

Factor Drive Employee Engagement



Top 6 ranked factors that drive employee engagement



Salary and Bonus



Career Progression



Interesting and Challenging work

EMPLOYEE ENGAGEMENT



Work/life Balance



Health and Safety



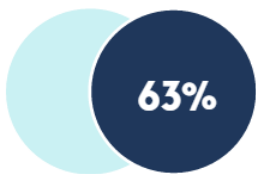
Learning and Development



Salary and Bonus



Career Progression

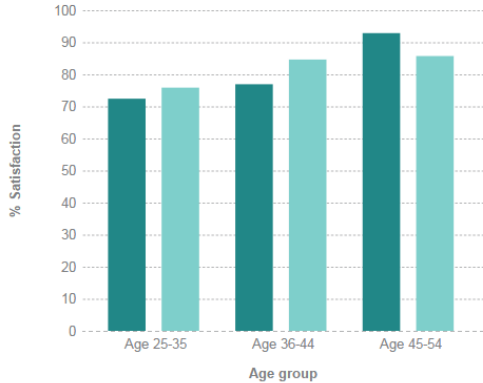


Interesting and Challenging Work

Engagement Factor and Generation



What factor can drive employee engagement in the workplace on each generation?



“Younger people are less likely to be satisfied”

- - Intention to be working at company in the next 2 years
- - Overall satisfied

Correlation between age group and employee engagement

Characteristics

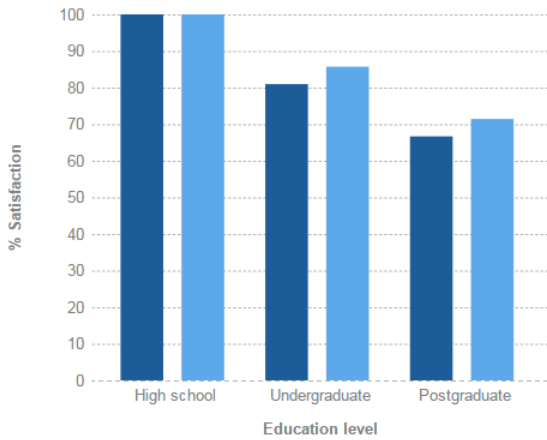
Engagement factor

	Generation Y Age 25-35	Generation X Age 36-44	Baby Boomers Age 45-54
Characteristics	What's next? Multitasking Tenacity Entrepreneurial Tolerant Goal oriented	Eliminate the task Self-reliance Want structure and direction Skeptical	Workaholics Work efficiently Crusading causes Personal fulfillment Desire quality Question authority
Work/life Balance	66%	58%	43%
Learning and Development	62%	50%	50%
Career Progression	76%	73%	50%
Health and Safety	38%	69%	57%
Mission and Purpose	24%	12%	64%

Engagement Factor and Education



What factor can drive employee engagement in the workplace on each education level?

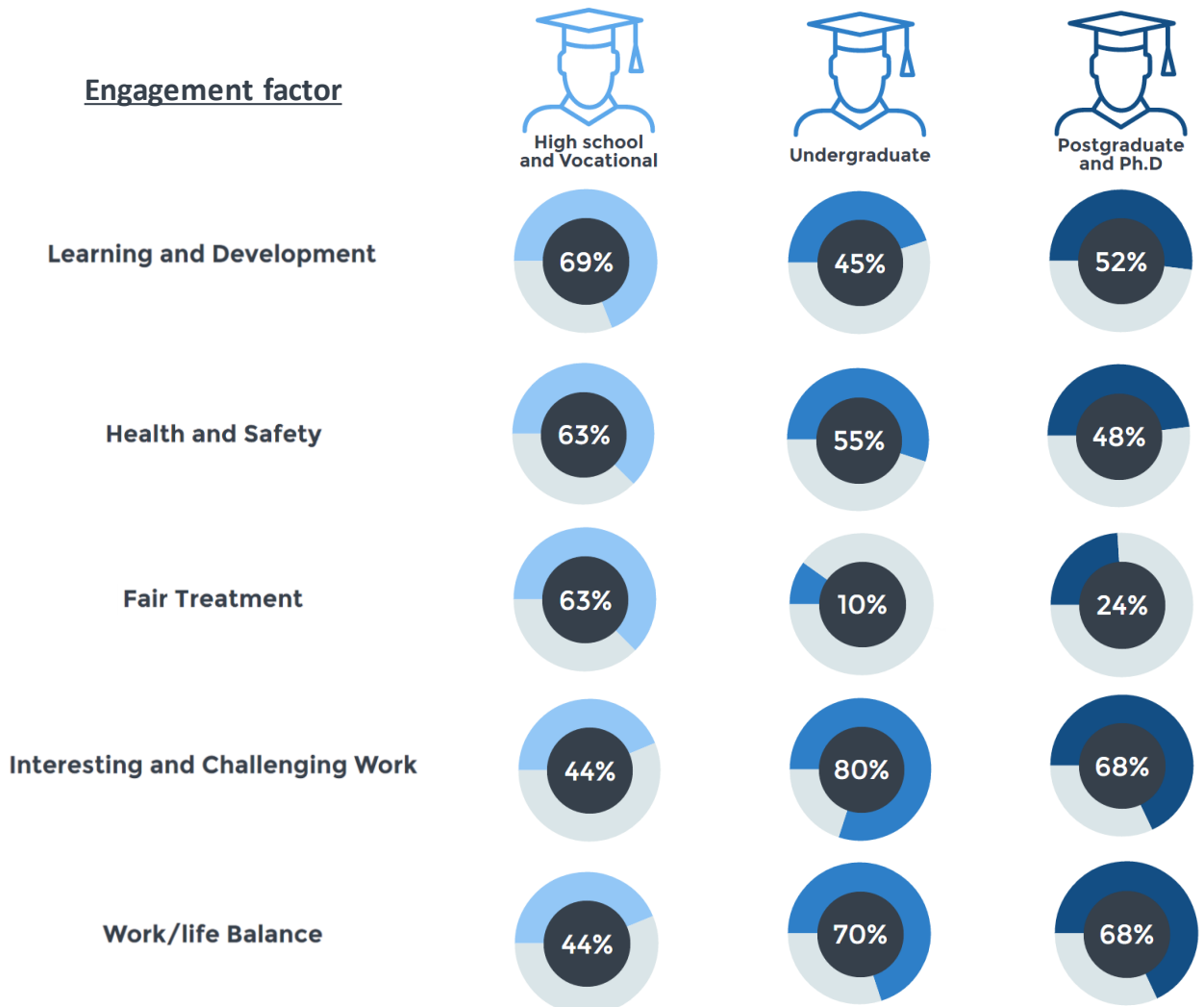


“Highly educated people are less likely to be satisfied”

- - Intention to be working at company in the next 2 years
- - Overall satisfied

Correlation between education level and employee engagement

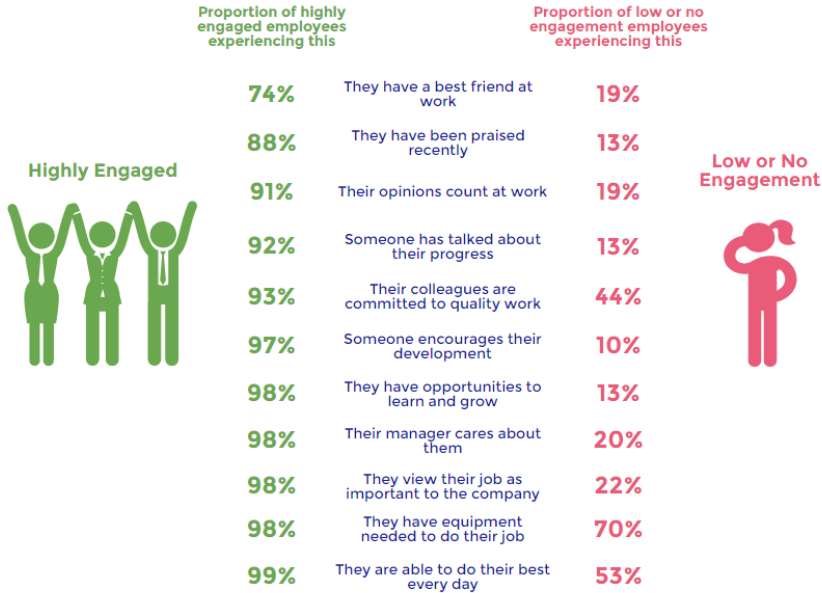
Engagement factor



How to make the employee engaged

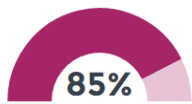


What makes an employee highly engaged?

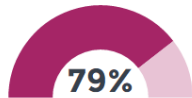


Reference: An article of Red Letter Days for Business, UK

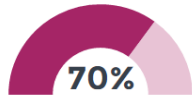
What experiences can increase the employee overall satisfaction in the workplace?



I believe management is transparent with their goals and communication

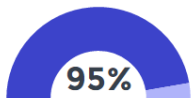


They agree with the company's overall mission and They can relate to the company's values



They are comfortable discussing their opinions and/or personal issues with thier manager

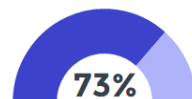
What experiences can drive the employee intention to be working at the company within the next two years?



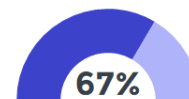
Get along well with their colleagues



They agree with the company's overall mission and They can relate to the company's values



The amount of work I am expected to do is reasonable (based on my salary)



They are comfortable discussing their opinions and/or personal issues with thier manager

Service Offerings



TRANSFORMATION JOURNEY

The Business

GAP

Baker Tilly

AREA

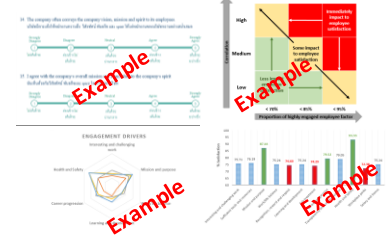
How we help our Clients



Employee engagement

- We help organizations better understand it's most important asset - it's people
- Completed through 'Employee Engagement & Satisfaction' surveys
- Being an independent third party, Clients are able to obtain unbiased and true answers
- Risks, Issues and Recommendations are provided to help clients address the issues raised

Survey and Analytics



Talent Management

- Review Talent Management Processes, Procedures and Policies.
- Re-Design Talent Management Frameworks (Attract, Recruit, Develop & Retain),
- Human Resource Strategy Development
- Learning & Development Plans (Training Plans, Competency Gap Analysis, Succession Planning and etc.)
- Retention Strategies

- Talent Management
- Succession Plan
- Design Framework
- Competency Training Plan
- Employee Development
- Retention Strategy



Performance Management

- Development of effective KPIs.
- Analysis of Employee Remuneration Packages and provision of recommendations based on market standard remuneration packages as well as providing other means of recognition/ rewards through monetary incentives
- Incentives/ Bonus Policy Development
- Provide Clarity through development of Job Descriptions
- Capturing and identifying the right metrics and KPIs for the organizations to ensure continuous improvement and risk mitigation of the organization from a personnel and productivity perspective.

- Strategy/KPIs
- Remuneration Analysis /Review



Culture Integration

- Different operating and racial cultures hinder productivity and growth
- Mergers & Acquisition Support (Pre & Post M&A Integration Plans) through identifying differences in cultures and competency gaps
- Culture development to ensure an efficient, effective and collaborative working environment.

- Mergers and Acquisition Support
- Culture Training and development



Process Management

- Planning and reorganization to meet the needs of changing business environment
- Back Office Transformation (Decision Quality Reporting, Documentation & Compliance)
- Governance & Transparency (Risk Mitigation and Market Listing Requirements)
- Waste & Cost Reduction (Accounting & Procurement Systems)
- Workflow Reviews & Re-Design)

- Process Improvement
- Workforce Optimization

