

Creating the People Impact

How HR Can Deliver Business Growth

In a competitive world, how do organisations attract, develop and retain talent in their business? They maximise talent to create competitive advantage through the 'People Impact'.

Barriers to the People Impact

Creating the People Impact isn't easy. There are many day-to-day challenges holding us back.

Just over half (**53%**) of HR Leaders cite the shortage of required skills available in the talent pool as a major issue.

Source: Aberdeen Group

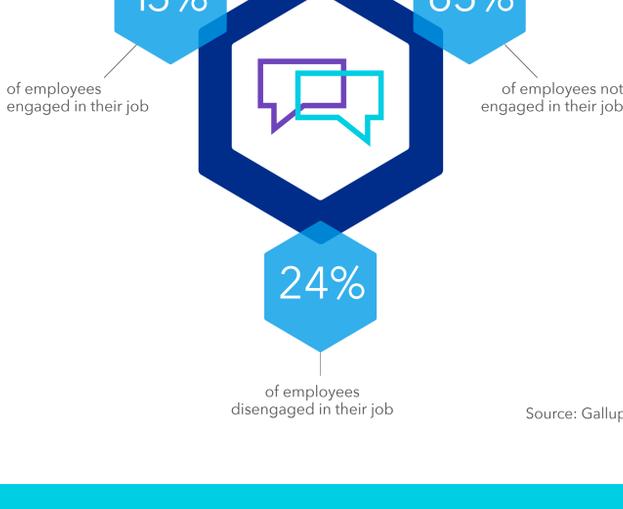


60%

Almost **60%** of HR Leaders cite the biggest influence on onboarding is engaging new hires in the company culture.

Source: Aberdeen Group

Employee Engagement Remains a Significant Challenge



1%

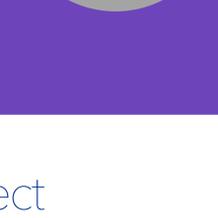
Less than **1%** of an 'average employees' working week is available to learn something new.

Source: Aberdeen Group

38%

38% of HR leaders felt strongly that the challenges of HR can be summed up as, 'engagement, engagement, engagement.'

Source: Society for Human Resource Management

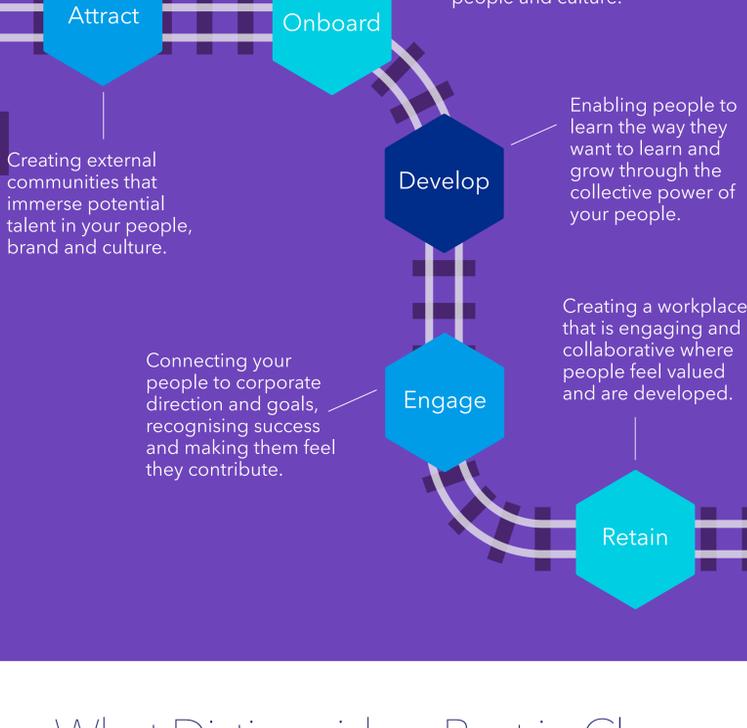


The Additive Effect

In research conducted by Gallup, they found that four human capital strategies combine in a powerful way to add up to 59% more growth in revenue per employee.

Strategy	Additive Effect on Revenue Per Employee	Combined Effect on Growth Potential
Select the right managers	+27%	+27%
Select talented employees	+6%	+33%
Create a culture of engaged employees	+18%	+51%
Focus on strengths	+8%	+59%

The Jive Impact



What Distinguishes Best in Class

When it comes to people and the employee lifecycle, there are a number of factors that distinguish best-in-class according to the Aberdeen Group.



2.2x

More likely to closely align their employee engagement plan with their performance management strategies.



94%

More likely to use technology-enabled, online social recognition tools to recognise their employee's efforts.



76%

More likely to deliver learning in different ways to appeal to a variety of learners.



39%

More likely to measure employee engagement with the onboarding process to ensure employees understand what's expected of them.

The Jive Effect

Organisations that are utilising Jive at the core of employee engagement and collaboration see the benefit.

30%

Reduction in Onboarding Time

24%

Reduction in Employee Turnover

28%

Increase in Productivity

90%

Experience More Job Satisfaction

95%

Feel More Connected To Colleagues

85%

Report an Increase in Strategic Alignment

Jive is the leading provider of modern communication and collaboration solutions. We help organisations to unite cultures, attract and retain talent, breakdown geographic and divisional barriers and drive greater productivity and leverage through more effective collaboration.

We would love to explore with you how Jive can help your organisation gain the 'People Impact' and share with you how we have helped organisations like yours address their challenges across the complete employee lifecycle.

You can contact the Jive team by visiting www.jivesoftware.com or call us directly at **877-495-3700**