

3 Surprising things Bosses do to make Employees Happy

Employee engagement – it's a buzz phrase that has swept through leadership literature for the past few years – but what does it really mean?

Essentially, employee engagement covers anything and everything that makes employees better at their jobs. From a leadership perspective, this probably means ensuring that they feel appreciated and valued, providing training, generally giving employees a say in the goings-on within the business and making adequate changes to ensure that there aren't barriers to success.

In short, a whole myriad of research concluded that if you keep your employees healthy and happy, they'll care more about their jobs, stay longer and do more quality work whilst under your employment.

Yet, happiness is such a subjective topic. Some employees may feel completely in their element in a company with blaring techno and a fridge stocked with Redbull, whilst others may consider this the antithesis of a bad working environment. Similarly, when looking to show appreciation, a reward of a company car may be life-changing for some, whilst Joe Bloggs who lives opposite the office may find the ramifications of having a company car more of a burden than a blessing.

So how can you tackle the concept of keeping your people happy? Maybe the below three points, all of which were raised and considered by the analytics-crazed data bods at LinkedIn, will help you along.

Employees who change positions internally stay way longer--even if they're not getting a promotion

The fear of stagnation is one of the absolute key worries of most workers. All career paths must develop and progress, and simply taking the same position for

years on end and not receiving any promotion is not an option for most. This is why it's essential that bosses notice when it's time for an employee to graduate to a more senior title.

Great management matters: Companies with highly-rated management saw better retention

LinkedIn's research also stated that firms that are rated highly for "open and effective management" experienced significantly greater employee retention. After three years, there was a 48% chance of employees still being at those companies. For businesses with low management scores, however, there was just a 32% chance of an employee lasting three years.

Empowered employees are loyal employees

There are very few things that will push employees away faster than micromanagement. Without a sense of trust and autonomy in their role, workers will inevitably seek out an employer that will offer these things. Employers that prioritise "employees have influence" – who are empowered – had workers that tended to stick around longer. In fact, after three years, there's a 47% chance of an employee sticking with them. Compare this to companies that are seen as less-empowering, where employees have only a 35% chance of being there after three years.

3 surprising things bosses do to make employees happy

Kieran Howells

Executive Grapevine, 2019