



Measuring the Modern Workplace



For most, the concept of the “traditional” workplace conjures up thoughts of cubicles, desktop computers, unproductive in-person meetings, and the typical nine-to-five, 40-hour work week. But as industries change and the business landscape evolves, the components that make up the workplace as we know it must change to keep pace.

In the next few pages, we will discuss three important factors that make up the modern workplace, and how successful organizations are taking advantage of these factors to create a highly engaged, productive workforce.

At the end, you will have a chance to answer a series of questions to quickly assess how well your organization is meeting the needs of the modern workforce and identify potential areas for improvement.

Let's get started!



Employee Engagement

In the modern workplace, employee engagement is on the mind of every HR leader, and for good reason. Employee engagement—or lack thereof—can significantly impact productivity, customer service, and turnover.

To better understand why employee engagement is so crucial in the modern workplace, consider this:



71%
of all employees are
not fully engaged¹



\$11 billion
is lost annually due to
employee turnover¹

ON THE OTHER HAND...

**Companies with engaged
employees outperform
those without by up to**

202%¹



Okay, okay, you get it. Employee engagement is vital to a company's success. What can you do to boost employee engagement and meet the needs of the modern workforce?



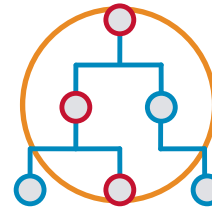
BE TRANSPARENT

When a company's mission and values are "known and understood," employees are 51 times more likely to be fully engaged²



EMBRACE PEER-TO-PEER RECOGNITION

41% of companies that use peer-to-peer recognition have seen positive increases in customer satisfaction³



ENGAGEMENT STARTS AT THE TOP

Engagement plummets to 2% among teams with managers who ignore their employees, compared to 61% for teams led by managers who focus on strengths⁴



ALLOW FLEXIBLE WORKING CONDITIONS

65% of employees think a flexible and remote work schedule would increase their productivity and engagement⁵

THE PAYLOCITY CONNECTION: Companies that embrace the importance of employee engagement are reaping the benefits. Whether you're looking to drive peer-to-peer recognition, increase company transparency, or improve collaboration among colleagues, Paylocity provides the tools necessary to keep your workforce engaged and productive.



Learn more about how Paylocity can help improve employee engagement.

¹ Dale Carnegie, *The Importance of Employee Engagement*

² Modern Survey, *The State of Engagement - Fall 2014*

³ SHRM/Globoforce Employee Recognition Survey

⁴ Gallup, "The No-Managers Organizational Approach Doesn't Work."

⁵ Cornerstone, "State of the Workplace Productivity Report"

Performance Management

Another major component of the modern workplace is the effectiveness of performance or talent management. Most HR professionals will agree that traditional performance management doesn't work. It leaves employees frustrated and confused, and rarely provides any real guidance on ways to improve and grow.



Only 8%

of companies believe their performance management process is highly effective in driving business value, while 58% say it's not an effective use of time¹

EMPLOYEES FEEL THE SAME WAY...

ONLY

55%

of employees feel as though performance management appraisals are effective for employees to develop themselves and their abilities at work²

WHAT'S WRONG WITH TRADITIONAL PERFORMANCE MANAGEMENT?

- **Annual performance reviews** – Not frequent enough
- **Employees are measured against colleagues** – Creates tension and anxiety
- **One-way feedback only from direct supervisor** – Not comprehensive and often subjective feedback

But wait! There's good news—most organizations recognize the problem with traditional performance management and are making changes to fix it.



89%

of organizations have recently changed their performance management strategy, or intend to do so within the next two months³

HOW PERFORMANCE MANAGEMENT WORKS IN THE MODERN WORKPLACE

- **Real-time, ongoing feedback** – Younger workers want consistent feedback, asking for it 50% more often than their older colleagues⁴
- **Focus on future growth and skills** – Employees want to know their company believes in them and is willing to invest to help them succeed
- **Align individual goals with company goals** – When employees understand how their daily actions matter to larger organizational goals, they find purpose in their role and appreciate what they are working towards
- **Multi-level feedback** – Integrate managers, HR, and colleagues for a comprehensive assessment of an employee's true performance

THE PAYLOCITY CONNECTION: The demand for meaningful employee performance and recognition programs in the modern workplace poses a unique challenge to HR professionals. Performance Management tools, such as Paylocity's 360 Reviews, promotes employee engagement, influences job satisfaction, and positively impacts productivity.



Learn more about Paylocity
Performance Management.

¹ Deloitte, *Performance management is broken*

² Saba/WorkplaceTrends.com, *Global Workforce Leadership Survey*

³ Deloitte, *Human Capital Trends Report, 2015*

⁴ Oxford Economics, *Workforce 2020: The Looming Talent Crisis*



Mobile Technology

The third major factor in the DNA of the modern workplace is adapting to “the where” and “the how” of how modern employees want to work. Organizations throughout the world are embracing the idea that not only can work be done outside of the office, but remote workforces may even be more productive and cost-effective.

THANKS TO MOBILE TECHNOLOGY...

The modern workplace is moving out of the traditional office environment and both employees and their companies are reaping the benefits.



With the ability to work remotely¹:



77%

of surveyed employees reported greater productivity



30%

accomplished more in less time



23%

would be willing to work longer hours in order to accomplish more



52%

would be less likely to take time off—even when sick



42%

felt just as connected with colleagues as if they were working on-site—10% felt even more connected

The benefits of empowering employees with workplace flexibility are clear, but to do so, they need the right tools. To help maximize the engagement and effectiveness of the modern workforce, successful organizations provide tools that:

- ✓ **Allow Employees to Communicate and Collaborate from Anywhere**
- ✓ **Provide Easy Access to Employment Information like Payroll and Benefits**
- ✓ **Streamline the Scheduling and PTO Process for Employees and Managers**
- ✓ **Keep Employees Up to Date with Company News, Goals, and Policies**
- ✓ **Deliver a High-Quality, Consumer-Like User Experience**

THE PAYLOCITY CONNECTION: Mobile tools that deliver the data and information employees need are no longer revolutionary, they're necessary. Paylocity's mobile-first solution provides 24/7 access to payroll and HR information, engages employees, and modernizes how key tasks are accomplished from anywhere.



[Learn more about Paylocity mobile.](#)

¹ ConnectSolutions, Remote Collaborative Worker Survey, 2015



Cubicle walls are falling. Desktop computers are gathering dust. Annual performance reviews are a thing of the past. The modern workplace is upon us.

Now that we've explored the three major components that are revolutionizing today's organization, it's time to see how your company stacks up. With the following quiz, you will be able to assess whether your organization is effectively meeting the needs of the modern workforce and what steps you can take to address any areas that need improvement.

HOW MODERN IS YOUR WORKPLACE?

Take our quiz to see if your organization is meeting the needs of the modern workforce.

Visit paylocity.typeform.com/to/UUgzHC

Take the quiz now!

Click here or visit
paylocity.typeform.com/to/UUgzHC
to begin...

