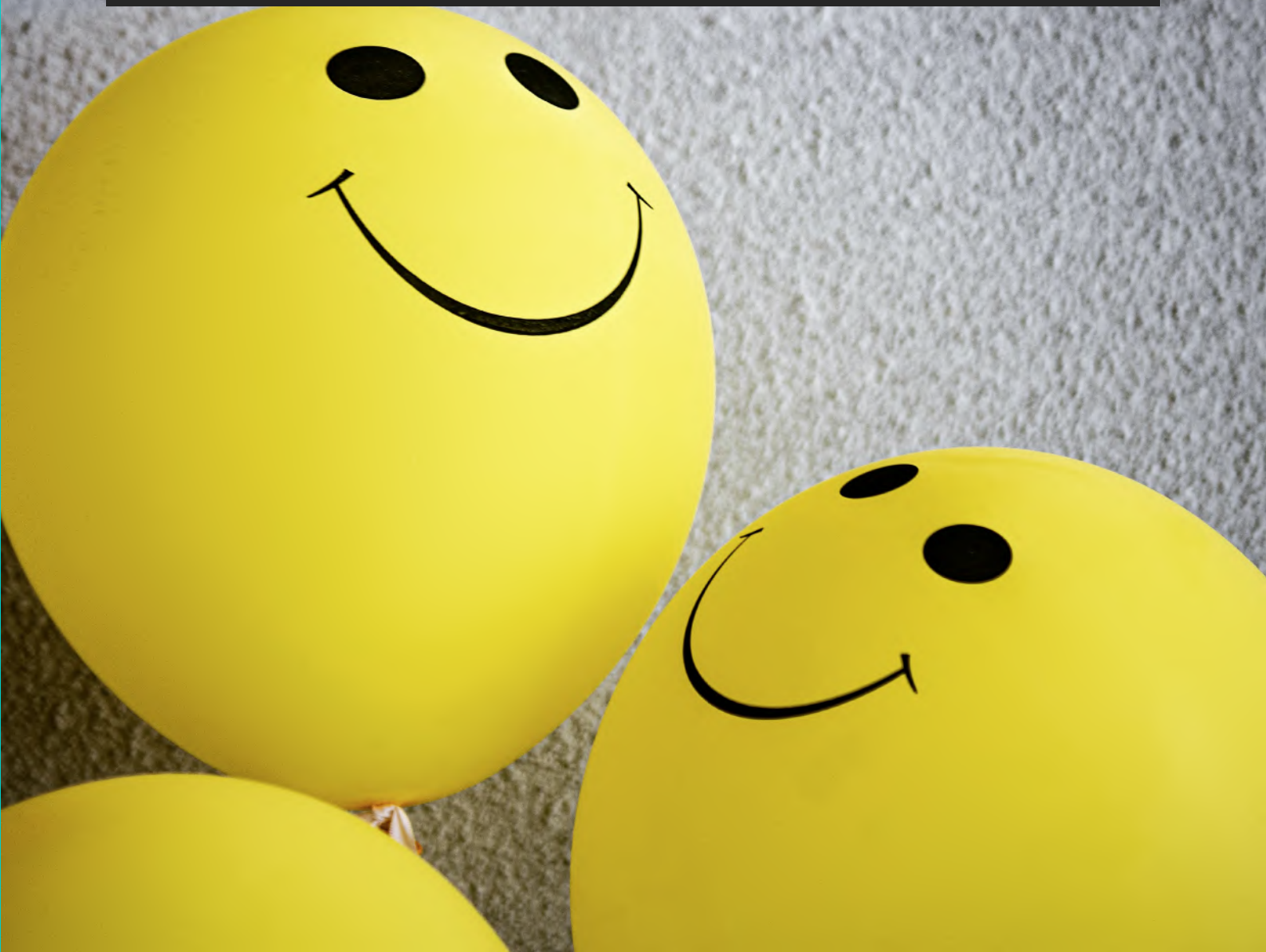




Make Employee Well-Being a **Priority**

Whitepaper



Employees are the most valuable asset for businesses. The success of any organization is directly related to the health and well-being of its people. Taking the time to prioritize employee vitality helps foster a productive work environment and gives your company a competitive advantage, and helps position you as an employer of choice in today's competitive job market.

To help you track and measure your employees' physical, mental, and emotional well-being, you can leverage Key Performance Indicators (KPI's), as they are an effective means of measurement and a valuable tool for highlighting any potential areas for improvement. Key Performance Indicators can be used to help promote work satisfaction and well-being.

The Importance of Employee Well-Being

The amount of time your employees spend in the workplace makes up a significant portion of their lives. So it's no mystery why employees who feel appreciated at work also feel better in other areas of their lives. There's a clear connection between a positive work environment and happy workers.

Employees who are healthy emotionally and physically are much better equipped to deal with customer demands, daily deadlines, and the stress of the work environment that may pile on. Prioritizing the well-being of your employees creates a positive workplace culture that reinforces employee satisfaction.

Measuring Well-Being

It is essential to not only prioritize your employee's well-being but to track it over time as well. To be able to accurately track employee wellness, specific measures should be taken, which are essential to your organization's health, growth, and overall well-being.



Some of the key areas of focus are:



Employee satisfaction

How happy employees are with their current positions in the company.



Employee retention

How likely it is that employees will remain within the company for an extended period of time.



Employee motivation

How driven employees are to succeed and how personally invested they are in the overall success of the company.



Employee engagement

How enthusiastic employees are about their work, how dedicated they are to the company, and how much effort they are willing to put into their work.



Management satisfaction

How satisfied employees are with the management style.



Peer satisfaction

How satisfied employees are with their coworkers.



Work environment

How happy employees are with their work environment.

All of these factors should be tracked, monitored, and re-evaluated based on employee responses. When your employees rate your company highly in each one of these areas, your company has the best chance of running smoothly and efficiently. When an employee is satisfied and feels happy at work, they will be more inclined to stay with their employer.

The Best Ways to Measure Employee Well-Being

1. Employee Satisfaction



Employee satisfaction indicates how happy your employees are with their position in the company, the corporate culture, and their relationships with others. Using Employee Net Promoter Scores (eNPS) and Employee Satisfaction Surveys can help you calculate employee satisfaction more accurately.

An eNPS will provide you with detailed reports on employee satisfaction and ways to improve your workplace culture. The eNPS allows employers to measure not only employee satisfaction but their loyalty to the company as well.

All you have to do is ask your employees one simple question: “On a scale of zero to ten, how likely are you to recommend this company as a place to work?” Once this question is answered, you can categorize your employees into 3 categories: Promoters, Passives, and Detractors.



Promoters: The employees that answered an average of 9-10. Promoters, also known as ambassadors, are the most loyal employees to you and are likely to be highly engaged at work and satisfied in their role. These employees are also expected to promote the business through positive word of mouth.



Passives: The employees that answered an average of 7-8. Passives are your neutral employees. They may be happy enough with their current role and you as an employer, but they're more likely to be receptive to offers from other companies.



Detractors: The employees that answered an average of 0-6. Detractors are your unhappy employees. Unlike promoters, they are more likely to be unsatisfied with you, their employer, or their role. They will probably not promote the business positively and might spread negative word of mouth.

Your eNPS can be calculated by subtracting the percentage of detractors from the percentage of promoters, while passives do not affect your score. These scores should be monitored over time, and these questions should be asked regularly to see improvements or setbacks over time.

2. Employee Retention



Employee retention is how likely your employees are willing to continue working in your company. The connection between employee wellness and retention can't be ignored. Not prioritizing your employees' well-being will negatively affect retention and cost your company money and precious time.

One way to improve employee wellness and thus retention is to promote effective communication. There are many different ways to effectively communicate with employees to help increase retention, some of which may include:

- **Communicate Development Opportunities**



Make your employees aware that you are invested in their careers. When employees feel that you believe in them and are invested in their professional development, they are more likely to stay. Offering training sessions, workshops, and even carving time out of your week to help them learn and develop can make an impact.

- **Provide Platforms to Connect**



Providing your employees with the tools to connect is essential. If employees aren't connected to their colleagues, they may feel isolated, leading to employees leaving. Providing platforms where employees can communicate with each other and between departments will promote cohesion and improve collaboration within your business.

- **Hold Weekly Meetings**



Make your employees active participants in the company and include them when making decisions, policies, and procedures. Hold regular meetings where your employees can brainstorm with you and suggest what can be done to improve the workplace. Giving your employees a voice and making sure it's heard makes them more loyal and attached to your company.

3. Employee Motivation



Employee motivation is how much drive your employees have to aim higher and succeed within the company and how motivated they are to see the company grow and achieve new milestones. Motivated employees are critical to your company's success, and promoting employee wellness will lead to a happier and more ambitious workforce.

Motivation is essential, but it's also vital to identify a lack of it as well. You have to recognize where there's low motivation and take steps to fix it.

Signs of Low Motivation:



- **Decrease in productivity**
- **Tardiness or absenteeism**
- **Personality or behavior changes**
- **Changes in quality of work**
- **High turnover**

How to improve motivation:

- Make your employees feel appreciated and let them know that their efforts do not go unnoticed by giving constant feedback.
- Connect with your employees and treat them as individuals. The more invested you are in them, the more motivated they will be to invest in your company.
- Radiate positive energy throughout the office, leading to employees feeding off that positive energy making them more enthusiastic.
- Make productivity fun with gamification, a software that applies game mechanics to non-game contexts to boost engagement.

4. Employee Engagement



Employee engagement is how passionate employees feel about their jobs, how committed they are to the organization, and the amount of effort they put into their work. Engaging employees goes beyond activities, games, and events as it drives your employees performance on the job.

Engaged employees are inspired to work together to achieve a shared objective that aligns with the company's mission. Organizations with an engaged workforce outperform their competition as engagement is a key differentiator when it comes to growth and innovation.

You can measure employee engagement and better understand the needs of your organization by administering short employee engagement surveys. These surveys should also include open ended questions that allow employees to elaborate in more detail, which will help you diagnose potential engagement problems in the company.



How to keep Employees Engaged:

- Get to know them on a personal level.
- Give them the resources they need to succeed.
- Keep them informed about the company's progress.
- Allow them to grow and flourish.
- Support them and empower them to make decisions.
- Recognize and appreciate your team's efforts.
- Encourage employees to work together as a team.
- Tolerate mistakes and view them as learning opportunities.

5. Management Satisfaction



Happy employees begin with effective management, and it's crucial that your employees are satisfied with the management style and choices of the company. Leadership style and management approach can immensely affect employee well-being along with engagement, retention, and more. You can ensure your employees are content with your management style in various ways.

How to Enhance Management Style:

- Be self-aware of strengths and areas that need improvement.
- Pay attention to how employees respond to management style.
- Ask for feedback often.
- Stay up to date on what is happening in business management.
- Explore new methods and find new ways to be an effective communicator.

6. Peer Satisfaction



Peer Satisfaction refers to how satisfied your employees are with their coworkers regarding their character, work ethic, and overall performance. Peer satisfaction is necessary to create compatible teams which will contribute to a more collaborative workforce.

To build successful teams and enhance peer satisfaction, employees should be:

- **Cooperative**
- **Adaptable**
- **Transparent**
- **Decisive**
- **Fair**



Promoting these qualities in your team will help build healthy employee relationships and increase morale in your workforce.

7. Work Environment Satisfaction



This metric refers to how happy your employees are with their work environment. You can judge how successful your work environment is by the way your employees describe it.

Would they describe it as a healthy work environment or a toxic one? A toxic work environment creates a hostile atmosphere, harms team morale, and is bad for you and your employees' health. However, a healthy work environment empowers employees and promotes wellness.

Creating a healthy work environment should be a priority, and the first step towards that is to identify the type of environment you'd like to foster. It's essential to do so and then make adjustments to achieve a positive work culture.

Signs of a Toxic Work Environment	Signs of a Healthy Work Environment
<p>High turnover</p> <p>Micromanagement</p> <p>Chronically stressed employees</p> <p>Unfair and unequal policies</p> <p>Bullying</p> <p>Prevalent gossip, rumors, and office politics</p>	<p>High retention</p> <p>Rewards, incentives, and benefits</p> <p>Productive atmosphere</p> <p>Committed employees</p> <p>Flexibility</p> <p>Employees feel empowered</p>





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