

The background of the slide is a photograph of an industrial facility. In the foreground, there are several large, dark-colored pipes with corrugated exteriors and smooth interiors, stacked on metal racks. In the background, there are more pipes, some with red ends, and a complex network of blue and yellow structural beams and walkways. The lighting is bright, typical of an industrial setting.

Build and Maintain Top Manufacturing Talent

WITH SOCIAL RECOGNITION

workhuman*



One solution to modern manufacturing's many challenges

The manufacturing industry is emerging from several years of sluggish growth and thriving in many areas of the U.S., but its leaders face new challenges such as a shortage of next-generation leadership, the pressure to attract and retain skilled talent, global competition, and a rigorous focus on work safety. The employee experience and the ability to connect culture to shared purpose have become the keys to sustaining success.

One solution speaks to all these issues: Social Recognition® – a core tenet of Workhuman® Cloud, a suite of human applications that motivates and empowers employees to do the best work of their lives.

SOCIAL RECOGNITION:

IMPROVES ATTRACTION AND RETENTION

The exodus of baby boomers from the manufacturing workforce coupled with years of uncertainty means that many manufacturing leaders and workers have retired or moved into new careers. According to the "2018 Deloitte and The Manufacturing Institute skills gap and future of work study," nearly 4.6 million manufacturing jobs will become available over the next decade – and nearly 2.4 million are expected to go unfilled.

Because of the high global competition implicit in such a labor shortage, manufacturers need to get creative in how they attract and retain employees. In a recent annual SHRM/Workhuman Employee Recognition Survey, retention and turnover were the top challenges cited by HR professionals for the third year in a row. However, of the organizations surveyed, 73% have a recognition program, and 68% said they strongly agree that recognition helps with retention.

Younger-generation workers aren't looking for just a career – they want to live and work in a positive culture. It's critical for people to feel valued, especially when their roles require them to perform the same task over and over. Losing a fully trained worker stresses the production line and forces companies to pay more overtime to employees who pick up the slack. Turnover-related costs affect both productivity and profitability.



Recognition is an important piece of our total rewards package and a key lever for retaining our top talent."

JENNIFER SWEDA

Former compensation manager, Eaton



A pleasant environment created and reinforced by workplace culture is therefore a huge asset, and implementing Social Recognition creates a trusted employer brand that inspires connection and loyalty. Positivity and gratitude make employees feel acknowledged for who they are and what they do – and when they feel that way, they're inspired and motivated to do the best work of their lives.

UNIFIES RECOGNITION INTO ONE SYSTEM

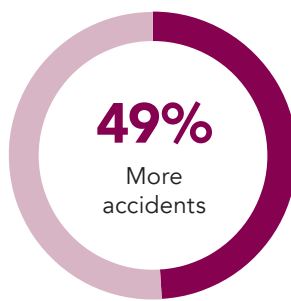
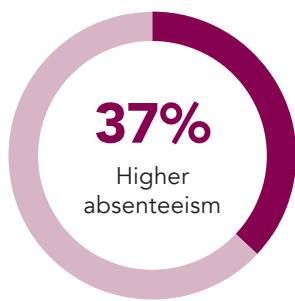
Implementing a centralized, integrated recognition program not only unifies people, it unifies systems. Many manufacturing companies suffer from various competing forms of recognition, such as pizza parties, summer outings, and branded merchandise. The return on investment for these types of rewards is impossible to track.

Centralizing recognition brings chaos under control in one affordable, measurable, and manageable solution. It also helps showcase what great behavior looks like in a way that aligns with an organization's values by rolling out the same program to all employees – regardless of how many divisions and plants exist or where they're located.

LEVERAGES CONTINUOUS FEEDBACK FOR SUCCESSION PLANNING

A consistent stream of measurable gratitude fuels unparalleled, provocative workplace data and human insights. According to HR leaders, more frequent manager check-ins and peer feedback produce more accurate employee reviews, illuminate high performers, and help identify dedicated future leaders.

When employees are disengaged



Source: Research from the Queens School of Business and Gallup Organization

Social Recognition offers critical insight into who employees see as top influencers and energizers. Development done in this way inspires loyalty and encourages employees to stay, preserving institutional knowledge and grooming the next generation of company leadership.

IMPROVES COMMUNICATION, SECURITY, AND SAFETY

Increased regulations have placed a heavier focus on workplace health, safety, and environmental protection. Engaged employees who feel connected to their organization and one another have fewer accidents.

A social recognition program can also be used to highlight safe practices, transfer knowledge, and adapt to rigorous operational processes. This builds trust, alleviates stress, and increases alignment with values and safety.

MAKES WORK MORE HUMAN

Across industries, HR is embracing a new era that's all about making work a more human experience – one where people feel appreciated and aligned with company values, are connected to their managers and teams through check-ins and continuous feedback, fuel organizational data by providing organic insights into personnel and leadership, and collectively recognize each other for the great work they do every day.

Human connection has become a powerful force and recognizing that through Workhuman Cloud is just the first step.

Let's talk.

Learn more about the benefits of Workhuman Cloud for the manufacturing industry.

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Or read more on our blog: workhuman.com/whblog