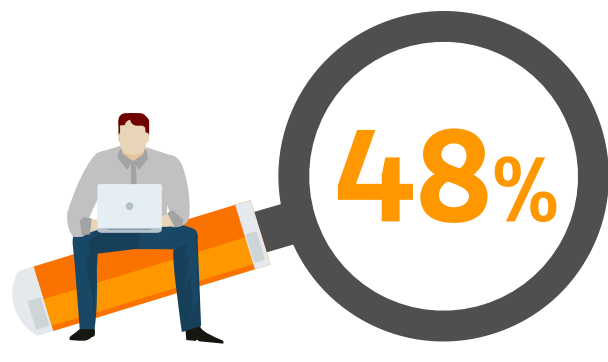




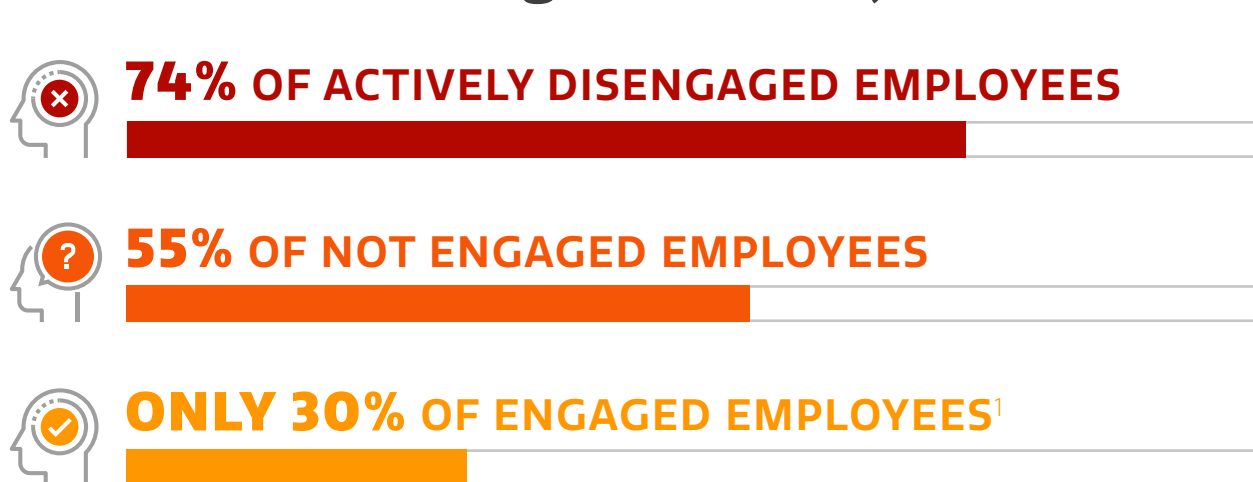
What HR leaders need to know about employee engagement

Low employee engagement is causing a "Great Resignation"



of U.S. employees are currently searching for a new job¹

What type of employee is looking for a new job?



That means a **lack of engagement** is largely to blame for this "Great Resignation" of employees, not career development, or industry issues, or even compensation.

What is employee engagement?

The extent to which one is emotionally, cognitively, and behaviorally invested in their work.

(How we feel, what we think and how we act)

Key drivers of engagement:

- Personal resources
- Empowered work environment
- Communication
- Effective management
- Benefits and pay satisfaction
- Growth and development
- Health and wellness



Why does it matter?



Profitability.

Organizations that score higher on employee engagement see 23% higher profitability than those who score low.²



Retention.

44% of employees said their #1 motivator is having work that's engaging and enjoyable.³



Talent Acquisition.

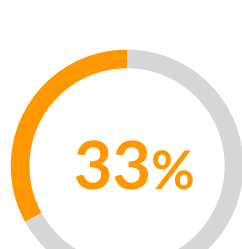
47% of HR leaders report that it's more or much more challenging to fill open roles compared to pre-pandemic.⁴ Engaged employees make great ambassadors, helping you attract and hire strong candidates.

How to improve employee engagement

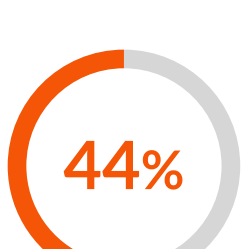
A formula for success

- 1 Survey Your Employees.
- 2 Analyze The Data.
- 3 Diagnose The Problem(s).
- 4 Prioritize Your Efforts.
- 5 Take Strategic Action.
- 6 Recognize And Reward Employees.
- 7 Keep A Pulse On Improvements.

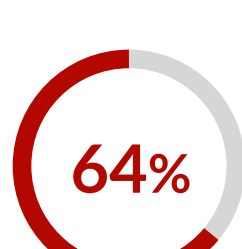
REPEAT



of employees become disengaged when management doesn't act on feedback



of employees give regular peer-to-peer recognition when they have a tool that makes it easy⁵



of employees want an opportunity to give feedback to their managers every 2 weeks⁶

Build a culture where people flourish

TINYpulse empowers HR leaders to drive organizational change and improve employee engagement by making it easy to encourage and gather employee feedback, interpret the data, recommend strategic priorities, take action, and validate that investments are working.

Join thousands of industry leaders using TINYpulse



Learn more at tinypulse.com

¹Gallup poll (2021)

²Gallup meta-analysis of over 2.7 million employees (2020)

³Asana Anatomy of Work (2021)

⁴TINYpulse Q3 2021 Employee Engagement Survey

⁵TINYpulse internal data

⁶TINYpulse, The Science Behind TINYpulse Engage