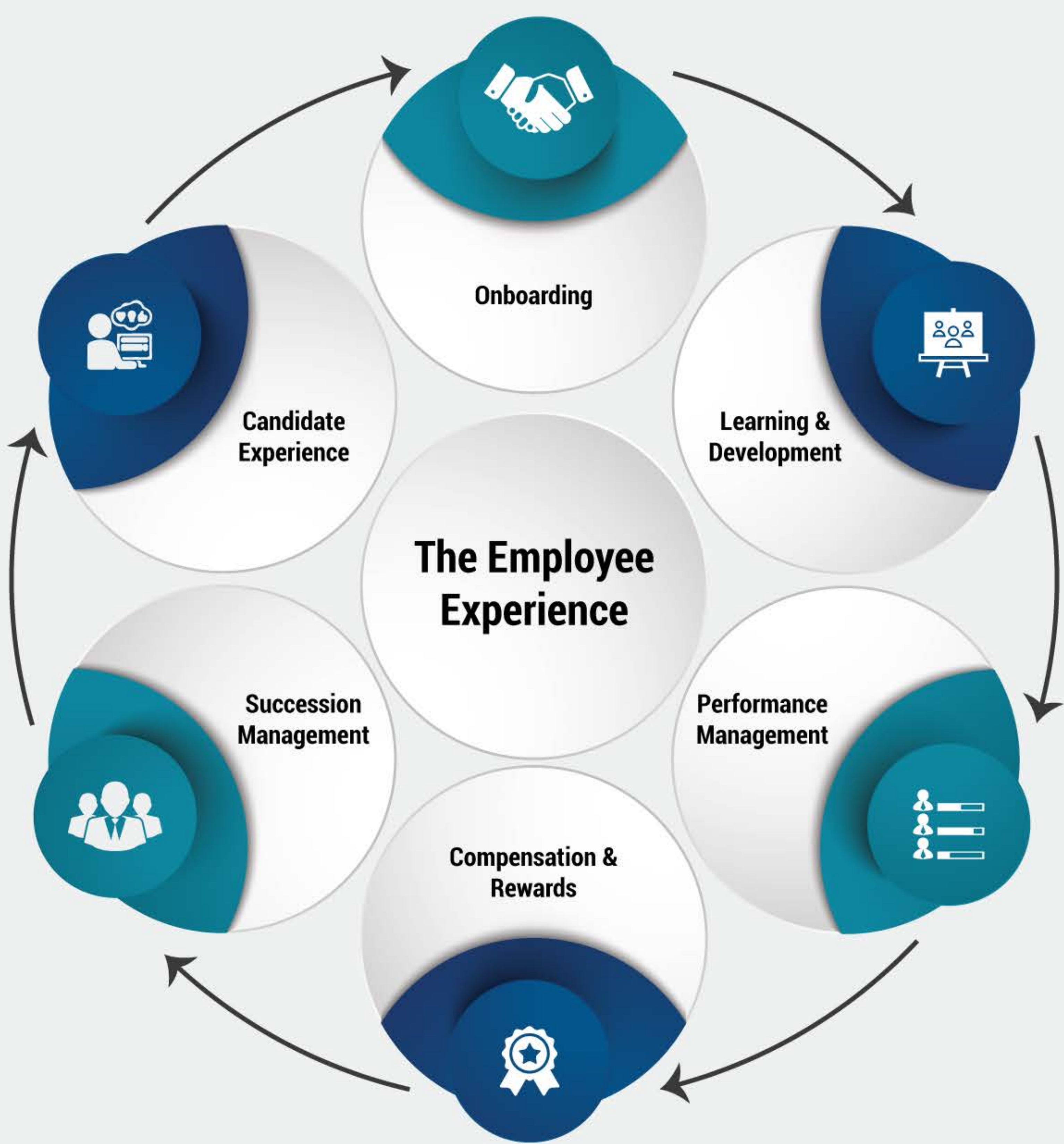


Using Data to Enhance the Employee Experience

The employee experience applies a mix of engagement, process, daily interactions, and culture that helps enhance the employer's value proposition at every stage of the employee lifecycle. How will you know what experiences employees value (& how that changes over time)? Let's take a look....

Key Activities Within the Employee Experience

Employees participate in these activities regularly, but companies rarely reflect on the broader impact.



Benefits of a Positive Employee Experience



of employees are less likely to turnover



of employees give more discretionary effort



higher employee performance

Highly engaged companies experience 2.3X greater revenue growth.

Gathering Data to Enhance the Employee Experience

Below are examples of data that can help identify ways to improve the employee experience.

- Candidate Experience**: Are your career site bounce rates high? Where are applicants leaving your career site? What are candidates telling you through surveys?
- Onboarding**: How much time do candidates spend on new hire paperwork? How many calls for onboarding assistance does HR receive?
- Learning & Development**: What training methods have the highest enrollment rate? Completion rate? Are all employment levels offered equal training opportunities?
- Performance Management**: How much time is spent on the performance review process? Are high performers rewarded more frequently? What recruiting source generates the most top performers?
- Compensation & Rewards**: Is salary commensurate with performance? What ancillary benefits do employees enroll in most frequently? What benefits do employees want that you aren't offering?
- Succession Management**: Do people feel like there are opportunities for growth? Are succession opportunities equitably distributed? In which positions do you have the highest retirement rates?