

Five Ways to Improve Employee Productivity

Fact – increasing employee productivity increases a company's bottom line. But to have productive employees, you first must hire the right employees, and they need the right tools to grow. Every organization operates differently, but having a winning strategy for recruitment and employee development is a "must." Discover 5 proven talent management strategies that will help your organization become more productive than ever.



Find better hires, faster

A company's growth and success are reflections of the people it hires, so discovering top talent quickly is imperative for organizations who aim to be the best. A best practice for acquiring top employees is to get referrals through your current staff, as research shows that referral hires outperform hires from other sources by 3% to 15%.¹ So the best way to find outside talent is to start searching from within.



Facilitate more effective onboarding, sooner

An employee's first day is exciting for everyone, but most companies waste a day of productivity by having the new hire fill out paperwork. There is a much more effective onboarding strategy. With the right technology, employees can complete all documents ahead of time, and new hires can begin to establish connections with colleagues before having set foot in the office. This will help them more quickly start to establish the connections they'll need to be successful.



Drive engagement with development, feedback, and goals

Employee engagement dovetails with companies providing feedback - 43% of highly engaged employees receive notes on their work at least once a week.² Engagement also includes employees understanding that their work is seen as integral to the bigger picture, and also that the company is invested in them. When this occurs, productivity increases because employees give more. In fact, a survey found that companies in the top 25% of engagement also have 21% more productive employees.³



Identify, challenge, and develop high performers

What good is talent if it plateaus instead of being allowed to reach its potential? Successful companies have ways of identifying high performing employees and ensuring that they receive regular training to prepare them for their next role. In addition to the top employees benefitting from increases in engagement and learning opportunities, companies will benefit from more productive employees. In fact, a 10% increase in workforce training results in an 8.6% gain in productivity.⁴



Identify and manage the actively disengaged

All companies have experience in hiring a bad apple. This doesn't mean that the team made a big mistake, but it's important to ensure that the disengaged employee's behavior is identified and corrected early on. Exposure to the poor behavior of even a single employee can reduce a team's productivity by 30% to 40%.⁵ Through a mix of training, providing goals, and offering feedback, you can turn that bad apple into a highly productive teammate.

To learn how Cornerstone can help boost your employees' productivity, visit csod.com

¹Jennifer Taylor Arnold. "Employee Referrals at a Keystroke: Your Employees Could Be Your Best Source of Job Candidates—Especially If Your Computer System Efficiently Handles and Tracks Their Referrals." HR Magazine. March 12, 2007.

²Jeff Fermin. "10 Shocking Stats About Employee Engagement [Infographic]" OfficeVibe. January 28, 2014. Accessed on November 18, 2014, at <http://www.officevibe.com/blog/stats-employee-engagement-infographic>.

³Susan Sorenson. "How Employee Engagement Drives Growth." Gallup Business Journal. June 20, 2013. Accessed on November 18, 2014, at <http://www.gallup.com/businessjournal/163130/employee-engagement-drives-growth.aspx>.

⁴Gregory P. Smith. "Training and Development Leads to Higher Productivity and Retention." Business Know-How. Accessed on November 18, 2014, at <http://www.businessknowhow.com/manage/higherprod.htm>.

⁵Robert Sutton. "How a Few Bad Apples Ruin Everything." The Wall Street Journal. October 21, 2011. Accessed on November 11, 2014, at <http://online.wsj.com/news/articles/SB10001424052970203499704576622550325233260?mg=reno64-wsj&url=http%3A%2F%2Fonline.wsj.com%2Farticle%2F-SB10001424052970203499704576622550325233260.html>

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