Five Ways to Drive a More Connected Organization

with HR Technology

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Unlock the Power of Connection

With major shake-ups in the workplace like the Great Resignation and the rise of hybrid work, there are new challenges on HR's plate on top of the basics of your day-to-day. As organizations navigate tight labor markets and increasing employee expectations, one thing is clear: the role of HR continues to expand. HR teams need to bridge the gaps across their organizations to fuel collaboration and connection among their workforce.

77% of employees
say relationships with their colleagues are a key indicator of job satisfaction.[1]

86% of workers
blame lack of collaboration or ineffective communication for workplace failures.[2]

67% of executives
say culture has become as important as strategy and operations to success.[3]

Cultivating connection is essential for creating a positive employee experience, but you can't do it alone. Especially with the growing popularity of remote and hybrid teams, plus your hourly and contract workers, you need technology to engage all employees regardless of when, where, and how often they're working — otherwise, there is no way you'll effectively build culture.

But not all HR technology is created equal. Legacy HR systems aren't designed for connection — they can automate processes like payroll and time collection, but they don't have the capabilities the modern workforce needs and expects. (That's why 75% of HR leaders[4] are dissatisfied with the low efficiency of fragmented, legacy HR technology.) Instead, you need an HR and payroll system that goes beyond the basics and delivers not only the time-saving capabilities but also the tools to connect your workforce.

You have enough to do before thinking about new tools when you're navigating creating a connection-first company culture. But what if you could do both?

Keep reading for five proven strategies to streamline processes, improve communication, and ultimately create a more connected workplace.

1   https://www.institutelm.com/resourceLibrary/new-decade-new-direction.html

2   https://www.salesforce.com/ca/blog/2014/08/how-soft-skills-are-crucial-to-your-business-.html

3   https://www.pwc.com/gx/en/issues/upskilling/global-culture-survey-2021.html

4   https://www.shrm.org/resourcesandtools/hr-topics/technology/pages/hr-leaders-struggle-make-most-of-tech-investments.aspx

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1. Onboard with Ease

Research shows that a strong onboarding experience can improve new hire retention by 82%.[5]

A new hire's first experiences at your company can define their level of engagement going forward and, ultimately, whether they decide to stay. Research shows that a strong onboarding experience can improve new hire retention by 82% and productivity by more than 70%,[5] so it's critical to make a good first impression.

Unfortunately, employee data collection is a necessary but time-consuming part of onboarding, ensuring your new hires are set up on Day One to clock in, begin working, and get paid accurately and on time.

Most companies focus on the paperwork instead of the people, which means there's a major opportunity for your organization to stand out. That's why you need software that can simplify payroll, automate processes, and stay tax compliant, so you're just as prepared for a new employee's first day as they are.

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With modern HR technology that automates key onboarding tasks, your organization can create a personalized onboarding experience without all the manual work.

☑ **Automate Time-Consuming Admin Work**

Automating document distribution and personal information collection frees up your time so you can focus on making employees feel plugged in from Day One.

☑ **Get New Hires Up and Running Faster**

Streamlined onboarding also gets your new hires connected to the team faster, so their first day on the job isn't spent filling out forms but rather getting to know their colleagues.

☑ **Deliver Valuable Experiences**

New hires want to feel they belong, and successful onboarding can facilitate that connection. If connection becomes part of your onboarding procedures, it becomes part of your culture.

Fitness Chain Reallocates 900 Hours Saved Automating Onboarding Towards Building Culture

Mountainside Fitness needed to upgrade its onboarding from a chaotic paper-based process to one that starts employees off on the right foot. By implementing Paylocity, HR saved 900 hours per year that they reinvest in building culture. Instead of wading through piles of paperwork just to get an employee started, the team is able to spend time talking to employees about the company's mission and get them excited about their new positions.

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2. Break Down Communication Barriers

74% of employees feel like they are missing out on news and information due to poor workplace communication.[6]

From hourly and seasonal workers to top-level managers, your workforce is composed of a wide variety of people who may not cross paths often. Even if your organization operates from one location, the day-to-day activities and company goals often take priority over everyone getting to know each other. The result? Teams fall into their own silos, collaboration stagnates, and employees feel detached from the larger organization — especially in hybrid or remote work environments. This can lead to disengagement and, ultimately, higher turnover.

Connecting the entire organization starts with communication, but legacy methods like a break room bulletin board or company-wide emails no longer enable you to make meaningful connections with employees.

6   https://news.gallup.com/businessjournal/182912/companies-missing-opportunities-growth-revenue.aspx

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1 **A unified workforce is built on two-way communication.**[7] When managers broadcast messages, employees typically aren't given an opportunity to respond. Instead, HR must open the lines of communication not only between peers but between workers and their leaders.

2 **The digital landscape offers dozens of ways to reach people, but how can you be sure they're getting the message?** Remote employees have no way to see information that's only available onsite, and continuous emails often start to blur together. And if employees are getting different or inconsistent messages, it leads to confusion, lost productivity, and possible safety or compliance issues.

3 **Employees want to interact with their colleagues on their own terms.** Long emails, snail mail, and other antiquated ways of communicating can go ignored.

The modern workforce requires a modern solution. Rather than piecing together communications, having one easily accessible platform streamlines the process so everyone in your organization can reach each other in the same place. HR can also get insights into who is viewing messages and who is interacting within the platform, to further ensure everyone is in the loop.

In addition to announcements, employees can bond over common interests within their own digital groups: pet owners, hiking enthusiasts, concertgoers, or any other topic of choice. Leaders can also host Q&A sessions, so employees can connect directly with managers or executives, no matter where and when they're working. With easier access to their colleagues, employees can develop meaningful relationships that improve their experience at work.

CRP
INDUSTRIES

Manufacturer's Employees Discover the Power of a Central Communication Hub

Family-owned and operated CRP Industries first used Paylocity's centralized social hub feature, Community, to efficiently pass along important news and updates. Employees quickly embraced the opportunity to communicate across the organization, creating business collaboration groups as well as special interest groups to help the team connect in new ways. Having an online community helped them increase employee connection, engagement, and productivity across the entire company.
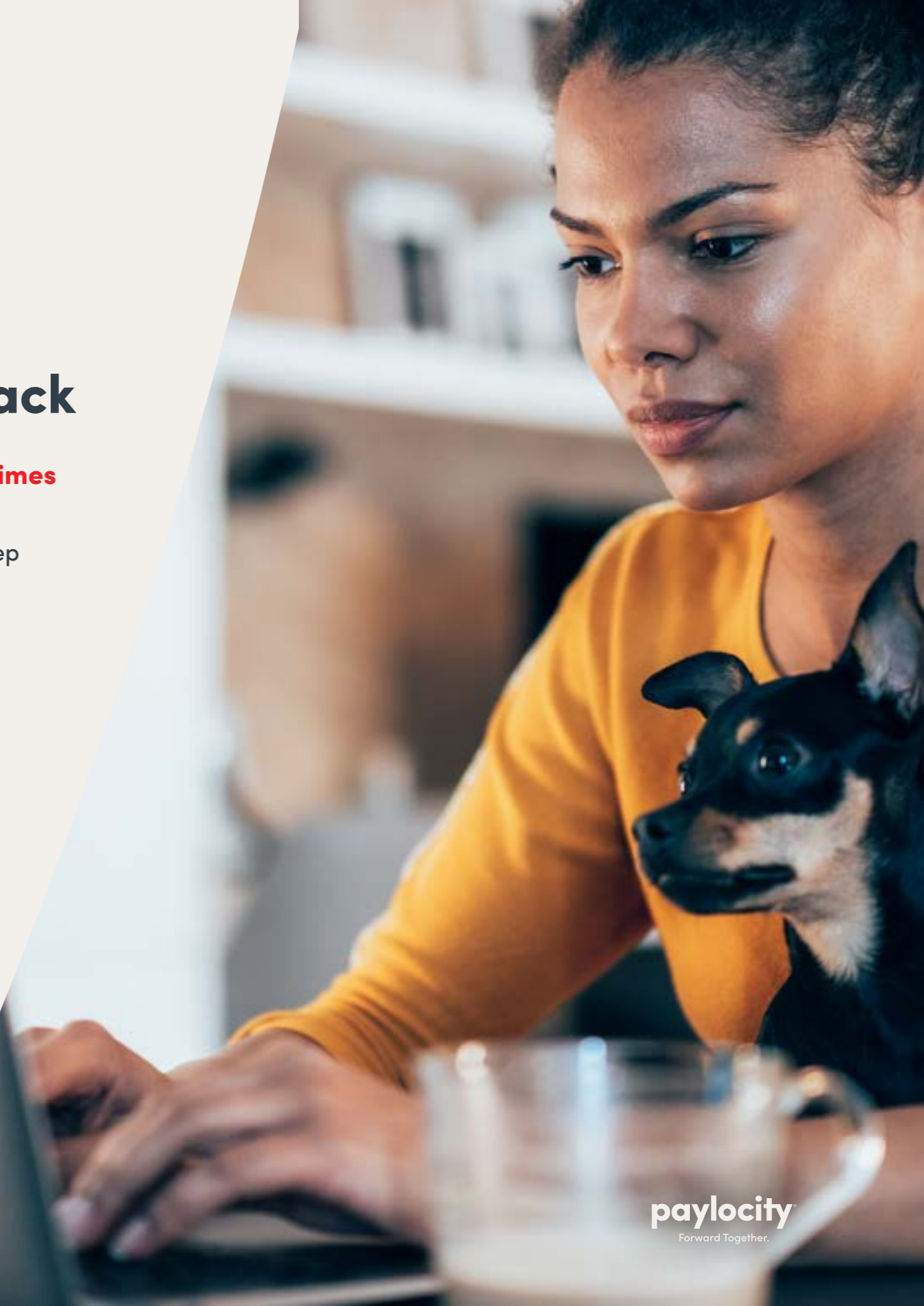
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3. Gather Actionable Feedback

Employees who believe their voices are heard are 4.6 times more likely to feel empowered to do their best work.[8]

On top of the daily operational and administrative tasks that keep your business running smoothly, as an HR professional, you're tasked with developing your organization's culture. One small problem: You might not be getting enough feedback to help prioritize what employees think is most important.

Nobody knows your organization the way your employees do, which means nobody is more qualified to provide feedback about what's going well and what can be improved to help you shape a connected culture. But if the only way employees can give their input is verbally or through a suggestion box, you're unlikely to get a meaningful level of insight.

8   https://www.forbes.com/sites/nazbeheshti/2019/01/16/10-timely-statistics-about-the-connection-between-employee-engagement-and-wellness/?sh=3e85aaa522a0

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1 **If you already offer your employees a way to submit feedback, your organization is headed in the right direction.** However, an onsite approach excludes your remote employees and those working from a different location than your headquarters.

2 **Even in an organization with a culture of openness and fairness, employees may fear repercussions for submitting constructive criticism in person.** Technology enables anonymous feedback in employees' own words, rather than leaving identifiable comments open to interpretation.

Encouraging participation is easier with one platform where everyone can anonymously share their feedback. But gathering responses manually is a huge administrative strain on HR. Online tools make the process easier, but there are still challenges like establishing a cadence and maximizing participation. Instead, a tool within your HR and payroll platform can automate the entire process. From distributing surveys and reminders to identifying what the trends are, technology can streamline the process, so you'll spend less time piecing together responses and more time actioning on feedback.

Whether you're gathering ideas for your next team outing or revamping your onboarding process, your employees can offer recommendations — and the right technology can help you record these ideas efficiently. Employee input is key not only to improving engagement but to creating a better employee experience and a thriving culture overall.

Revere Plastics Systems, LLC.

Empowering Employee Voices Leads to 70% Reduction in Turnover

With their goal of doubling in size in a year's time, Revere Plastics needed a new technology platform that could help them mold a winning culture. On their list of must-haves: a way to empower employees' voices and give them a platform to speak up. By leveraging Paylocity to collect direct feedback and apply it to decision-making, the company created a culture that showed it values its employees — and decreased turnover by 70% along the way.

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4. Transform Employee Recognition

An employee who has been recognized is 63% more likely to stay at their current job for the next three to six months.[9]

Today's employees not only want engaging work environments, but they also want to be recognized by their employers and peers who genuinely see them and the work they're doing. Employees who feel invisible may have low motivation or lose faith in your organization, risking high turnover rates. And when losing an employee can cost an organization 33% of that employee's base pay,[10] there is a monetary cost on top of the drop in morale.

As an HR leader, it's up to you to facilitate experiences that make employees feel welcome to be authentic and do their best work. A little effort goes a long way, and the simple practice of recognizing employees for their contributions is a good place to start.

9   https://www.apollotechnical.com/employee-recognition-statistics/

10 https://info.workinstitute.com/2022-retention-report

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Per Gallup's State of the Global Workplace report, employee recognition is a major component of engagement and strong company culture. Organizations with recognition programs in place experience workers who are:[11]

5x as likely to see a path for growth within the organization.

44% more likely to be "thriving" in overall life.

73% less likely to "always" or "very often" feel burned out.

4x as likely to be actively engaged at work.

5x as likely to feel connected to their workplace culture.

HR can leverage technology to streamline employee recognition practices and expand the program to enable peer recognition as well. Peer recognition tools empower your workforce to build collaborative relationships by recognizing a job well done. Even better, many of these tools make it easy to include remote workers and connect your entire workforce. This is another way to spark connections and create a culture of camaraderie.

STONEWALL
KITCHEN
FAMILY *of* BRANDS

A Little Employee Appreciation Can Make a Big Impact

Stonewall Kitchen needed a new HR and payroll software to replace its antiquated paper-based system and streamline operations, but the team had one condition: The new solution had to match its casual, family-friendly culture. With Paylocity, employees can easily show appreciation for each other, and now every Town Hall includes shoutouts to employees identified by their peers for living the organization's core values. Employee job satisfaction improved, leading to a more productive and collaborative work environment for employees.

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5. Engage Your Diverse Workforce

Companies with a highly engaged workforce are 21% more profitable than those with low engagement.[12]

In today's environment, no two workforces are alike. And those differences span well beyond just geographical location, to:

- Hourly to salaried employees
- Part-time to full-time to contract workers
- Baby boomers to Millennials to Gen Z
- Behind a desk to operating a machine to on-the-go
- Remote to in-office to hybrid schedules

The future of work is increasingly flexible, adding greater complexity for HR professionals who aim to keep employees connected to each other and to the organization. Creating meaningful connections matters more now than ever, and HR can utilize technology to amplify their existing efforts.

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1   **Build a great digital company culture that mirrors what employees experience onsite.** The more remote and hybrid employees feel a strong sense of connection to the company culture, the deeper their emotional investment in their work and colleagues. Virtual team-building activities can be just as fun as an in-person happy hour while making everyone feel welcome and included.

2   **Prioritize employee development with continuous learning opportunities.** According to LinkedIn, 93% of employees[13] would stay with a company longer if it were invested in their careers. Offering regular training and certification courses will keep your people invested in their roles and connected to the organization. Even your onsite employees will appreciate virtual learning that they can complete when it's convenient for them.

3   **Embrace asynchronous communication that keeps everyone in the loop.** Many organizations use instant messaging and email in their day-to-day operations, but these can be impersonal and intensify the feeling of disconnectedness. HR can add asynchronous video in areas like onboarding so employees can put faces to names and deliver information to the masses in a more engaging and personal manner.

Technology enables endless opportunities to engage your workforce and meet employees where, when, and how they prefer to interact. And though digital tools are necessary for offsite workers, they are also useful for in-person teams, on-the-go employees, contract workers, or anyone else who works with your organization in some capacity. Creating avenues for connection using one centralized platform not only results in improved employee satisfaction but a more cohesive organization.

BLUE RIDGE
COMPANIES

Data-Driven Decisions Help Increase Engagement After Uniting Widespread Employees

Blue Ridge Companies has employees spread across several locations, age groups, job levels, and worker types, which made communication and connection challenging, especially when the pandemic swept the globe. But the HR team used Paylocity to post videos from their executive vice president, daily updates, and even spotlight employees as Hero of the Day on the platform. By intentionally keeping employees informed and engaged, their workforce felt more connected to each other than ever.

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13   https://learning.linkedin.com/resources/workplace-learning-report-2018

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Unlock Your Organization's Potential

From automating HR and payroll processes to driving culture, you need an HR system as connected to your company as you are. Paylocity simplifies workflows, breaks down barriers, and builds connections between employees and teams, leading to a happier, more connected workforce — and less administrative burden on you.

Breaking down the walls between employees and teams enables increased communication, more effective collaboration, and greater overall productivity. And from the employee standpoint, a culture of connection empowers them to develop meaningful relationships and make work about more than just a paycheck.

What could you do with true workplace connections?

Find out what you've been missing. ⊖

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Get a guided tour of our solutions.