Article Side

A Comprehensive Passage About Employee Engagement and Employee Retention

by Ian Hutchinson

Article published on May 14th 2012 | Management

As the business and way of doing business trends are changing and so are the managing skills. Employee engagement is getting well know name in the industry. It is defined as something which is tangible metric system which is used as a tool to measure loyalty, satisfaction, excitement and commitment of the workforce. It is also a tool to measure turnover ratio and employee retention proportion as well as outcome of the organizational efforts. The employee engagement is very much prevailing in U.S, European as well as Japanese firms. It plays crucial part in indicating success of talent used in the work.

Employee engagement is very important tool for attracting the employees and to keep a check on staff retention. It is very necessary for the organization having large number of employees because it becomes very tough when there are such number of employees and to keep a check on their efforts and performance is very difficult. Employee engagement is very different from employee satisfaction. Employee satisfaction indicates happiness level of an employee while he or she is working in the organization. It is not concerned with employee involvement and motivation.

Employee engagement is something which is measured specifically for some purpose and is statistically measured keeping some other organization as a benchmark. Now getting somewhat deep to understand what is employee engagement actually is? Engagement is actually bifurcated into two parts employee’s engagement with organization as well as with superiors. Engagement with organization defines satisfaction level and thoughts about how an employee thinks about organization as a whole and its way of working culture as well as superiors. Prior to that employee’s engagement with managers includes measurement of satisfaction level with specific personnel or employees being employed in an organization , their relationship between each other as well as communication part.

Now as the competition is getting fierce day by day and so are the policies and perks too. Companies are fighting harder in order to acquire best talent, skills and experiences from the market and because of that many firms are facing fear of employee retention. Employee Retention is something in which the employees are encouraged to be with the organization for the maximum time or as of now, until the project gets completed. And so for that company keeps five factors in mind- compensation, environment, growth, relationship and support. If organization becomes successful in managing all the factors then they can successfully retain an employee and can fetch maximum output from them. So employee retention system is must have in any organization.

Article Source:
http://www.articleside.com/management-articles/a-comprehensive-passage-about-employee-engagement-and-employee-retention.htm - Article Side

Ian Hutchinson - About Author:
Ian Hutchinson (B.Bus, G.Dip.Psy, CSP) is Founder & Chief Engagement Officer at Life by Design. He is a, thought leader and innovative strategic implementer on Employee Retention. He is described in details about what is employee engagement and Employee Activated Engagement, Self-Leadership, Work Life Balance.

Article Keywords:
Employee Retention, What is employee engagement

You can find more free articles on Article Side. Sign up today and share your knowledge to the community! It is completely FREE!