

Action Plan for Employee Engagement



Engaged employees are the gold standard for any workplace. When your people feel engaged, they're more motivated and aligned with company goals, leading to higher performance and lower turnover. But getting there takes a wide approach across different areas of the employee experience, from culture to compensation and more.

This checklist gives you practical strategies to boost engagement and measure its impact, so you can more effectively support your employees and your organization.

About BambooHR

BambooHR® brings HR, payroll, benefits, and more into one complete, easy-to-use system where everything works together to make everyone's lives easier at your company. [Get your Free Demo today](#) !

Strategies for increasing engagement

Company-wide initiatives

- **Nurture a positive workplace culture:** Foster a [positive, supportive](#), and [inclusive](#) work environment.
- **Improve communication:** Promote open, honest, and [clear communication](#) at every level of the business—from [top leaders](#), HR, managers, and [between employees](#).
Connect employees with organizational goals: Help employees understand how their work contributes to the company's mission.
- **Review and adjust goals:** If needed, revise broad organizational goals, so they better align with the company's mission.

Compensation & benefits

- **Develop better compensation packages:** If retention rates are disappointing, invest in developing more [attractive compensation](#) and [benefit offerings](#). For example,
- **Audit compensation and benefits:** Ensure they are [fair, competitive](#) with market rates, and meet [employee expectations](#).
- **Consider flexible PTO:** If your workforce has a high absence rate but is still high-achieving, you may need a more [flexible PTO policy](#) that better reflects their work-life balance needs.
- **Offer remote or hybrid work modes:** Related to flexible PTO, help employees work where they're most productive with a broader [range of flexible work choices](#).

Growth & development

- **Invest in professional development:** Show employees you value them by investing in their professional development through initiatives like [mentorship programs](#), individualized [development plans](#), or tuition and certification reimbursement.
- **Recruit internally:** Clearly [communicate job openings](#) and other opportunities for advancement within the organization to increase employee longevity.
- **Implement high-achiever initiatives:** For high-achievers who might feel underappreciated, consider implementing initiatives like [employee recognition awards](#) or [bonus programs](#) and prioritizing internal promotions.

Leadership training

- **Address manager-related retention and absenteeism issues:** If a manager has a lower retention or absence rate than the company average, investigate and

address potential issues like [poor leadership skills](#), [team burnout](#), or a [negative team culture](#).

- **Train and support leaders in goal-setting:** If employees struggle to set and reach goals, provide training and support for people leaders in [goal-setting](#).

Gathering feedback

- **Get qualitative feedback:** Pair [satisfaction ratings](#) with [qualitative questions](#) to get more detailed feedback on what employees need, such as professional development, better project management, or clearer communication.
- **Conduct exit interviews:** [Meet with departing employees](#) to understand why they're leaving and gather feedback for improving the employee experience.

Engagement Metrics to Track

- **Employee performance:** Dig into [performance metrics](#) to better understand what's happening on the ground. Performance reviews contain a wealth of data relevant to engagement: manager support, internal and cross-team dynamics, work-life balance, and more.
- **Turnover by performance level:** If turnover is greater for high-performers than your general turnover rate, focus efforts on retaining your most talented employees.
- **Voluntary vs. involuntary turnover:** Analyze voluntary turnover in conjunction with involuntary turnover to determine whether to focus more on convincing people not to quit (high voluntary turnover) or helping people improve their performance and recruiting more qualified talent (high involuntary turnover).
- **Absence rates:** If a high absence rate occurs alongside low employee satisfaction or poor performance, investigate to see if it's a sign of a generally bad company culture.

For even more insights and tips for measuring and improving engagement, check our guide: [10 Easy Ways to Measure Employee Engagement](#)