



3 Ways HR Is Driving Business Success

IN THE INDUSTRIAL SECTOR



Equipping the Industrial Sector to Drive Employee and Business Success

Organizations in the industrial sector need to stay productive and efficient to meet demanding production timelines and demanding growth expectations. Between corporate headquarters dispersed locations, and a deskless frontline workforce, HR leaders are hard-pressed to capture people data the company can rely on.

Unable to accurately capture and portray the sentiment of their entire workforce, these data-driven, high-efficiency companies find themselves misunderstanding and underserving their people. Without visibility into the impact that employee success initiatives like employee engagement and performance management have, these programs get deprioritized, making it difficult to attract and keep great talent.

Solutions that help companies streamline engagement and performance practices are becoming popular. Armed with the ability to capture employee feedback and improve communication between employees and their managers, HR leaders can build talent programs that drive business success.

Learn how you can drive higher employee engagement and performance to achieve desired business outcomes today.



HR Leaders in the Industrial Sector are Facing Unique Challenges

HR teams and leaders at industrial organizations are facing unparalleled people challenges. Relying on inefficient employee engagement and performance practices places a disadvantage on those responsible for attracting and retaining talent. It doesn't stop and start at headquarters. Finding ways to serve corporate and frontline workforces puts extra strain on measuring success and efficiently scaling across employee groups.

Without the ability to effectively capture employee feedback, gauge performance, and report on the impact of talent initiatives, companies often:

- **Have difficulty capturing reliable engagement data** across the workforce
- **Lack visibility** into performance and engagement across locations and teams
- **Struggle to attract and retain great employees**

HR and organizational leaders know that employee success is critical to business success. Moving toward more efficient and effective talent strategies is critical to supporting your workforce and achieving the best results for the business.



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How Employee Success Tools Drive Business Success in the Industrial Sector

Employee success solutions are becoming more popular in the industrial sector. Equipped with the right engagement and performance management tools, employers can measure the impact of their talent programs and deliver a better experience for employees. These tools allow HR leaders for companies in the industrial sector to:



Capture the employee voice anywhere, anytime
by providing easy-to-use tools that employees in the office or the field can access from any device.



Operationalize people data for effective, ongoing talent management
by using reliable people data to understand workforce perceptions and replicate success.



Build a culture people want to work for
by improving communication, fostering connection between workers and leaders, and delivering a better employee experience



Capture the employee voice anywhere, anytime

CHALLENGE

If you have difficulty capturing reliable engagement data across your workforce...

Engagement is surfacing as a top priority as organizations feel the effects of labor shortage, employer reputation challenges, and unprecedented turnover. Now, more than ever, you need to know more about your employees and what drives them to leave or stay.

Difficulty arises when organizations with widespread frontline workforces try to execute employee engagement initiatives. While relying on kiosks and paper employee surveys helps a deskless workforce, frontline workers need easier access to drive the participation that HR teams need to trust the data.

Lack of participation due to inaccessibility of surveys or other talent initiatives puts organizations at risk. Leaders need to be able to access reliable information and analyze that data to inform their decisions and guide the company toward success.

SOLUTION

What if you could capture the employee voice anywhere, anytime so you can reliably understand and drive engagement?

Move the needle on employee engagement with higher response rates and more comprehensive people data using a reliable tool. This makes sending out surveys and receiving feedback quick and easy. You can provide easy access to surveys from any device with just an email address – any email address.

You can also administer surveys from the corporate office, local office, or to specific teams in no time, using templates and best practices that ease the burden of execution on the back end. Worried that your employees won't remember to respond to surveys or enjoy the experience? Have peace of mind that your surveys or feedback requests reach your employees. They'll receive nudges and notifications to complete it and their experience will be quick and easy.



Operationalize people data for effective, ongoing talent management

CHALLENGE

If you lack visibility into performance and engagement across locations and teams...

Industry 4.0 is changing the way companies get things done. In an age where we have more data than ever, organizational leaders are obsessed with efficient, operational processes to get the most from every dollar.

HR leaders are at a disadvantage. The data you need the most – your people data – is the toughest to get your hands on. Due to what seems like lack of action on the company's end, corporate employees and frontline workers alike are participating in talent initiatives at an all-time low.

Without strategies and tools to engage your workforce, gather feedback, and act on that information, leaders can't effectively lead. Poor decision making at the people level trickles into all areas of the business, resulting in huge risks to company bottom lines and growth quotas.

SOLUTION

What if you could operationalize your people data for effective, ongoing talent management?

Invest your time, energy, and resources in programs that work. You don't have to spend all of your effort manually gathering data. Leverage reliable, accessible, real-time data and expertise to pinpoint obstacles and drive performance company-wide. Help employees feel heard, valued, and connected. Then take action by listening to their feedback and responding appropriately. With the right tool, you can spend more time developing a plan that will actually have an impact – and so can your people leaders.

- Empower leaders at all levels of the organization to slice, dice, and filter their data to see what is driving success across teams and locations and act on those insights. Using these insights, replicate and scale effective talent strategies to the organization to help build consistent practices that allow you to make great decisions time and time again.



Build a culture people want to work for

CHALLENGE

If you struggle to attract and retain great employees...

Industrial organizations have a particularly hard time attracting and retaining skilled workers. Competition amongst employers is higher than ever, leading many HR leaders searching for ways to attract talent and keep them around.

While some factors are out of the HR leaders' control, some pathways to resolve talent attraction and retention issues can be resolved with having the right talent solutions.

Inflexible talent solutions limit management's ability to personalize engagement and performance, resulting in a lack of trust, respect, and fairness. And while you can't completely stop employees from leaving for money or a better shift, the right solutions can help you build a culture that people want to work for - and stay for.

SOLUTION

What if you could build a culture people want to work for?

Make culture your employee attraction and retention strategy. One of the most effective ways to attract and retain high-performing employees is to create an environment that people actually want to work in. Employees want to be more than just a cog in the machine. Improve communication between the organization and its employees to build trust and create a workplace environment that makes people feel heard, important, and valued. Foster a workplace where managers and employees talk regularly, discuss challenges, and touch base on their goals. You can also facilitate performance management with every employee group across every location with flexible performance processes that suit all employees.



Drive business success with Quantum Workplace

Quantum Workplace offers the most reliable solutions for employee success. We have two decades of experience researching winning cultures and helping them boost their engagement and performance strategies.

Our employee success software is designed to improve employee engagement and performance to help businesses grow and succeed.

With Quantum Workplace, you can

Capture the employee voice anywhere, anytime

Make employee engagement and performance accessible to all employees at the palm of their hands, get a true measure of employee engagement, and rely on your people data for critical insights.

Operationalize your people data for effective, ongoing talent management

See and replicate what's driving success across teams and locations with real-time visibility across your workforce, people data you can trust, and tools to scale effective talent strategies.

Build a culture people want to work for

Connect leaders and workers by leveraging flexible employee success tools that help build trust, improve communication, and deliver an experience that makes employees feel valued.



Best-in-class tools to drive business success



Engagement

Engagement Survey
Pulse Surveys
Lifecycle Surveys



Performance

Goals
Feedback
1-on-1s
Recognition
Talent Reviews



Intelligence

Intelligence Analytics
Intelligence Dashboard
Intelligence Data Feed

Start driving employee success today

Learn more about how Quantum Workplace helps professional services organizations grow and succeed today!

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