

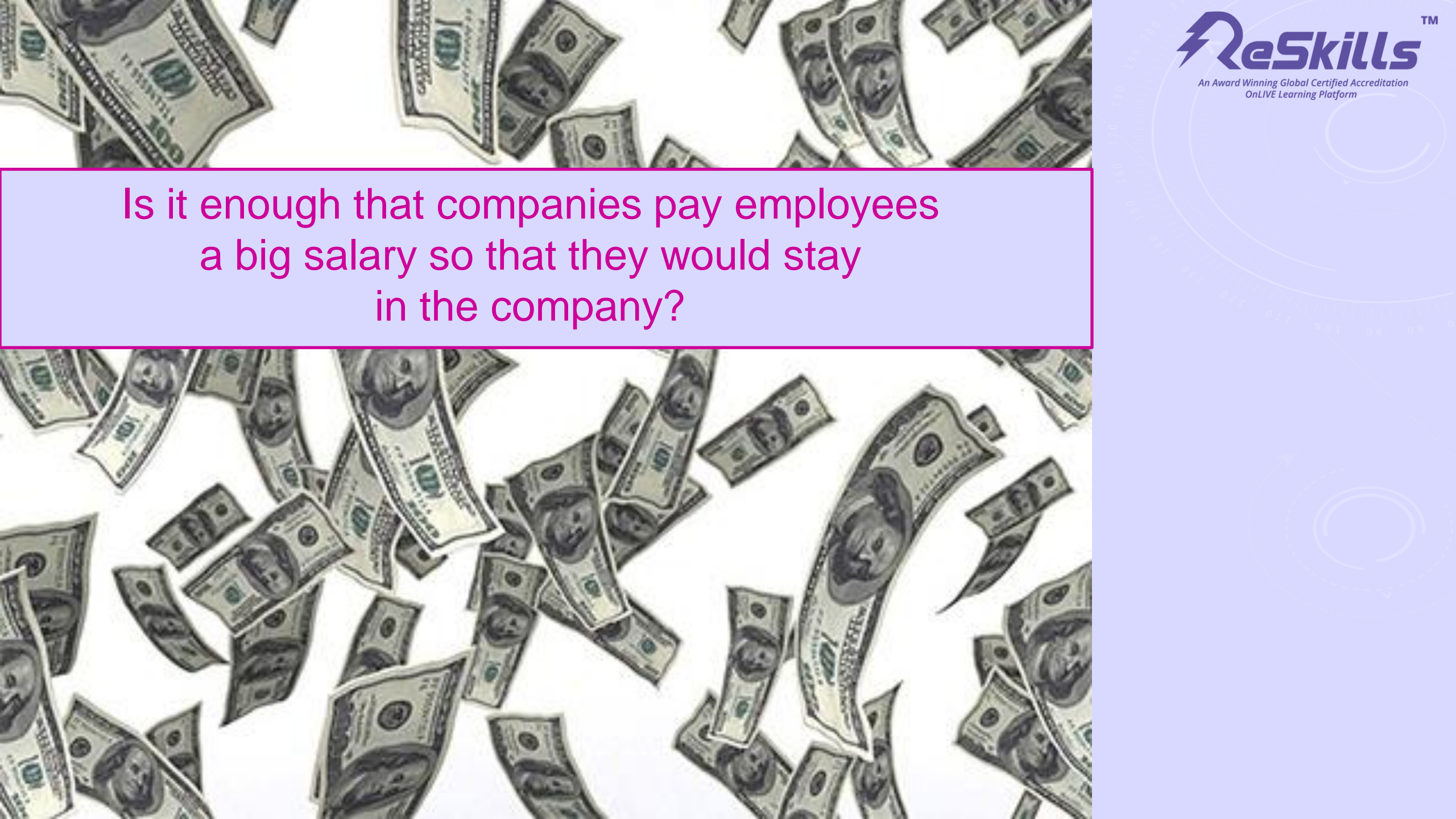
Keep Your Employees Engaged: Low Cost/No-Cost Ways

Coach Teresa G. Dumadag

Coach Teresa G. Dumadag

- ✓ Management, HR and Training Consultant
- ✓ Executive, Career and Business Coach
- ✓ Author of at least 10 books
- ✓ Businessmom





Is it enough that companies pay employees
a big salary so that they would stay
in the company?

Would training and advancement prevent employees from leaving the company?



Top 3 REASONS EMPLOYEES LEAVE THEIR JOBS

1. BAD BOSSES

- ✓ They say people quit not their jobs, but their bosses. And that's true on many accounts.



A study reveals that about **50%** of over **7000** employees

surveyed left their job



"to get away from their manager."



Deciding to leave a job is not something that most employees do lightly. So if they do, then you must be giving them a very good reason or several.



In order to keep the most talented people in your team, it's high time to look in the mirror and realise what you may be doing wrong in terms of factors, such as people management, task distribution, and goal and priority setting.

Top 3 REASONS EMPLOYEES LEAVE THEIR JOBS

2. TOO MUCH WORKLOAD



When you have talented people on your team, it can be tempting to work them hard.

But, nothing burns an employee quite like giving them too much work.



While you may see this as giving recognition for great performance, overworking may feel like a punishment for your employees.



If you plan on increasing their workload, you better increase their job status, too.



Offer promotions, salary raises, and title changes in exchange for added responsibilities. Otherwise, expect them to seek new employers.

Top 3 REASONS EMPLOYEES LEAVE THEIR JOBS

3. NO RECOGNITION

82% of workers say that the lack of recognition towards their initiatives leads them to consider switching employers.



It is easy to downplay the power of rewarding and recognising your employees for outstanding work.



However, it is important to note that a simple pat on the back can have the biggest impact to employees., which is why managers need to communicate with their team to determine what it is that motivates them.



This may take the form of an internal recognition, a flexible schedule, a promotion, or an extra vacation time.



WINNER
E-Books
CATEGORY

BY
Teresa Gumap-as Dumadag

PUBLISHER
Full Life Culture



Virtual Book Launch, 2019

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Manufacturing

Media & Communications

Museum


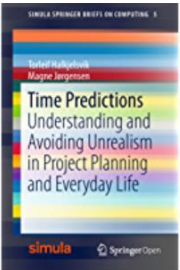


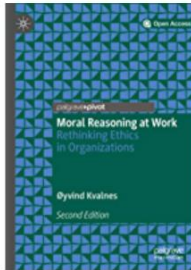
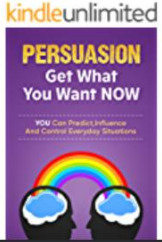




Administration & Museology

Natural Resource Extraction

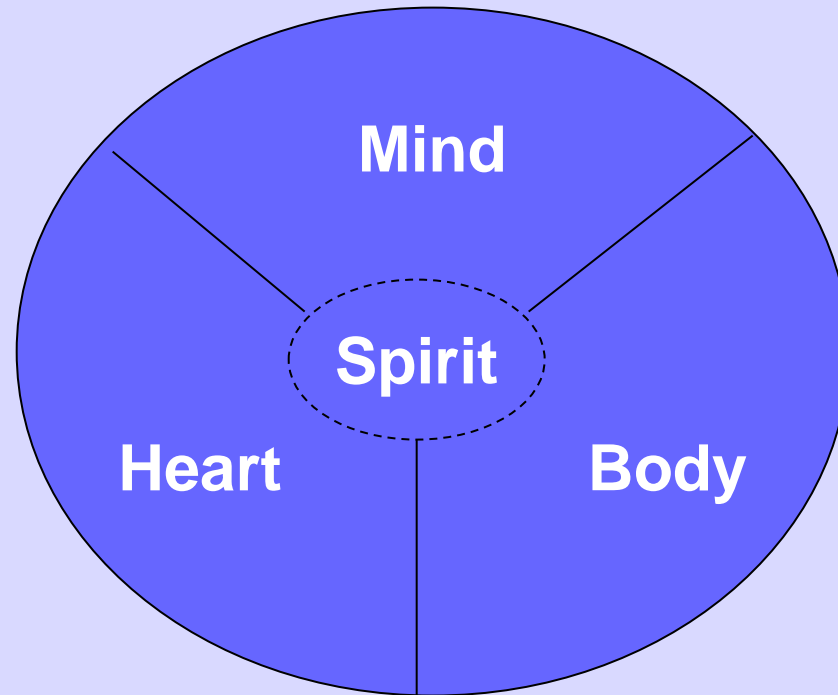
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Covey's Whole Person Paradigm

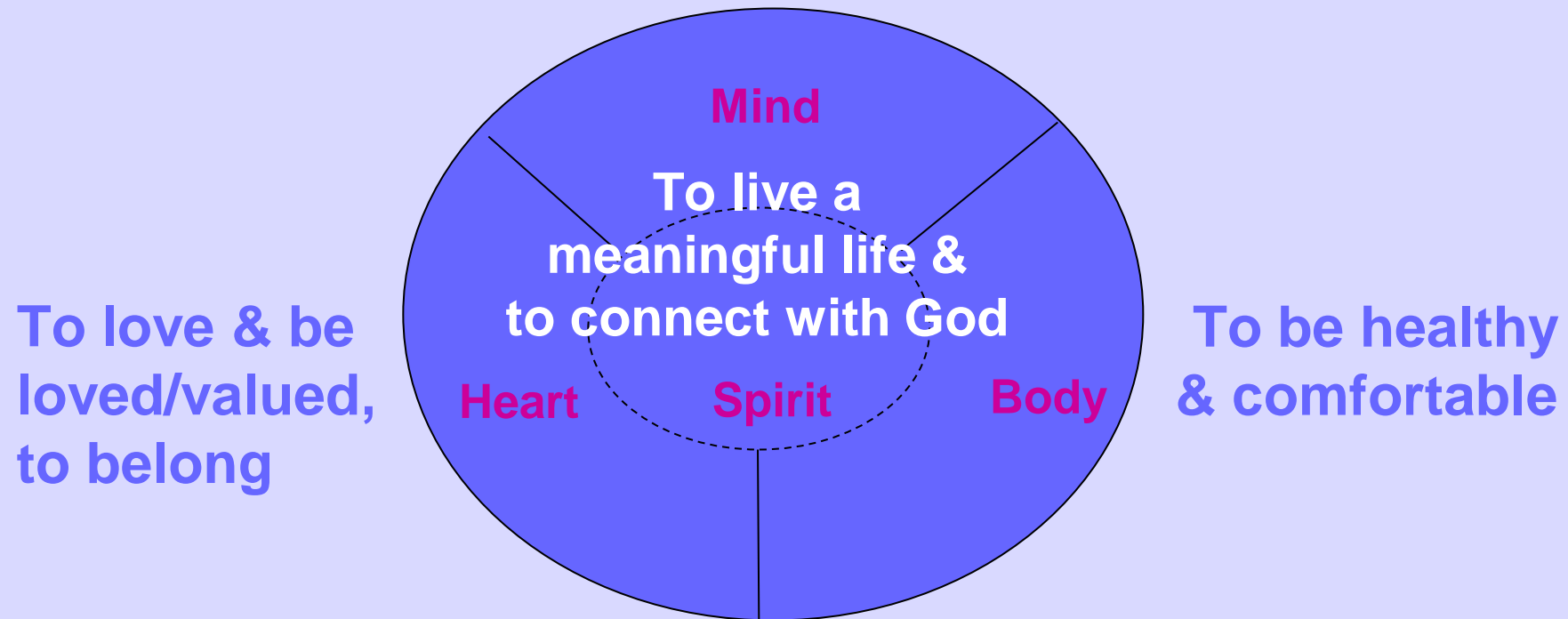


4 Needs of People (Covey)



4 Needs of People (T.G. Dumadag)

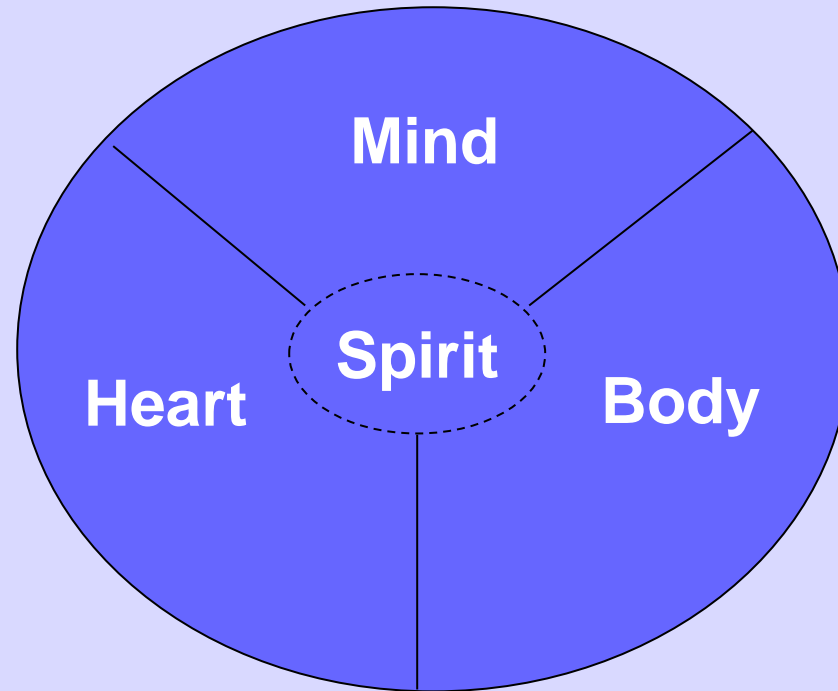
To learn, to relax, to be recognized



Whole Person in a Whole Job (Covey)

Use me creatively

Treat me
kindly



Pay me
fairly

in serving human needs in principled ways

Wholistic Approach to HRM TM (T.G. Dumadag)

An Award Winning Global Certified Accreditation
OnLIVE Learning Platform

Let me use my creativity
and intellect to contribute

Be considerate of
my feelings and
relationships,
help me have a
supportive
community



Pay me
fairly and
let me have
enough rest

in serving human needs in principled ways
and according to my faith & conscience

Wholistic HR Approach

- ✓ Recognizes that an employee is a person with a body, heart, mind and spirit.
- ✓ Strives to provide for the needs of the employee's body, heart, mind and spirit.
- ✓ Helps employees to be well-rounded.
- ✓ Helps employees achieve and experience balance in their lives.

Failure to nourish an employee in
ALL ASPECTS can lead to an imbalance.



Imbalance over a long period could lead to a crisis that will eventually manifest in the performance of the employee.



Wholistic Approach to HRM (T.G. Dumadag)

Let me use my creativity
and intellect to contribute

Be considerate of
my feelings and
relationships,
help me have a
supportive
community



Pay me
fairly and
let me have
enough rest

in serving human needs in principled ways
and according to my faith & conscience

How do we provide for these needs?

- ✓ Strive to have a balance in our employee programs.
- ✓ Don't just focus on one aspect.
- ✓ Do your best to address their 4 different needs.
- ✓ Help employees grow and be successful in ALL aspects.

BODY

Provide coffee, tea or hot chocolate drink and lights snacks in your pantry.



BODY

Encourage employees to eat healthy by asking them to post on Instagram photos of what they eat. Then, choose a weekly or monthly winner and reward by announcing it to all the employees and give a free healthy meal or GC.



MIND

Provide learning opportunities like seminars, training, workshops and coaching and mentoring programs.



MIND

Give employees an opportunity to suggest solutions or improvements and choose the best suggestion every month. Announce to all employees and give a certificate. If you have extra budget, give a GC or a book as token.



HEART

Organize potluck lunches once a month to foster camaraderie or have free pizza with your team to thank them for their contribution in completing a project.



HEART

Let your employee who is celebrating his birthday work from home if you cannot afford to give a birthday leave yet.



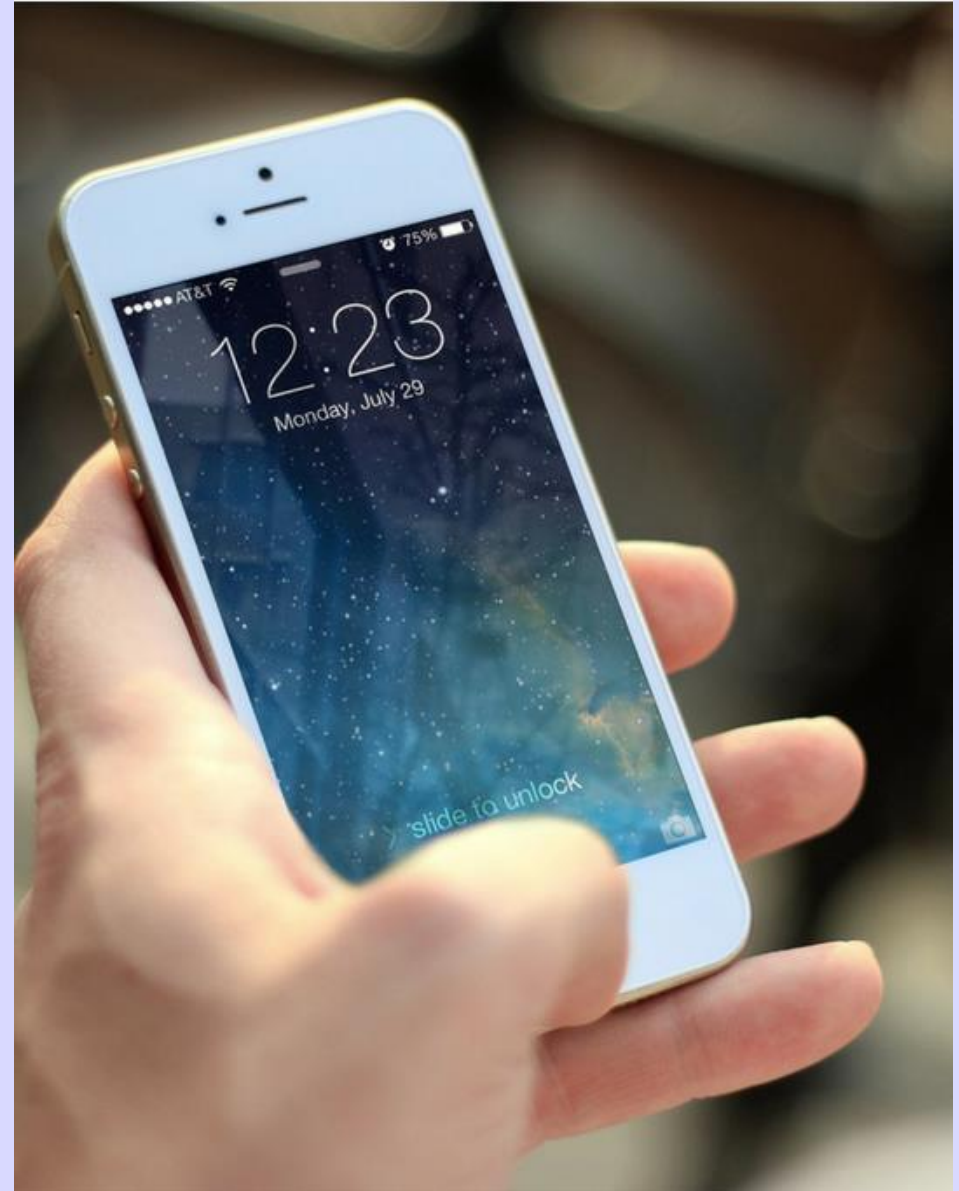
SPIRIT

Organize First Friday
Masses or Bible
reading and sharing
of reflections once a
week.

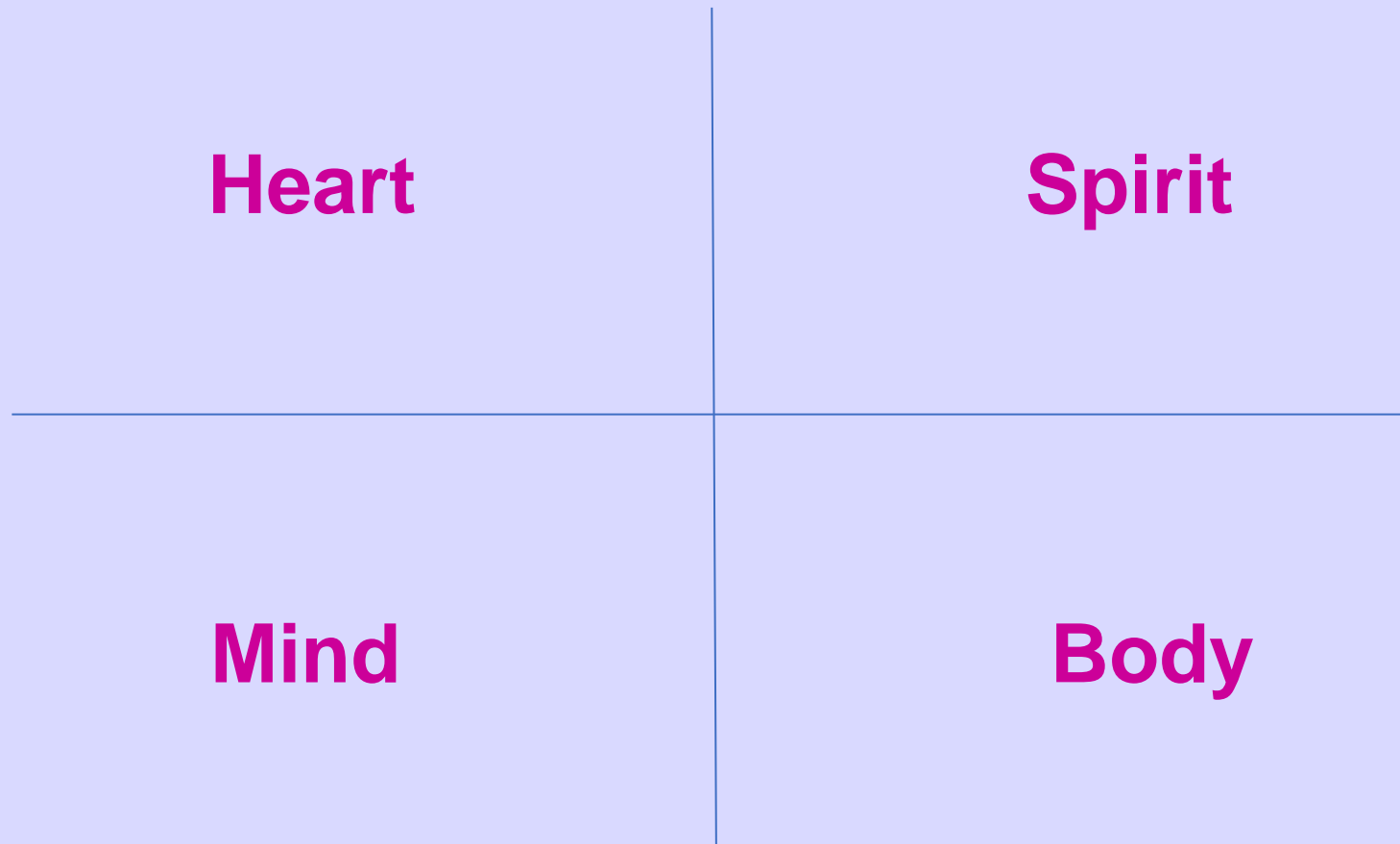


SPIRIT

Text blast a Bible verse at the start of the week or each new day to your employees.



Monitoring board for employee programs





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Full Life Culture

