

# Creating the people impact

How HR can deliver business growth



In a competitive world, how do organisations attract, develop and retain talent in their business? They maximise talent to create competitive advantage through the 'People Impact'.

## Barriers to the people impact

Creating the People Impact isn't easy. There are many day-to-day challenges holding us back.



Just over half (53%) of HR leaders cite the shortage of required skills available in the talent pool as a major issue.

Source: Aberdeen Group

Almost 60% of HR leaders cite the biggest influence on onboarding is engaging new hires in the company culture.

Source: Aberdeen Group



## Employee engagement remains a significant challenge

13%

of employees engaged in their job

63%

of employees not engaged in their job

24%

of employees disengaged in their job



Less than 1% of an 'average employees' working week is available to learn something new.

Source: Aberdeen Group

38% of HR leaders felt strongly that the challenges of HR can be summed up as, 'engagement, engagement, engagement.'

Source: Society for Human Resource Management



## The additive effect

In research conducted by Gallup, they found that four human capital strategies combine in a powerful way to add up to 59% more growth in revenue per employee.

Strategy	Additive effect on revenue per employee	Combined effect on growth potential
Select the right managers	+27%	+27%
Select talented employees	+6%	+33%
Create a culture of engaged employees	+18%	+51%
Focus on strengths	+8%	+59%

## The Jive impact

### Attract

Creating external communities that immerse potential talent in your people, brand and culture.

### Onboard

Providing new hires with access to your corporate knowledge, people and culture.

### Develop

Enabling people to learn the way they want to learn and grow through the collective power of your people.

### Retain

Creating a workplace that is engaging and collaborative where people feel valued and are developed.

### Engage

Connecting your people to corporate direction and goals, recognising success and making them feel they contribute.

## What distinguishes best in class

When it comes to people and the employee lifecycle, there are a number of factors that distinguish best-in-class according to the Aberdeen Group.

2.2x

More likely to closely align their employee engagement plan with their performance management strategies.

94%

More likely to use technology-enabled, online social recognition tools to recognise their employee's efforts.

39%

More likely to measure employee engagement with the onboarding process to ensure employees understand what's expected of them.

76%

More likely to deliver learning in different ways to appeal to a variety of learners.

## The Jive effect

Organisations that are utilising Jive at the core of employee engagement and collaboration see the benefit.

30%

Reduction in onboarding time

24%

Reduction in employee turnover

28%

Increase in productivity

90%

Experience more job satisfaction

95%

Feel more connected to colleagues

85%

Report an increase in strategic alignment

Jive is the leading provider of modern communication and collaboration solutions. We help organisations to unite cultures, attract and retain talent, breakdown geographic and divisional barriers and drive greater productivity and leverage through more effective collaboration.

We would love to explore with you how Jive can help your organisation gain the 'People Impact' and share with you how we have helped organisations like yours address their challenges across the complete employee lifecycle.

You can contact the Jive team by visiting [www.jivesoftware.com](http://www.jivesoftware.com)

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