

A2. Employee Engagement (Objective 2)

1	2	3. Book Explanation
B	B	1. It is written in the book “In form of better pay, better perks and better training-when, in the end, turnover is mostly a manager issue” page 31. Ensuring high pay and benefits would not be better for financial stability because you want to make sure you keep and retain your employees you currently have. On page 38 it states that training a new employee is 1.5 times their salary. You want to do a good job retaining the employees you have to see a return on what you currently have invested into that person.
A	A	2. Pay is not as important as being able to measure the critically importance of items. Our professor in the slides stated that employees want to feel important and needed and if we can’t measure that accurately or effectually they will lose more employees than for low wages.
A	B	3. I believe the having more happy and intelligent people in your company would out way the balance sheet because it is stated in out notes if you have more agrees to the Q12 you will have more productivity, profitability and retention customer satisfaction. None of the Q12 states anything about money, profit or balance sheet but have a lot about body and soul for the employee. Doing what they do best, people caring about them at work, and their opinions seem to count.
B	B	4. As stated in question one “In form of better pay, better perks and better training-when, in the end, turnover is mostly a manager issue” page 31. People are more than likely to leave if the supervisor doesn’t supports them, that is why it is so important to encourage your employees and have a good relationship with them.
B	B	5. Within the Q12 that we learned about this chapter not one of them involve money. However number ten in camp two is “I have a best friend at work”.
B	B	6. In the PowerPoint slides we learned that there are three things that will give a high probability of high employee engagement. Those three included 1. Good job fit 2. Enjoy the people they work with 3. Like the supervisor or manager
A	A	7. Employees want to feel like they are doing a good job. As number four in camp one of the Q12 it is listed that “In the last 7 days, I have received praise for doing good work” Although having your opinions at work count are also important, it is listed as number seven within camp two. Therefor receiving praise is more important.
A	A	8. As stated on page 31 “ People leave managers not companies”
A	A	9. Within base camp there are two key attributes 1. Knowing what is expected of me at work 2. I have the materials and equipment I need to do my work It is important to set up your employees in the beginning for success.

B	B	It is very interesting after reading a studying the slides how much people don't consider pay the way I thought they would. People are more concerned about the role itself, their abilities within the role and feeling important
1	How many answers were the same for both columns?	

Worksheet 2B. Case: Engagement

1	2. Advantages	3
A	1) The manager is willing to ask Wemberly how he can better assist her to be more successful within her role. He is showing her that he is wanting to help her. 2) If the manager kept track of all Wemberly errors and mistakes, they would then have documented proof on what they told Wemberly that she was doing incorrectly so she can never say that she didn't know it was wrong.	40
B	1) Giving feedback/praise to employees is a great way to build them up. A manager should want to show that they support them and are here for them no matter how little or big the win was. 2) The whole department would know about each individual's improvements they have made since they will be recognized during regular meetings. This could really improve the team's positivity and progress.	30
C	1) The manager would eventually get a new employee that might be a better fit for the role then Wemberly was. 2) Every one of the manager's employees started on the same playing field. Same training, materials and equipment to be successful. How they managed that knowledge was their own doing.	20
D	1) With having the manager telling Wemberly that she is on the verge of being terminated she would know that she either steps up her game or she is defiantly out of a job. 2) The improvement plan might help Wemberly realize what needs to be done in order for her to make fewer errors.	10

Worksheet 2C. Discussion: Engagement

1	2. Justification: Experience/Web Sources
YES	1. Blog title: "Why didn't someone ever tell me" This blog was about a man (Warren) who has had many times of disruptive behavior,

	according to his team members. He has had one main scenario that saved the company lots of time and money but his behavior kept getting worse. Instead of his team ever giving him a warning or speaking up against his rude comments they all kept complaining to the manager. The manager eventually couldn't handle all the behavior issues and fired him. Warren was confused and wondered why no one ever told him his behavior was a problem before they fired him. I agree with this blog that someone should have warned Warren first with his behavior before he was blindsided and getting fired. During my undergraduate degree I was on the cheerleading team at EMU. Since we were a big team involving mostly women we did have some behavioral issues. When these issues came up, like someone using bad language or had alcohol in their hands on social media posts they would be warned by sitting out during a football game. This was very tricky considering it was a team effort and if we had one person sitting on the sideline our pyramids and stunts would be messed up in some way. However after girls sat on the sidelines for a game they realized that there post was not worth it and cleaned up their act. They were warned about their bad behavior and were punished but they were never kicked off the team because they never did it again. I believe that giving Warren a warning before he was fired he would have cleaned up his behavior and you would still have a good employee on the team. https://usefuleader.com/2019/07/29/why-didnt-someone-every-tell-me/
B	2. This was the trickiest question out of all five because I think it depends primarily on the person. However according to forbes.com employee development and opportunities is number four out of five ways to encourage employee engagement. "One Gallup poll found that 87% of millennials (and 69% of non-millennials) view development as important in their jobs". Employees want to be able to challenge themselves by growing their skills which encourages growth opportunities. Another way to encourage development would be through educational assistance. Currently I am doing educational assistance with Cargill for my MBA. I believe by having my MBA it will not only grow my opportunities with Cargill but my overall educational knowledge. https://www.forbes.com/sites/mikekappel/2018/01/04/how-to-establish-a-culture-of-employee-engagement/#5ccd2ca18dc4
A	3. This article states that "Only 29% of millennials (defined in this report as being born between 1980 and 1996) are 'engaged' at work. Meaning – less than a third of young people are emotionally and behaviorally connected to their job and company". Also they state that baby boomers are 33% engaged in their work. Many young people switch jobs every year because they simply get bored. However I am technically younger then millennial I would have to agree with this, I do get bored and sometimes checked out at times with my job. https://debut.careers/insight/least-engaged-generation/
B	4. Social Media usage at work is not disengaging employees. This article is all about instead of banning social media at work, companies should allow it. Companies need to channel social media usage to benefits employees. Here are

	seven positives attributed for allowing employees to use social media at work based on this article. 1) Allows employees to take a mental break 2) Enables employees to make and support professional connections 3) Employees can ask questions and solve a work problem 4) Strengthens and builds personal relationships with coworkers 5) Enhances information discovery and delivery 6) Improves employee recognition and retention 7) Boosts organizational productivity https://theolsongroup.com/5-reasons-social-media-workplace-can-help-employees/
A	5. According to Inc.com the average cost of losing an employee to turnover is 33% of their salary. This number is so important when trying to keep your current employees. In reality you need to look into the managers and what they are doing because they are more than likely have a reason in people leaving. Although there are many reasons for someone to leave a job, poor management performance is the number reason for people to leave. Some other reasons according to Inc.com are lack of employee recognition, over worked employees; company culture is not a priority and having no growth opportunities. https://www.inc.com/marcel-schwantes/why-do-people-quit-their-jobs-exactly-new-research-points-finger-at-5-common-reasons.html