

Engaging People through Non-Financial Rewards

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Employee Engagement

According to the CIPD

2014

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Intellectual engagement

- Thinking hard about the job and how to do it better

Affective engagement

- Feeling positively about doing a good job

Social engagement

- Actively taking opportunities to discuss work-related improvements with others at work

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Benefits of Employee Engagement



Happier, healthier, more fulfilled employees, who deliver improved business performance.

Positive relationships between employees and employers have been linked with profit, revenue growth, customer satisfaction, productivity, innovation, efficiency and staff retention.

Engaged employees are stronger advocates of their organizations and help protect the employer from reputational risks associated with poor service levels or product quality.

So, there is a business case for employee engagement!

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“Enablers” of an Employee Engagement Strategy

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According to the above..



Engagement in the workplace was NEVER about financial rewards.

Do our managers really comprehend that?

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Financial rewards as a hygiene factor

If someone can't pay the rent, a lot of the above may not seem important at all.

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What are non – financial rewards



Not part of an employee's pay and typically cost the company little or no money, yet carry significant weight.

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Examples of non – financial rewards

- Training
- Tangible recognition – praise from the manager
- Attention from leaders
- Flexible working arrangements
- Opportunity to engage in volunteer work
- Work on projects that are not core business
- Monthly office theme
- Gift cards
- Mentoring scheme
- Career development

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