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 then provide them with the right tools to grow. Every team 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 means increasing revenue faster. Your best asset for finding new talent is your current talent - leverage your employees to get referral hires. Research shows they’ll outperform external hires by up to 15%.

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 setting foot in the office. This will help them more quickly build the network they’ll need to be successful.

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

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%. Through a mix of training, providing goals, and offering feedback, you can turn that bad apple into a highly productive teammate.

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 - a 10% increase in workforce training results in an 8.6% gain in productivity.