



ManpowerGroup™

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Right Management Global Survey Reports Most Employee Engagement Misses the Mark in Driving Business Goals

Aligning Employees' Work Contributions to Business Outcomes is the Key to Building Engagement and Reducing Turnover

MILWAUKEE, Nov. 12, 2013 /PRNewswire/ -- Right Management, the talent and career management experts within ManpowerGroup, advises employers to connect employees' work contributions with business outcomes to build engagement and reduce turnover. Results of a Right Management global survey on the effectiveness of employee engagement report that a majority (56%) of the more than 1,800 human resources managers concede their organization's employee engagement falls short on driving bottom-line business objectives.

(Logo: <http://photos.prnewswire.com/prnh/20130924/MM85591LOGO>)

"Successful companies have engaged employees that understand how they contribute to that success," said Scott Ahlstrand, Right Management's Global Practice Leader for Employee Engagement. "Employee engagement should be a mindset, not a program that starts and stops when morale is bad. Unfortunately, many large organizations don't have a true pulse on the value of their engagement. They need to effectively turn engagement data into meaningful intelligence at the department and individual manager level to help employees recognize their contributions to the business."

In the Human Age, employee engagement is receiving a heightened focus as employers recognize talent is the only source of sustainable competitive advantage. To stay competitive in times of economic uncertainty, Right Management recommends employers implement strategic engagement programs that are aligned with overall workforce strategies and are part of a continuous business planning process.

"Effective engagement produces bottom-line results, makes employees feel valued, and ultimately builds loyalty that keeps your best employees on board. The importance of engagement cannot be understated in today's uncertain business environment," continued Ahlstrand. "Engagement is about creating a culture that improves productivity, retention and customer satisfaction. Employee surveys can be effective if they provide actionable data from the employer's point of view."

Right Management's unique approach to employee engagement surveys encompasses a holistic, expert understanding of engagement, together with a deep grasp of organizational performance. Using state of the art technology, employers can track strategy execution and respond immediately to create faster time to value; ultimately aligning investment dollars in employee engagement with business goals.

The Right Management global survey of 1,841 human resource managers was conducted in the second quarter of 2013.

About Right Management

Right Management is the global leader in talent and career management workforce solutions. As the workforce consulting experts within [ManpowerGroup](#), the firm designs and delivers solutions to align talent strategy with business strategy. Expertise spans Talent Assessment, Leader Development, Organizational Effectiveness, Employee Engagement, and Workforce Transition and Outplacement. With offices in over 50 countries, Right Management partners with companies of all sizes — including more than 80% of the Fortune 500 — to help grow and engage their talent, increase productivity and optimize business performance.

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About ManpowerGroup

ManpowerGroupTM(NYSE: MAN) is the world leader in innovative workforce solutions that ensure the talent sustainability of the world's workforce for the good of companies, communities, countries, and individuals themselves. Specializing in solutions that help organizations achieve business agility and workforce flexibility, ManpowerGroup leverages its 65 years of world of work expertise to create the work models, design the people practices and access the talent sources its clients need for the future. From staffing, recruitment, workforce consulting, outsourcing and career management to assessment, training and development, ManpowerGroup delivers the talent to drive the innovation and productivity of organizations in a world where talentism is the dominant economic system. Every day, ManpowerGroup connects more than 630,000 people to work and builds their experience and employability through its relationships with 400,000 clients across 80 countries and territories. ManpowerGroup's suite of solutions is offered through ManpowerGroupTM Solutions, Manpower[®], ExperisTM and Right Management[®]. ManpowerGroup was named one of the World's Most Ethical Companies for the third consecutive year in 2013, confirming our position as the most trusted brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible at www.manpowergroup.com. Follow ManpowerGroup Chairman and CEO Jeff Joerres on Twitter: [Twitter.com/manpowergroupjj](https://twitter.com/manpowergroupjj)

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