

The background of the slide features several colorful silhouettes of business professionals in suits, some with their arms raised in celebration, set against a light, hazy background.

Employee Engagement Survey and Result Implementation

HR SHARE Club Meeting: 20 Aug 2017
Facilitator: YIM Meng Chhorn

About MC

- Head of HR Services & GM, The CENTER HR
- HR Manager – ANZ Royal Bank
- Compensation & Benefits Manager – Smart & Hello Axiata
- HR Consultant – HRINC

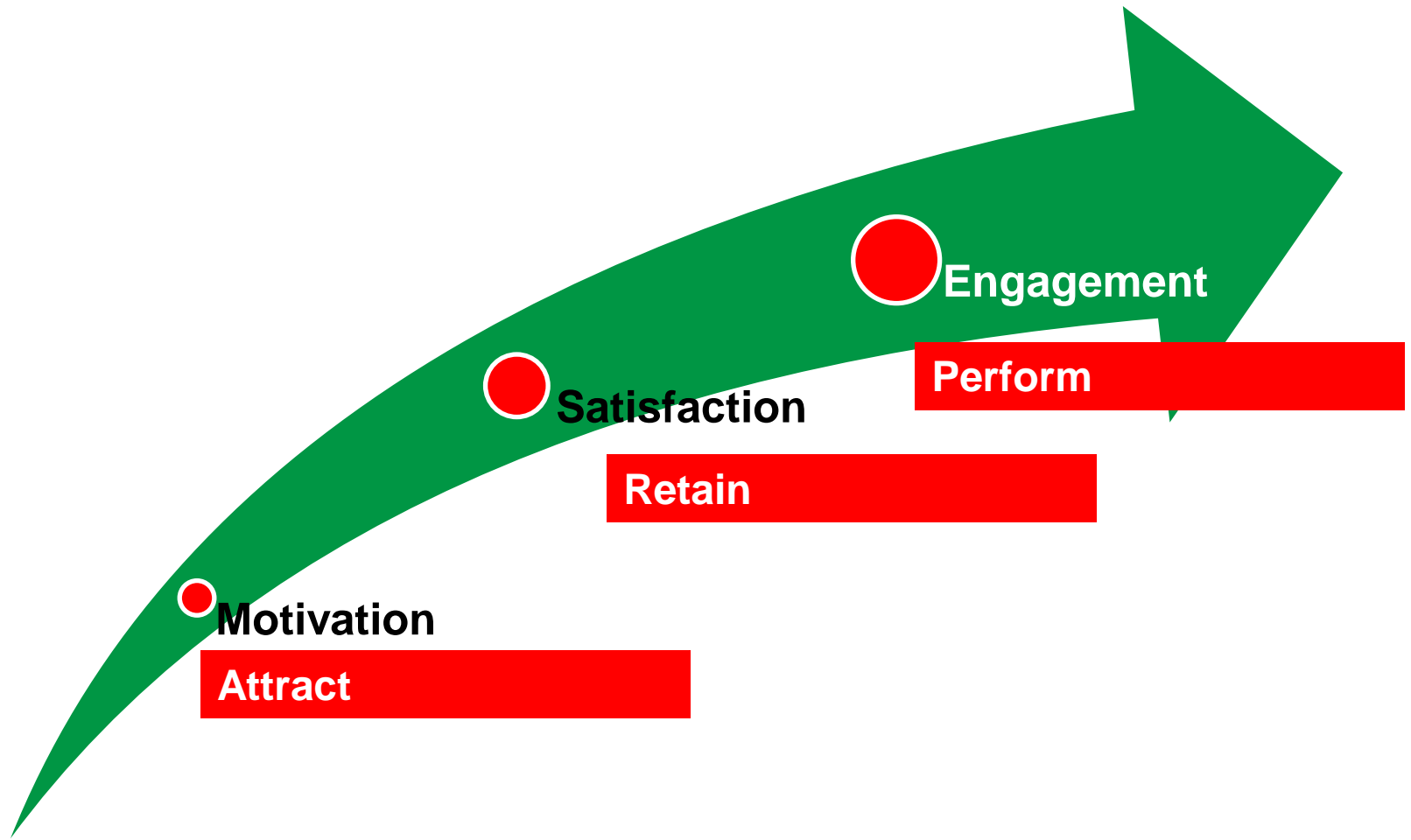
Agenda

Tasks	Time	By
Employee Engaement and Results Finding	9 - 10:30am	Yim Meng Chhorn
Group Discussion on Action Plan and Presentation	10:30 - 11:30am	All
Group Photo and Refreshment		All

What is Employee Engagement

- A mutual commitment between employees and organization to perform more.

Employee Satisfaction vs. Engagement



Why Employee Engagement



Employee Engagement - Characteristics

- I love working here
- What can I do for others?
- I inspire others to do their best

- I feel important at work
- I'm very busy with my work
- I'll leave if something much better come along

- I am almost engaged but there are times when I am not
- There are no career development prospect here
- I might leave if I am tempted

- I'm interested in OT
- I use more sick leave than I should
- I don't like my manager or working in my team
- I read jobs ads some times

- I'm here for the money only
- I'm leaving when I can
- I'm a clock watcher
- I'm not satisfied with the job I do

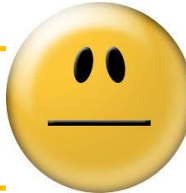
Highly Engaged



Engaged



Neutral



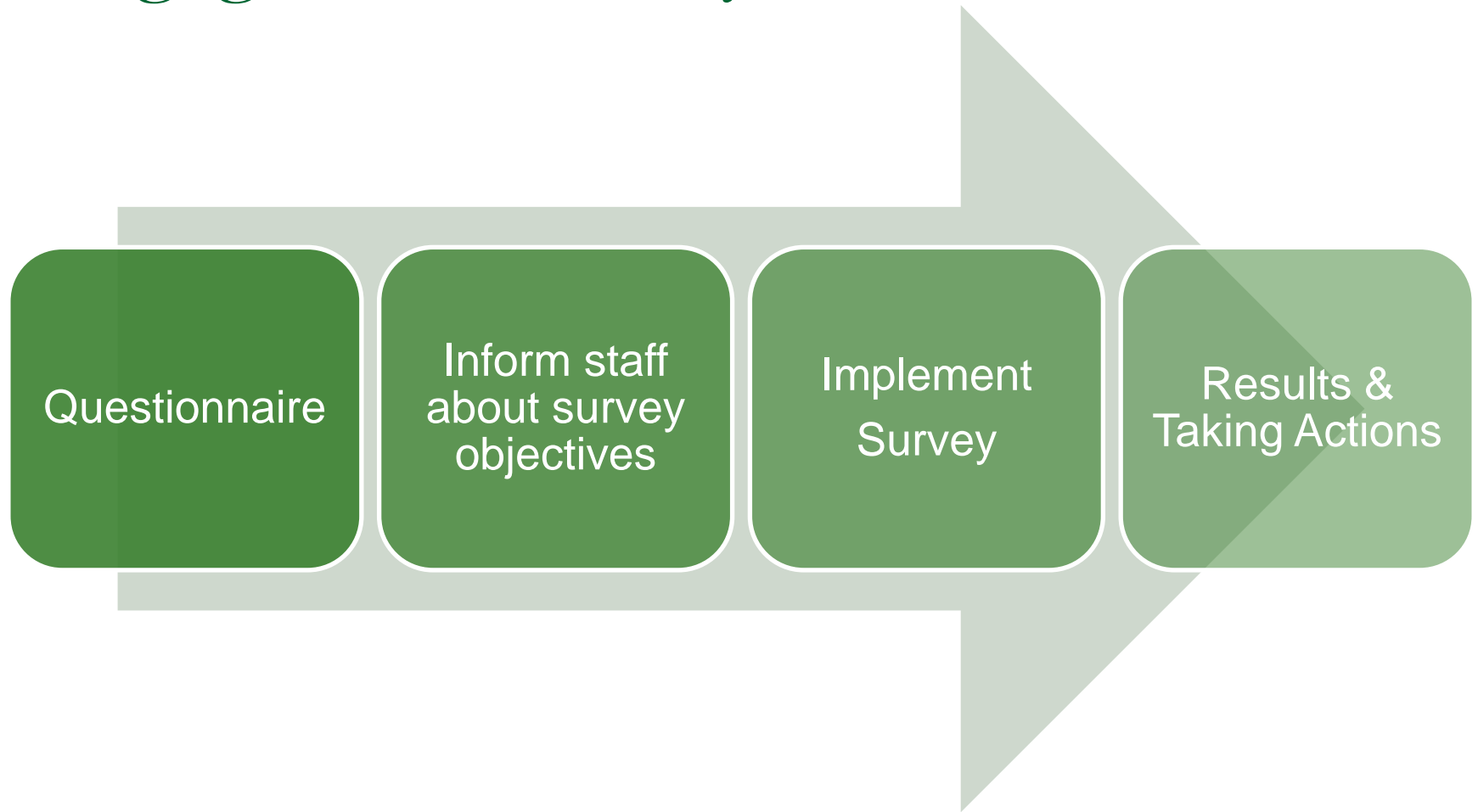
Disengaged



Highly Disengaged



How to Conduct Employee Engagement Survey



How to measure Employee Engagement?



Think (rational): belief in strategies, and goals of this company and support the organization's values

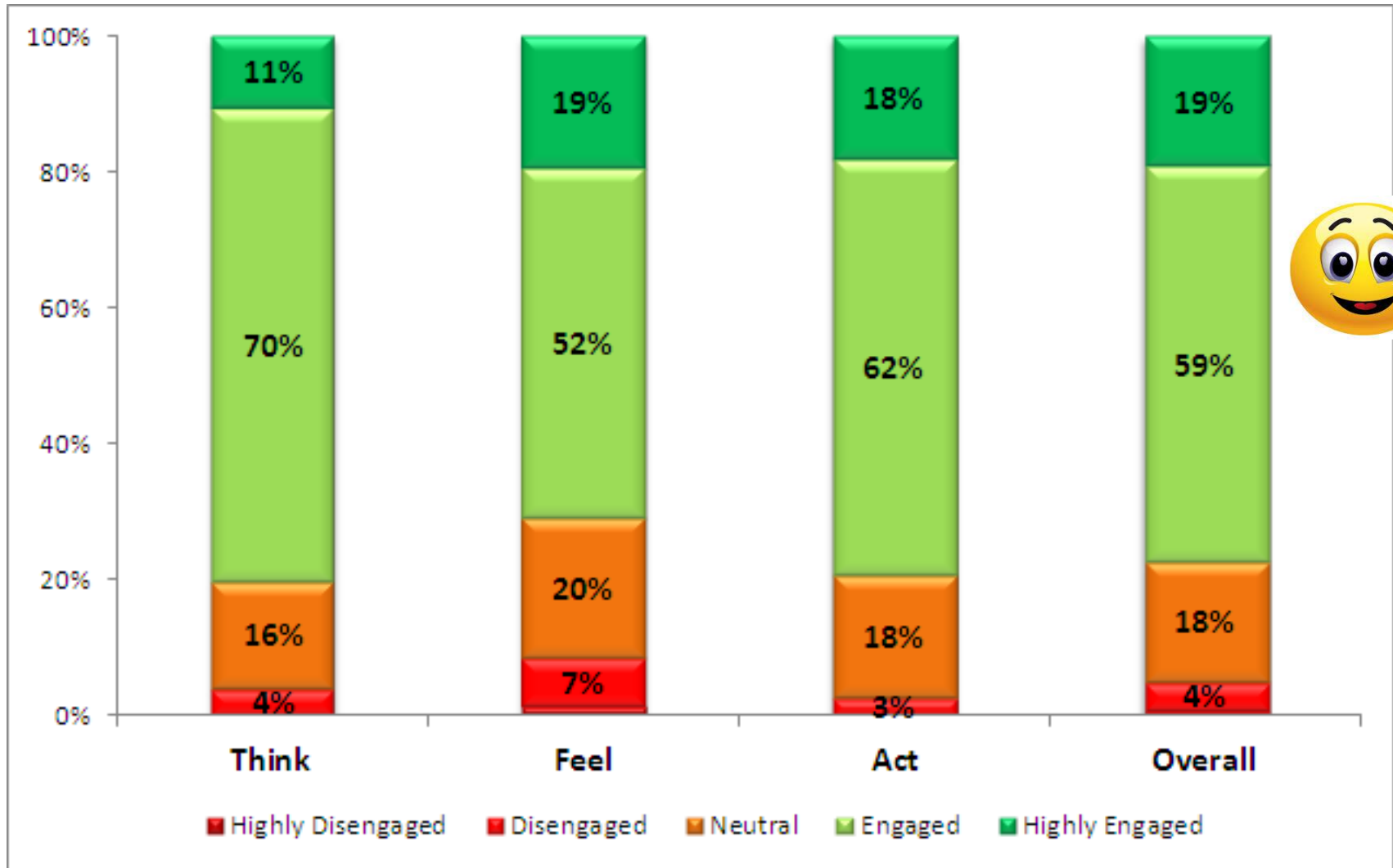
Feel (emotional):

- sense of pride
- Recommend this company as a good place to work

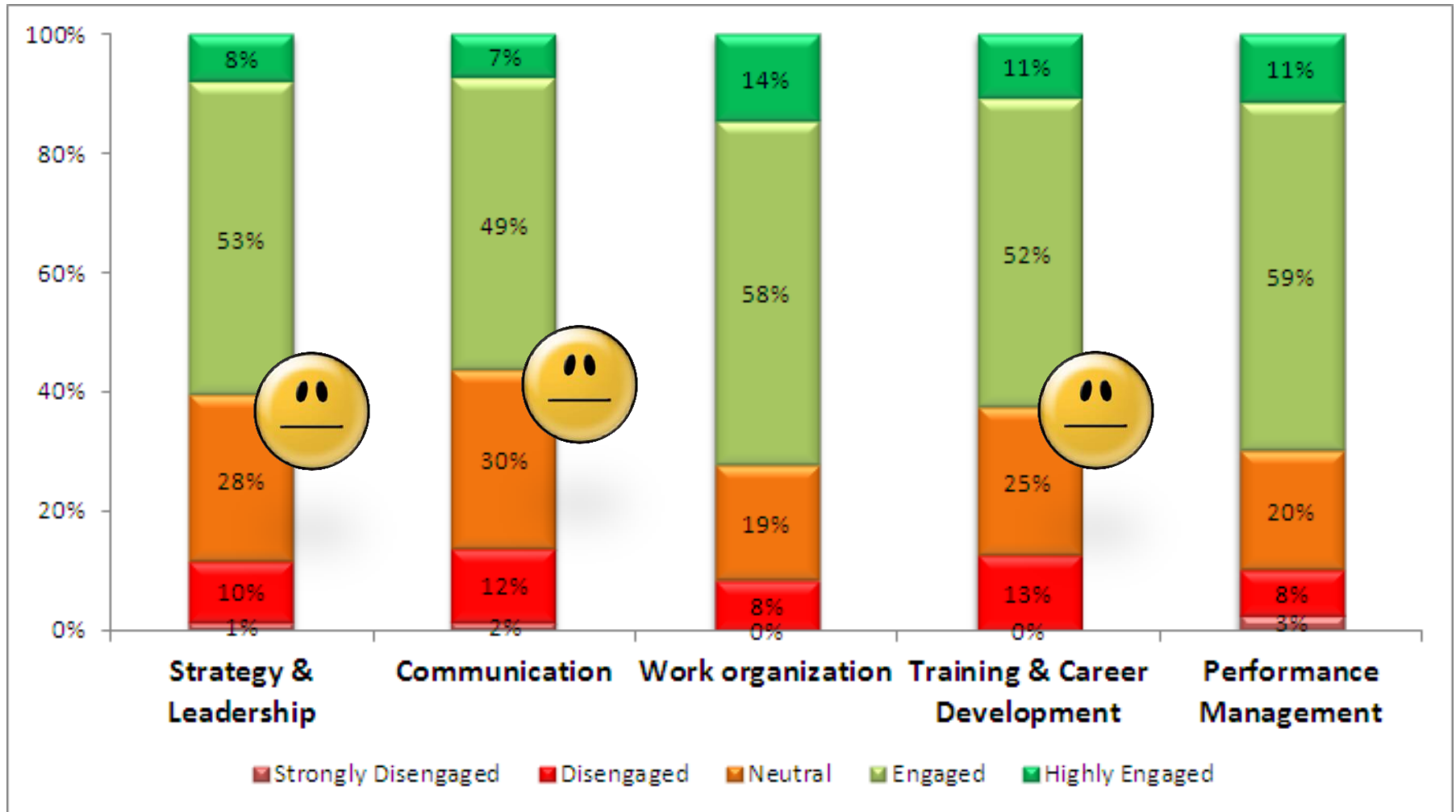
Act (motivational):

- Intention to stay with the company
- Work beyond what is required to help the organization succeed

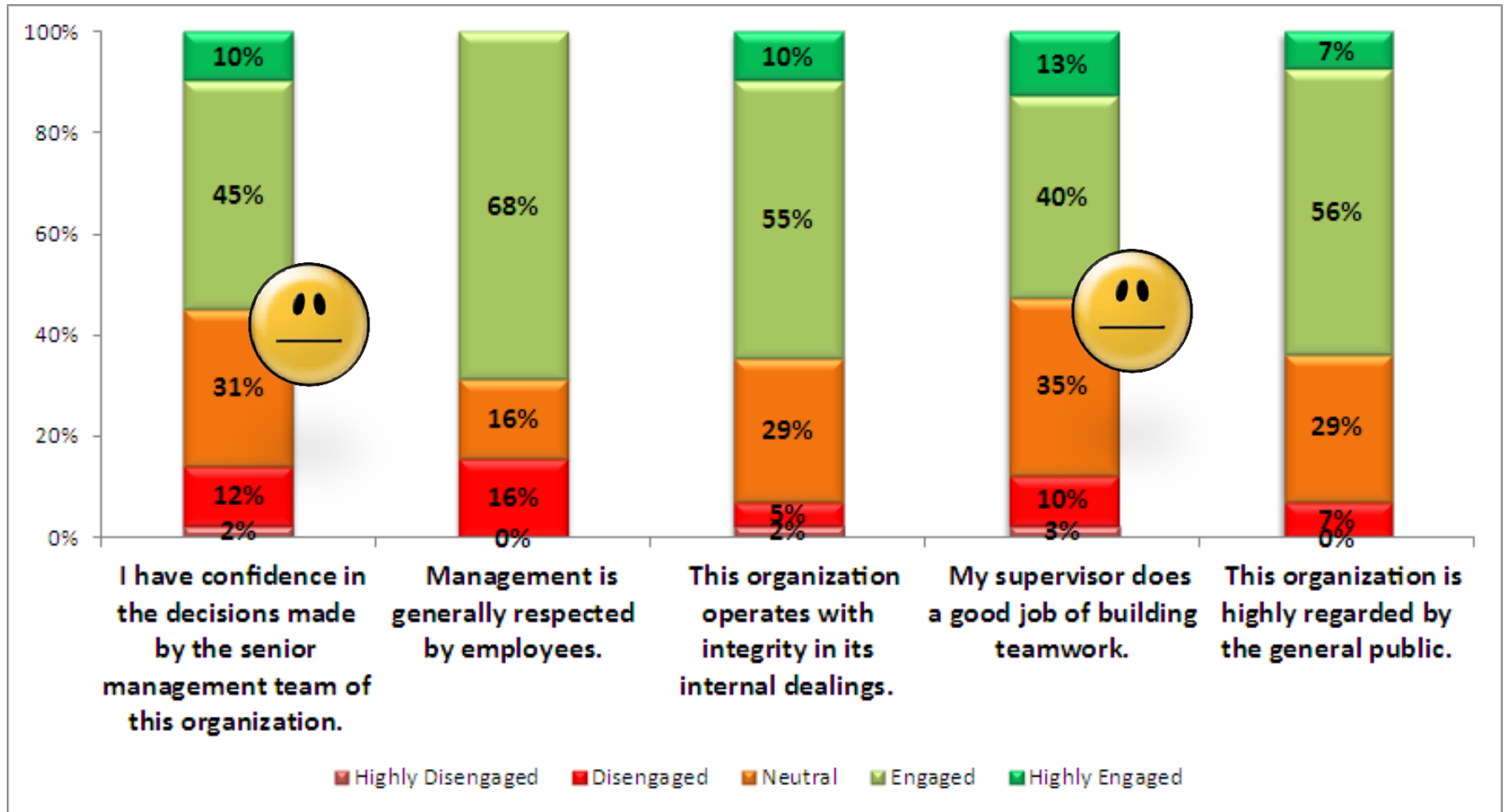
Engagement Level



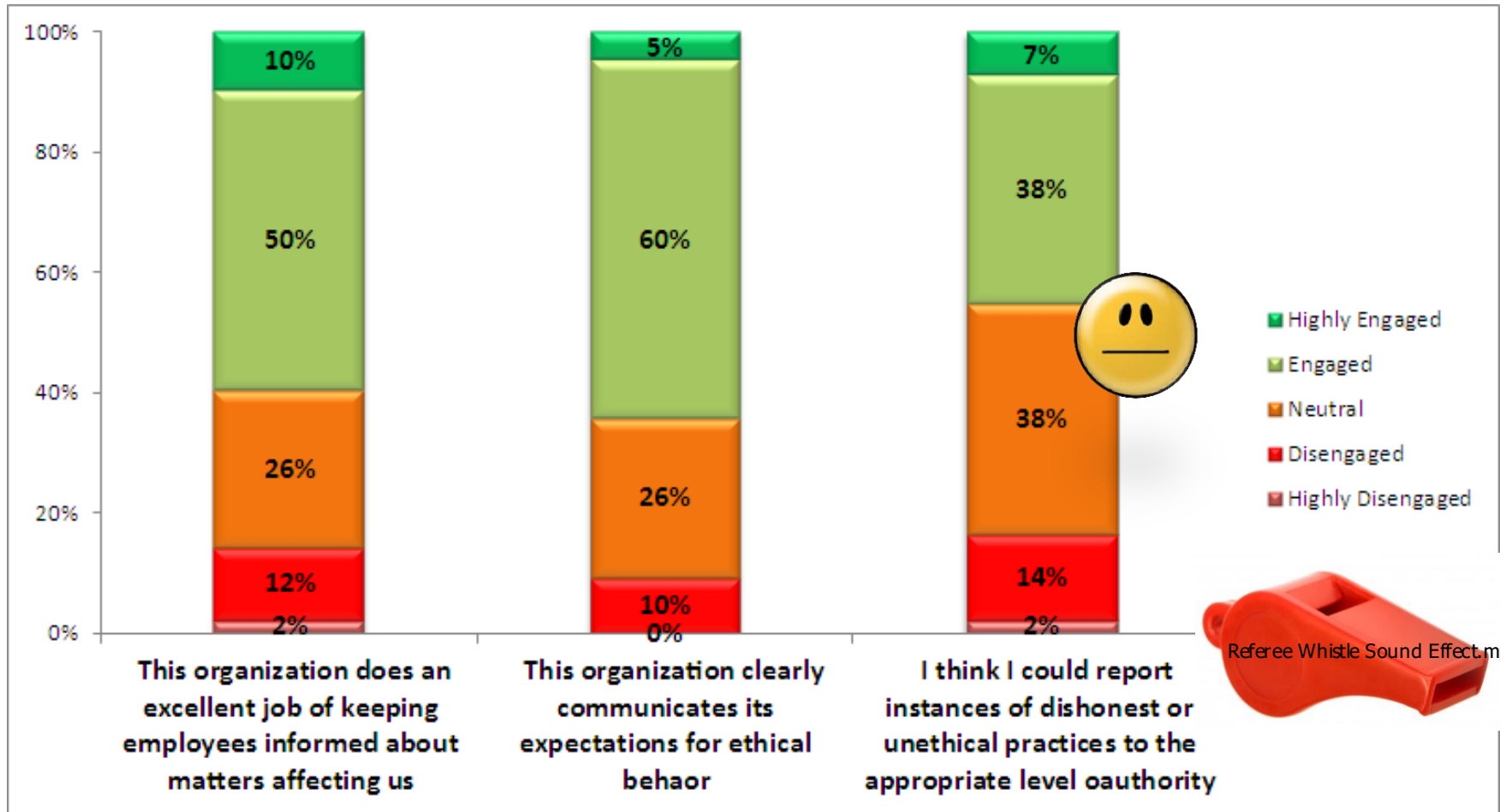
Engagement Key Drivers



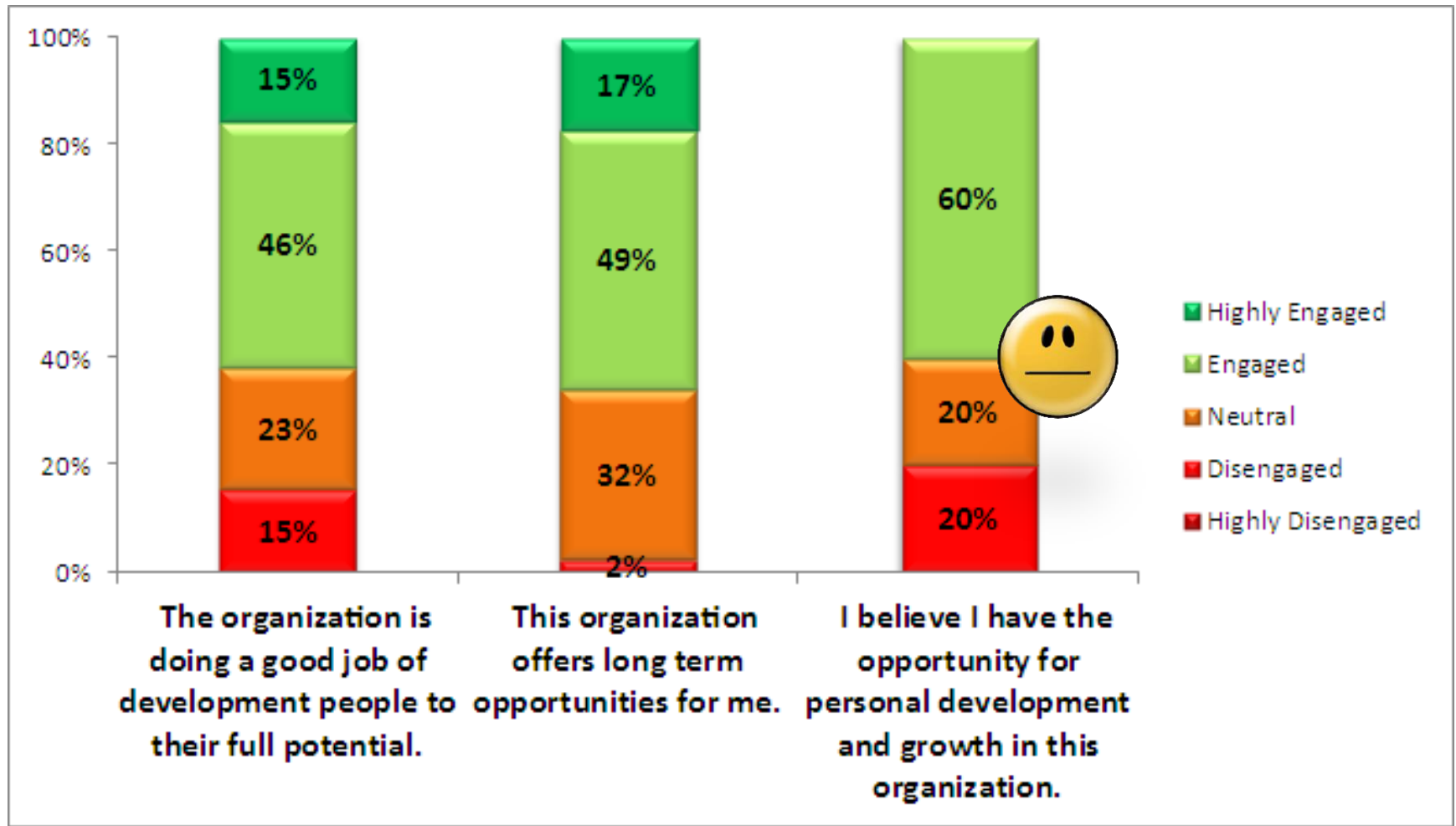
Strategy and Leadership



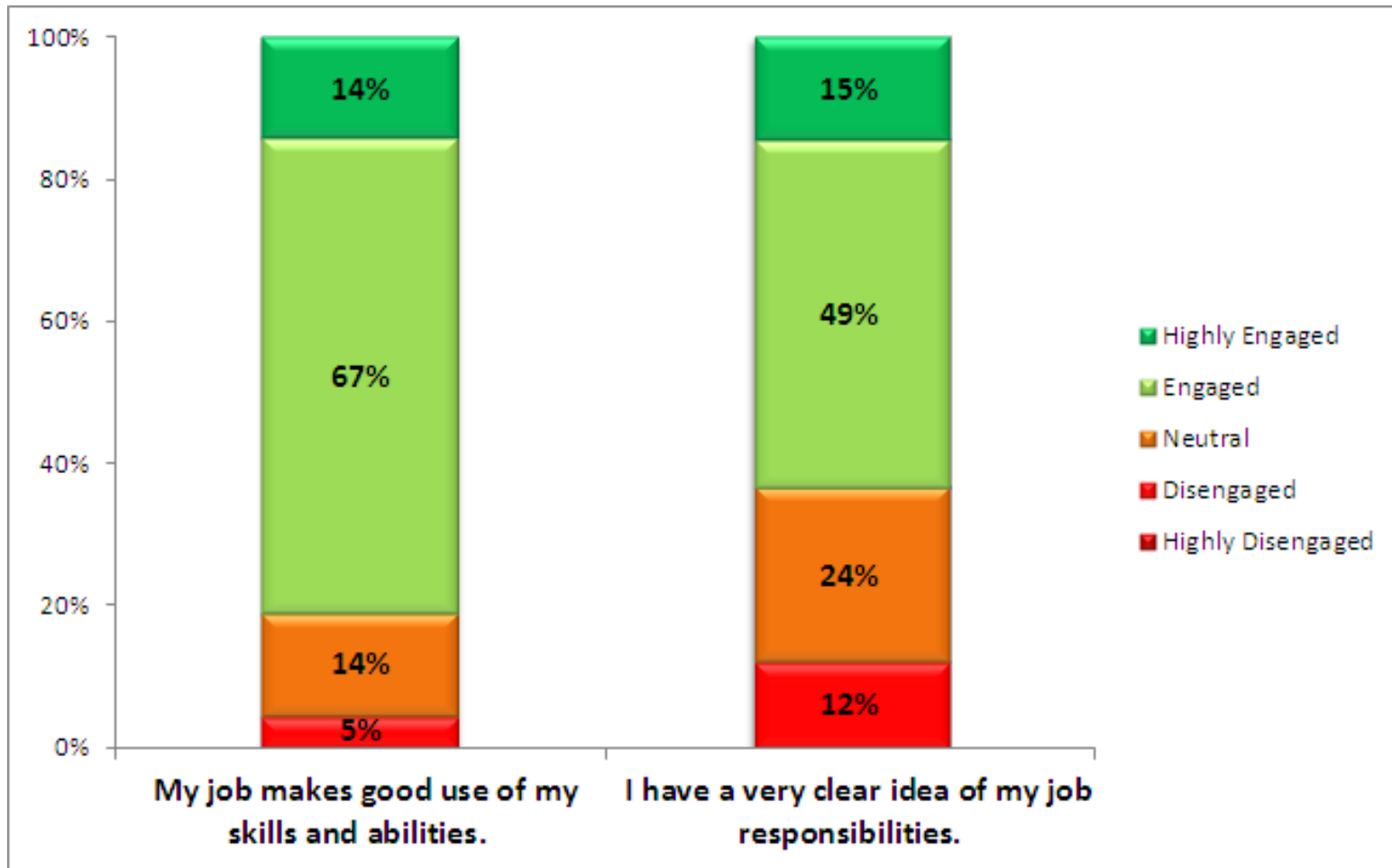
Communication



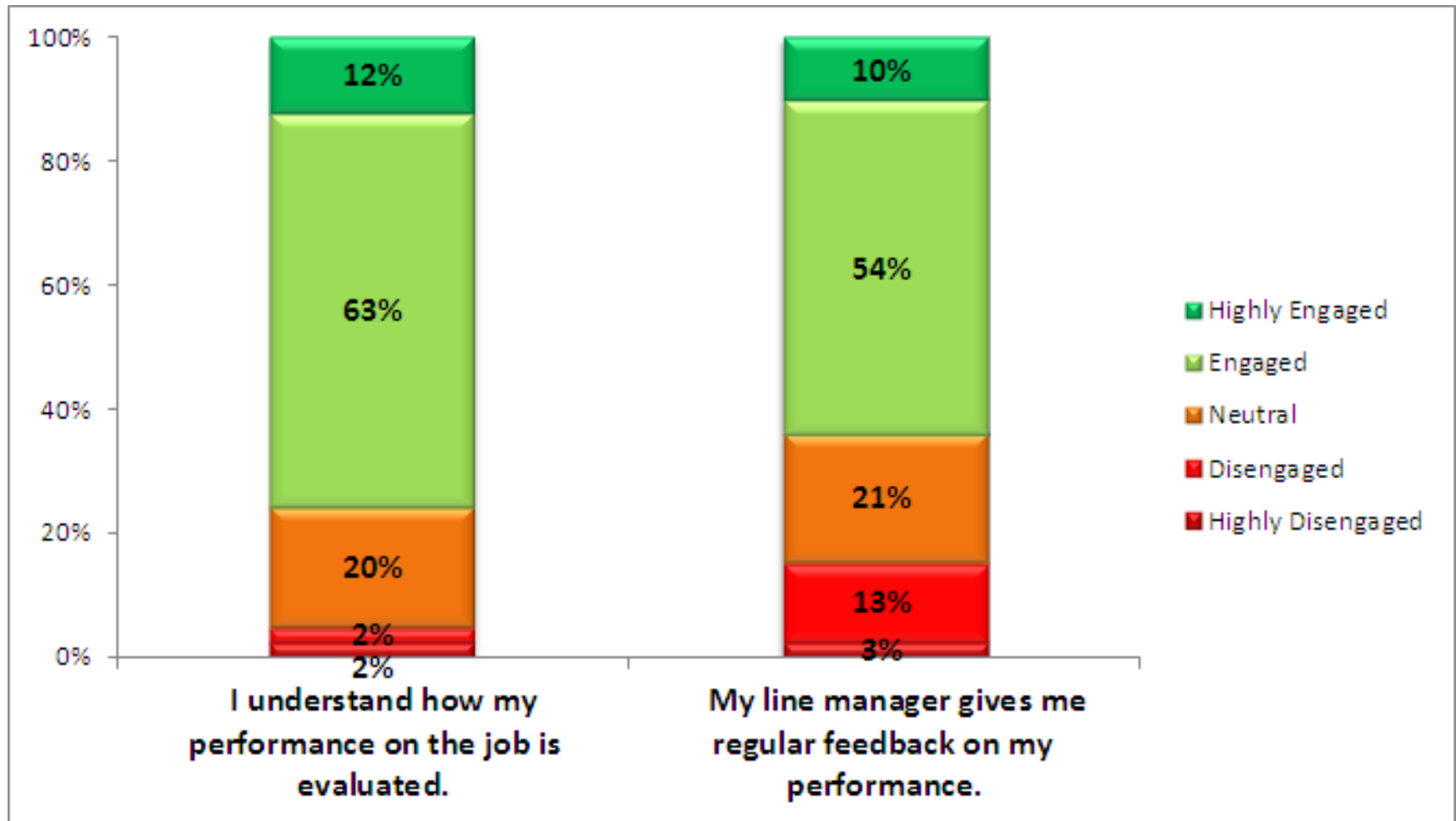
Training & Career Development



Work organization



Performance Management



Action Plan

- Group discussion
 - How to improve Engagement within a company?

Next Club Members' Meeting

- Topic: **KPIs Setting**
- Date: Sunday, Oct 08, 2017 (1:30 – 4pm)
- Facilitator: Yim Meng Chhorn
- Guest Speakers:
 - Mr. **Thong Ponlok**, HR Manager with Exo Travel
 - Mr. **Chi Phalla**, HR Management experience with:
 - Aqua Expeditions
 - Attwood
 - EZECOM

Thank You



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