



Employee Morale and Engagement

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Consider...

How long do you plan on staying in your current role?

What factors do you consider in this decision?



Brainstorm

- What do your employees like about their job?
- What do your employees dislike?
 - Are these dislikes changeable?



Why do People Stay at their Job?

- Money?
- Meaningful work?
- Positive work environment?

What do you think?



Employee Engagement

- Employee engagement is often a factor in retention.
- Employee engagement is also necessary to get the work done effectively!

How can you engage your employees more?



Literature Review

- Pay is a factor
 - However pay is not the ONLY factor!
 - Certain groups care more about pay as a factor:
 - Higher education
 - More diverse staff
 - Those with financial insecurity
 - More experienced staff



Literature Review

- Leadership is important!!!
- Employees want...
 - ... supervisors who are good at communication
 - ... supervisors that work with employees personally
 - ... transparency
 - ... leaders that support creativity and innovation
 - ... a connection between employees and senior staff



Literature Review

- Growth is important!!!
- Employees want...
 - ... training and professional development
 - ... employees want to take on more responsibility



Literature Review

- Employees want a meaningful job!!!
 - Alignment with strategic plan/organizational goals
 - Autonomy
 - Input into the decision making process
 - See results from short term projects
 - Praise for good work
 - Challenging, diverse work



Literature Review

- Employees want a pleasant environment
 - Peer support
 - Respect
 - Sustainable work load
 - Work-life balance
 - Feeling heard



Literature Review

- What about incentives?
 - Work best when there is a close relationship with supervisors and employees
- Motivational incentives
 - Effective in making employee feel loyalty
 - Connection between recognition and job performance
 - Incentives should be based on the employees' different preferences



Literature Review

- Financial Incentives
 - Can increase workforce productivity
 - Should be combined with intrinsic incentives to be effective long term
 - Less effective when financial needs are met
 - May encourage more volume, but less quality



MASLOW'S HIERARCHY OF NEEDS APPLIED TO EMPLOYEE ENGAGEMENT

