



BE READY FOR NEXT

3 WAYS TO ENGAGE THE MODERN WORKFORCE



YOUR MODERN WORKFORCE CRAVES *modern solutions* | .

It's a game changer. A head-spinner. And it calls for a completely new mindset for HR professionals.

Yes, the workforce has been completely transformed in the past 10 years. The big picture is this: Smartphones happened. Today, across every demographic, every profession, and every generation, employees are always connected. They crave the flexibility to work whenever and wherever, on their terms. And because of that, what a typical workday looks like is anything but typical.

Paylocity is at the forefront of the modern workplace transformation. Today, we see three emerging trends that offer great opportunities for forward-thinking HR professionals.

Let's begin.



A man with a beard and safety glasses on his head, wearing a plaid shirt, is looking down at a smartphone in his hands. He is in a workshop or factory setting. In the background, another person is working at a station. The scene is lit with overhead fluorescent lights. A white circle in the top right corner contains the number "#1" in red.

#1

THE CONSUMERIZATION OF THE WORKPLACE.

Employees expect to be treated like consumers. Those expectations have been primarily shaped by our always-connected digital world. In short, work needs to feel like everywhere else.

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SOLUTION

GET IN TOUCH WITH YOUR EMPLOYEES' INNER CONSUMER.

Apps. Smartphones. Social media. Technology is blurring the line between work and life, and today's employees are adopting consumer applications for everyday tasks as never before. Creating a social, mobile, and consumer-style work experience for employees not only leaves them feeling more satisfied, it helps you retain your highest achievers and amp up efficiency.



71%

of employees spend more than two hours a week accessing company information on mobile.*

ENGAGE USING PAYLOCITY



MOBILE APP

Conveniently access Paylocity solutions wherever the job takes you.

▶ [LEARN MORE](#)



PEER RECOGNITION

Empower employees with real-time, virtual “pats on the back” from peers.

▶ [LEARN MORE](#)



TIME & LABOR

Allow quick access to paycheck, work schedules, and time-off requests.

▶ [LEARN MORE](#)



ON-DEMAND PAYMENT

Offer employees the flexibility to access wages mid-pay-cycle for unexpected expenses.

▶ [LEARN MORE](#)



#2

THE IMPORTANCE OF INCLUSION.

Attracting, engaging, and retaining a diverse culture is an essential ingredient for a company's long-term success. It is important in today's workplace to foster a culture that is open, collaborative, and creates a sense of belonging.

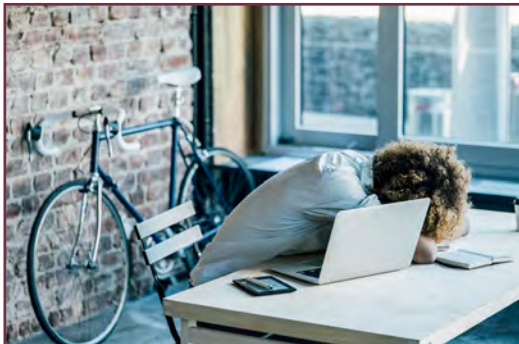
paylocity

SOLUTION

EMBRACE A CONNECTED CULTURE.

Long-term profitable businesses understand a diverse, engaged workforce is a more productive and innovative workforce. But laying the foundation for a thriving culture takes more than charismatic leaders; it takes transparency.

Employees who feel heard will become more connected with your organization. Start by establishing two-way communication by giving them real-time feedback. Set up processes to solicit ideas from all employees and embrace unique work styles. And remember, a little recognition goes a long way.



51%

of U.S. employees are not and have not been engaged in their work and workplace for some time.*

ENGAGE USING PAYLOCITY



COMMUNITY

Increase employee connection through social collaboration.

[▶ LEARN MORE](#)



SURVEYS

Create a corporate culture where employees feel heard with real-time feedback.

[▶ LEARN MORE](#)



ONBOARDING

Make a positive first impression by engaging new hires from day one.

[▶ LEARN MORE](#)



JOURNALS

Elevate employee productivity with open and two-way communication.

[▶ LEARN MORE](#)

#3

THE DEMOCRATIZATION OF LEARNING.

Knowledge matters. So do new skills. Top-down organizational learning and development is no longer viable. Today, the savviest businesses in the world know valuable information is cached in your employees' heads. Harnessing and sharing that expertise is key to success in the knowledge economy.



SOLUTION

MAKE LEARNING EASIER.

The biggest companies in the world—Google, Microsoft, and others—understand the best way to retain employees is to invest in them through learning and development opportunities. One of the most effective strategies for keeping your strongest contributors engaged is to allow those closest to their work to create custom-built training—and then share it with fellow rock stars throughout the organization. And offering on-demand training on any device allows employees to learn when and where it's convenient. A win for you and your employees.



94%

of employees say they would stay at a company longer if it invested in career development.*

*LinkedIn Learning; 2018 Workplace Learning Report

ENGAGE USING PAYLOCITY



Facilitate peer-to-peer learning by enabling employees to design, record, and share courses.

▶ [LEARN MORE](#)



From 2017 to 2018, the use of online learning increased from **58% to 71%**, with eLearning rising from **49% to 67%***

THE ESSENTIAL CHECKLIST FOR TODAY'S MODERN WORKFORCE

How does your company measure up?

- A killer mobile app
- Engagement throughout employee onboarding
- Self-service tools for payroll and HR data
- Flexible working conditions
- Easy-to-use social recognition tools
- Communication platform to drive engagement and collaboration
- Clear path for career development
- Tools that encourage two-way communication among employees



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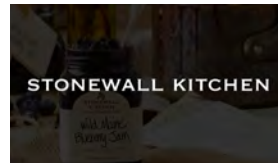
By getting ahead of these trends you will be well on your way to making your company's culture more relevant and rewarding—and giving today's modern workforce what they crave: a whole new way of working. Read how these companies benefited from Paylocity solutions.



Harnessing the Power of Automation to Build a Modern Workforce



High-Touch Service and Seamless Integration, Paylocity Becomes Family



Modernizing HR to Streamline Rapid-Growth Seasonal Hiring



Now Serving Flexible Solutions to Meet Growing Needs

**WANT TO LEARN MORE ABOUT
PAYLOCITY'S HCM SOLUTIONS?**

