



Enhancing Performance: Employee Relations

Recruiting and retaining good employees presents a major challenge for any successful organisation today.

Empirical evidence shows that having ‘the right people on the bus’ who understand the business and its objectives is intrinsically linked to the organisation achieving optimal performance.

Organisational change, project working and the threat of redundancy from down-sizing exercises are very real trends facing today’s workforce. Coupled with testing economic markets, uncertainty is ever increasing. Keeping employees motivated and focused during this time is a key issue, particularly when employee effort directly translates onto bottom line performance and market competitiveness is critical to survival.

In conjunction with Kingston University Business School, Staius has undertaken rigorous research into the relationship between employee relations and performance.

Principal findings of the research found that successful employee engagement strategies can lead to increased organisational performance. When employees feel valued and involved they are significantly more likely to perceive their organisation more positively and are also more likely to exhibit organisational commitment and citizenship behaviours.

Engaged employees were also found to be more likely to stay with the organisation for a longer time. With the right organisational culture and work conditions, long employee tenure is related to higher organisational performance. Therefore the processes underpinning any employee relations strategies must be comprehensive, but simple, to ensure that:

- The right people are recruited for your organisation
- They remain motivated and willing to stay for the long term.

Staius has taken this research and combined it with their unrivalled knowledge of people management and employee involvement to create a comprehensive client offering which will improve your employee relations, revitalise your organisational culture and most importantly increase your performance.

Implementing standardised processes can give clear performance indicators and provides a baseline for analysis and evaluation. The aim is to improve overall performance and make your organisation a place that people aspire to work for.

Services

Staius can assist you with the design and implementation of strategies to enhance employee relations and improve performance. This includes:

- Designing successful feedback and self monitoring schemes.
- Assessing and developing employee attitudes of satisfaction, motivation and organisational commitment.
- Advising on supportive HR policies and practices.
- Developing and standardising comprehensive engagement strategies.
- Using customer loyalty and employee commitment to refine performance measures.
- Identifying an employee’s ability, talent and motivation to raise their own performance.
- Designing and delivering robust learning and development strategies.

Contact

For a consultative meeting or additional information, please contact Mark Woods on 07976 426 286 or email him at mwoods@staius.uk.com.

The text in this information sheet draws on the research project that one of our associates, Amanda Rosewarne, conducted with Kingston University Business School.

