

# Employee Engagement & Dedication

How do I gauge employee engagement/dedication? This question always keeps an employer busy thinking about it.

Keeping employees invested in their jobs and dedicated to the company vision is one of the influential workplace issues of our time. And maybe the most understood. I have discussed and suggested several businessmen, Companies' CEO on this issue. In my point of view it is equivalent to a mission.

In my view the answer is "COMPANY CULTURE". Yes! Company culture, with its enormous impact on employee engagement, might be even more critical to success than most entrepreneurs ever realized.

Culture is a social network system, its thriving or its in the hands of the gossipers and the rumormongers and the cynics and the grudge collectors.

I think engagement is the key result of discretionary effort. That is the difference between a worker who does the minimum amount of work required and the worker who goes above and beyond but never highlights his extra ordinary efforts, the same situation that I have experienced in my previous job. Employees are more likely to put forth discretionary effort when objectives align with the company culture. Now-a-days professional organizations are trying to create a work environment where employees see their own progress in the company's progress. Where it is not just a career but a place where an employee goes to find meaning and purpose of his/her life.

Frequently the depth of employees' engagement is a barometer of a company's direction. Employer tries to find out about level of employee engagement/dedication through different employee surveys. Employees' opinion information consists of several questions, for example: Do you trust your manager? Do you have resources to do what you need to do? Are you consulted on key decisions that impact your job?

Such surveys will reflect whether engagement is improving or not. If it's trending down it means every goal of the company is going to be harder to achieve, whether it is about customer loyalty, company revenue figures, and the wellness of employees.

What does it feel like to work here? The answer to that question is your CULTURE. Because the way people feel determines how they behave. Professionals want to create a place where employees love coming to work every day. Because when they do, they are less focused on money, more productive and much more aligned with company targets and goals.

Employers looking for a positive change in company's culture can contact MN Learning Solutions. We will ensure clients 100% satisfaction about the trainings delivered under MNLS banner.

Regards.

