



EmployeeConnect

Work. Flow. Smarter.

Your Guide to a 5-Star Workplace

How to create a happy workplace for your employees



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Introduction

What Makes a Company a Great Place to Work?

The modern workplace has adopted a variety of best-practices when it comes to cultivating a happy workplace. From industry to industry and organisation to organisation; these practices will differ, creating a variety of what is labelled as “workplace culture”.

Your employees, management and the environment in which your people work are collectively combined to create that unique culture.

When companies don't have a well defined corporate identify from the start, they may create unreasonable and unrealistic expectations from their staff.

Employees will form their own conception of what their ideal work environment should be like, thus creating setbacks in every direction.

This guide to creating a 5-star workplace offers a strong framework on which you can build a better workplace for your employees in synergy with their needs, expectations and your corporate values and mission.

When you set up a 5-star work environment for your employees, you are able to see opportunities spark which allow your organisation to follow the path to growth.

There are five elements at the core of any successful workplaces:

- 1. Flexibility**
- 2. Engagement**
- 3. Recognition**
- 4. Rewards & Incentives**
- 5. Leadership**

This guide explores each of these to help you make the first necessary steps to build a successful workplace which will produce beneficial outcomes for both your employees and organisation.

Chapter One

Build a Flexible Workplace



The first element we will cover is workplace flexibility, which has become an emerging trend in Human Resource Management (HRM). Workplace flexibility has many aspects and pivotal areas to explore include the types of flexibility that are available for your employees, why you should introduce more flexibility in the workplace and the potential bottlenecks to implementation you may encounter.

1. Why opt for flexibility in your workplace?

Most commonly, the standard work hours are set as five days a week, Monday to Friday from 9am to 5pm. This standardised work schedule can sometimes be a struggle to commit to as personal circumstances arise, disrupting our commitment to work.

Attending one's family needs are one of the most common circumstances for which we need extra time whether it's about taking care of a sick relative or simply making it in time for the kids' teacher-parent meeting. In saying so, the need for spare time is on the rise which, if unfulfilled, can create a feeling of frustration and dissatisfaction.

But what do we mean by needs?

That's when Maslow's Hierarchy of Needs comes into play. The eminent American psychologist's has developed a theory for predicting psychological health by ordering

human's needs in a pyramidal rank of importance, from the most important need of **Self-Actualisation**, to the need for **Self-Esteem, Love & Belonging, Safety** and finally the most basics **Physiological** needs.

This theory can be easily applied to the world of work and these needs associated with the following:

- The potential for achieving one's capabilities
- Feeling a sense of belonging to one's team, department and organisation
- Receiving approval and being esteemed by others
- Having physical, job and salary security

In addition to shaping a culture that will support those needs from a work perspective, business leaders need to also accommodate their employee's personal needs. That's when the concept of work-life balance takes all its sense.

Introducing a better work-life balance for your employees means allowing them the time they need to attend to their more personal matters such as their own family or friends. If these non-professional needs cannot be fulfilled because of work constraints, your people will begin to withdraw from their responsibilities, have a declining productivity and possibly consider the option of quitting altogether.

To prevent your employees' potential disengagement, the opportunity to provide more flexibility is more than a tactic and should be adopted as a long-term strategy to create a successful work environment.

By building a workplace flexibility strategy, you can promote workplace participation and workforce productivity. At the same time you will be providing satisfaction to your workers and preventing a high turnover. As a result, this satisfaction will translate into performance allowing your organisation to be on the better end of the outcomes.

2. What are some flexibility options?

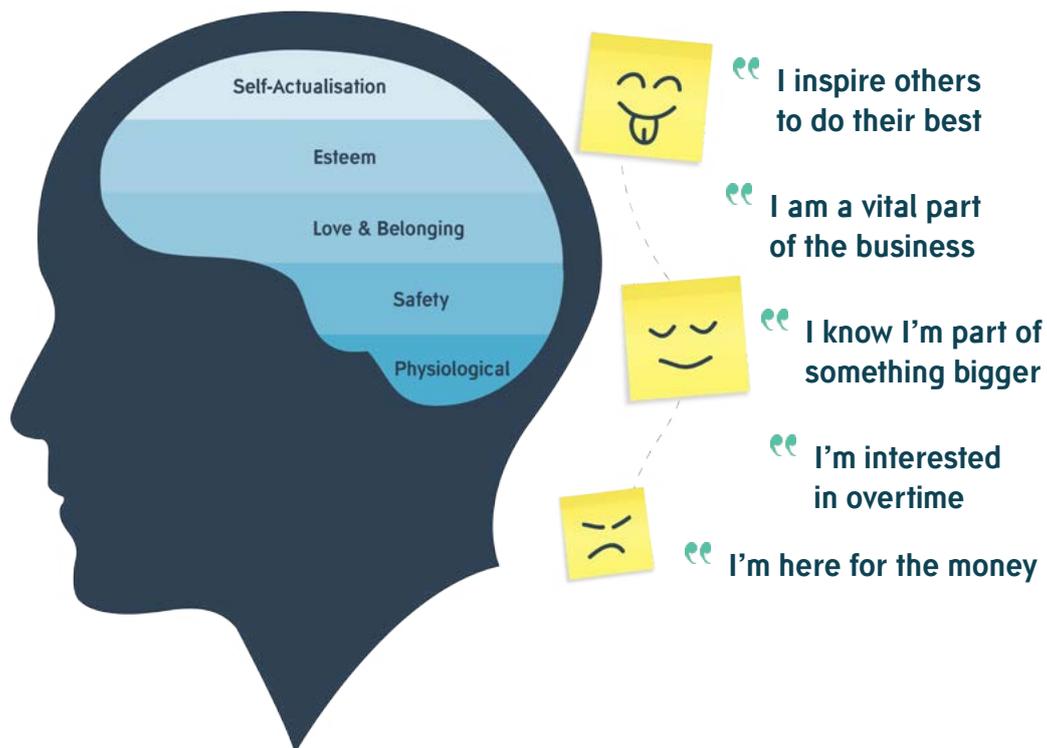
When employees have the freedom to approach their work week in a way that suit their personal schedule, their moral, engagement and motivation is increased. These examples of work flexibility are often reserved to upper management, forgetting the needs of lower-level staff and should therefore be considered for all:

Working Part-Time or Casual – Instead of committing to 40 full hours, giving your employees the option to work less, pro-rated hours will let them meet personal demands. In saying so, they are more adept at satisfying their own needs with more given time.

Working from Home – The option to work from home will accommodate the needs of many, such as mature aged employees who are evidently less mobile, making the commute to work a slight struggle. Other circumstances where working from home is the perfect option is when you need to be home taking care of a sick family member or child.

Considering the option to relocate – While this may seem an inconvenience to some organisations, those that prioritise their employees' wellbeing above anything else would consider a location easily commutable for all.

Maslow's Hierarchy of Needs Applied to Employee Engagement



Compress the Work Week – By letting your employees the option to work longer hours on fewer days, at least part of the year, is another alternative you could consider to offer.

Purchase Leave Time – Giving your employees the chance to 'purchase' more annual leave is an option that would best suit employees with children who have multiple school holidays.

Chapter Two

Build Engagement



As a manager, you need to be receptive to your environment and what's happening around you. You need to be able to think fast on your feet and establish what strategies to implement before problems appear. One way of doing so is by focusing on what you offer to your organisation's main drivers. In other words, the work environment that you provide to your most precious asset: your employees. Defining the type of structure you wish to provide makes an integral part of developing a culture of engagement. Think of your workplace as a key differentiator of your employer branding strategy to help your organisation stand out in a highly competitive job marketplace.

In this chapter, you will learn how building engagement is key to creating a 5-star workplace. So what is employee engagement? How do you implement it? This is what we put on the radar now:

1. What is Employee Engagement?

Before we run through the benefits of having an engaged workforce, let's take a step back by defining what correspond to employee engagement.

Employee engagement is broadly understood as the extent to which your employees

feel inclined to do their work. This however, is not the only case. As simplistic as it is, most managers mistakenly think that to engage employees, a carrot on a stick is enough to create a commitment to work. But creating true engagement is way more complex than that. It's about knowing how to deeply motivate your people.

What really should be understood is what lies at the core of employee engagement. This means recognising the foundations of what employees feel in order to perform. These foundations encompass psychological realms whereby emotions and inner thoughts are willfully expressed. Essentially, these foundations are your mechanisms for fostering a place of comfort for your employees.

Understanding the theory of employee engagement is only the first step and applying best-practices is actually better. You, as a manager, should foster trust and integrity within this place of comfort that work should represent. By showing care and interest in your employees' wellbeing you become a true connector which will in turn generate two-way communications. You will shift from being a simple hierarchical figure to being seen as a mentor and eventually a leader. By allowing for this profound connection to spark, employees will be more willing to open up about what bugs them at work. It really could be – insights, thoughts or concerns that you could personally handle. With your employees opening up, you divulge what is really needed to engage your employees by attending to their needs and thoughts. This right here is the truth to employee engagement and it's an aspect that not many know how to assume.

2. Why Employee Engagement?

By unlocking communication in the workplace, you can get a better understanding of the missing blocks you need to integrate in your framework for creating a 5-star workplace. But what's the point in making employees happy?

Fostering a culture of trust will not only help you create an emotional commitment from your employees, it will also contribute to the following:

- 1. Stimulates Productivity** – Of course, by understanding and attending to the needs of your employees, you create an environment where they can freely perform without setback. Allowing them to do just that will see performance peak and your organisational goals and objectives being met effectively.

- 2. Effective Communication** – Most problems that arise in organisations are primarily due to miscommunication. It can happen at any level of the business and, most frequently, it occurs between employees and employers. When employees feel welcome to engage into an open and honest communication with their superiors, work actually becomes

collaboration.

3. Attracting the Right Potential Candidates – When you create an environment where everyone can freely express their feelings without hesitation, you meet the benchmark of strong employee relations. This is actually one of the most high-rated criteria that job seekers use to base their judgment of a company when finding a new place to work. If all goes well, you may potentially end up recruiting someone who fits into your organisation's culture well.

4. Allows You to Allocate Roles and Tasks Effectively – Once you get to understand your employees on a level of mutual trust, you really understand where their weaknesses and strengths lie. As a result, you are better able to discuss their abilities and where they're best suited. This reallocation will see the right performance peak from different individual employees.

3. How Do You Implement Employee Engagement?

In order to create this circle of trust that encourages communication, you will need to combine managing AND **mentoring**. By becoming a mentor means that you will develop a proactive approach to your employees' performance and wellbeing. It's not about being more casual, but about being able to collaborate and listen to drive your employees in the right direction. By providing more autonomy to your employees and letting them hold a legitimate place in the business conversation, they will feel more inclined to contribute positively to the business success.

An excellent way to better communication is by implementing regular one-on-one workshops. These workshops can be seen as catch-ups but with the addition of undergoing activities that stimulate your employees minds to expose their feelings. For example, you could use probing questions in the context of hypothetical situations or go through a series of psychological tests to allow access to a deeper understanding of your employees' personality and preferences.

Employee engagement is just one of the five aspects to creating a 5-star workplace. It's one that should be understood on a more psychological level. For the managers who do understand it on that level, they will reap the benefits that most seek to obtain.

Chapter Three

Build a Recognition System



Recognition has become a major requirement from job seekers in the recent years and an essential component of our work life. It lies on the expectation we have about being respected and the dignity we feel we deserve. As a multidimensional concept, recognition can be relevant on both the individual and collective level. In order to integrate recognition into the day to day life of your organisation, it needs to flow through your organisational culture in a seamless manner. While it may appear as though we refer to reward or incentive of some kind here, it's really about having a more longing and worthwhile impact on the employees' life.

Drawing back Maslow's Hierarchy of Needs from chapter one, our basic needs of wanting to feel love and belonging, self-esteem and self-actualisation are what drives our core being. To feel appreciated and recognised in our daily doings is what drives our mental capacity to continually operate. To understand this further, we need to make the distinction between rewards, incentives and recognition. Let's figure out where the true sources of employee motivation comes from.

This third chapter continues to explore how to turn the office into a positive experience. We expand further on the need for recognition in the workplace as well as how to make it happen.

1. Why Recognise?

While it may appear as though rewards and incentives in the form of a salary and/or bonus is what motivate us to do a job, it is not actually the case on a mental level. There will be days where you won't feel the need to make a living, which results in taking a day off work to feel restored for the following day after. We process this as an acceptable form of a break because we know the fortnightly pay cheque will come through regardless. However, if the main source of return from our efforts is feeling valuable and dependable, we then understand our importance of being present at work. As a result, we continually want to show up to work and do what we do best.

Sparking this motivation amongst your employees, to have this continual momentum of consistently wanting to work will see all sorts of benefits. The resulting domino effect will have for benefit a rise in your employee productivity, which translates into reaching global business goals and objectives in return. Your organisation will therefore be more efficient in the way it operates functionally to create profits.

This greater capacity for profitability, driven by the performance of your employees is a source of long term viability. To have this consistently implanted over time will see performance ever lasting, with a very minimal chance of overturning.

2. How do you recognise?

Recognising an employee for their achievements and accomplishments may appear to be as simple as looking at them and saying, "Nice work!". This is however, the bare minimum and won't work for everyone. In order to recognise effectively and to reap the full benefits of motivating your employees will involve carefully understanding the following:

Show and Tell – Actions are known to be more powerful than words. If you feel proud of your employees' efforts, show them that you do. Showing their work to other stakeholders and offering them the opportunity to work on more similar tasks is a way to do this.

The Type of Praise – The way we recognise our staff will resonate differently within different individuals. For example, introverts are more likely to prefer a quiet and discrete thank you as praise. Those with more confidence would be more than happy with a public display of appraisal. Understanding your employee first will allow you to provide more individual form of recognition that resonate with your employee's style and personality.

Be Specific – If you're impressed by an outcome your people have achieved, commend specifically by mentioning the skill they've used to complete the task. This is what really makes the recognition more memorable.

Understanding your employee and identifying what they have done specifically to provide recognition is a platform for creating an everlasting commitment to your organisation. It's important to understand their personality, capabilities and weaknesses to position your organisation in line for success.

Chapter Four

Build a System of Rewards & Incentives



Managers generally have the perception that they drive the organisation and its being. Reality is, it's actually your employees who are at the heart of your organisations' viability. They are the ones who operate on a daily basis, undergoing tasks and activities that coordinate and action your overall business mission. Of course, they will need direction and supervision as well as support from managers, but your role wouldn't be needed if it wasn't for them.

An important element that many managers can use to routinise the practise of recognition is through the implementation of a recognition system that consists in rewards and incentives. Sometimes considered costly and ineffective, providing tangible forms of recognition that are retributive work and efforts is a form of motivation that will both motivate your employees and encourage prospective candidates to apply.

1. Why Use Rewards and Incentives?

Getting Employees Closer to Their 'Dream'

Feeling exhausted after eight hours a day from Monday to Friday, can really make

some want to quit by the time they reach Wednesday. To keep the momentum going you can introduce rewards. Think about it, if you worked really hard on something wouldn't you want to feel acknowledged for your efforts?

You may think that a salary alone is more than enough reward itself because it's the set value your employees agreed on from the start. You are quite right that it is indeed, but in today's modern society the individual awareness for personal accomplishment is a growing need. People these days want to enrich themselves with being culturally diverse, building knowledge and very importantly – experiencing what the real world has to offer outside the office. These desires involve wanting to pursue travelling, exploring of unknown and new areas, learning of new things and capturing with their own eyes what camera lenses do. While money plays an important role in fostering for these desires (or better known as 'the dream'), it can't be fully achieved whilst living in a world where real life experiences are only fulfilled by a standard pay compensation.

Rewarding the Right Behaviours

While some studies have shown that people were more likely to provide just the minimum efforts required to receive a reward; an incentive is actually very effective when it comes to motivating performance on mechanical tasks considered uninteresting.

Drawing from the previous paragraph, it can be easily understood that rewards and incentives need to be used strategically and not as a last resort to trigger motivation. An effective rewards & incentives program will therefore be calculated to reward specific tasks and activities when an individual has demonstrated outstanding performance, efforts or results. This selective approach to reward can be combined with a variable schedule of the delivery and nature of those rewards. This effect lies at the heart of the desire engine built in the human brain discovered by B. F. Skinner in the 1950s. When rewards are unexpected, employees will feel naturally more curious and cultivate the search for reward into a habit of performance.

2. What are the types of Rewards and Incentives Available?

Rewards and Incentives available can be broken down into two main categories: of monetary and of non-monetary nature. Whilst the two are explored separately, when combined they offer a level of stimulation that exceeds the strength of a desire. It will transform 'the dream' from being a want into a need.

Monetary Rewards & Incentives

When associated with a dollar value, the benefits of receiving a monetary reward are clear for its recipient: an increase in buying power. Monetary incentives generally include the form of:

Bonuses - Or in another understanding, a raise. These bonus pay cheques will come out of the expense of your organisation in the short term but all for the long term viability of your organisation. They act as constant reminders that your employees are still worthwhile investments as they should see the same in your organisation. Bonuses act as a reassurance and reminder for both parties for refuelling motivation.

Reimbursements – Payments that cover expenses such as fuel, stationary or further study are of high attraction to most individuals. These basic expenses being covered allow for a greater opportunity for an organisation driver to actualise ‘the dream’. This is because they are more financially capable of doing so as basic expenses are covered. Reimbursements act as an attractive source of ongoing commitment in exchange for easing outgoing expenses.

Profit Sharing – With low risk for the company as funded from profits, profit shares can provide an opportunity to tie an employee’s performance directly to the success of an organisation.

Stock Options – If available, stock options when handed to your most key employees can be used as a compensatory vehicle if the overall company’s stock price increases.

Non-Monetary & Low-Cost Rewards & Incentives

On the other end of the spectrum, we have rewards and incentives that are non-monetary. This type of reward are generally low cost ways to say “thank you” to your employees. Whether creative or traditional, these 31 employee recognition ideas will reap the benefits of making your employees feel acknowledged for their efforts while boosting their motivation and happiness.

Years of Service – Has your employee reached its 2, 5, or 10 years of good and loyal service for your company? Allow time to celebrate accordingly!

Prize for Excellence – Recognise employees who have made an impressive contribution to the organisation through their diligence and high efficiency.

Health & Safety Rewards – Kill two birds with one stone when implementing a health and safety reward program. While recognising individuals that contribute to notifying and fixing potential hazards you can also make your workplace a safer place for all employees at the same time.

Personal Wins – Has one of your employee recently graduated or completed their first marathon? Seize the opportunity to recognise your

employees personal achievements.

Employee of the Month – the employee of the month is an old trick that always help to make a particular individual stand out.

Coupons & Vouchers – one of the most popular form of reward. They provide the chance to their recipients to select the items they want.

Gifts – Jewellery or clothing are just some gift ideas your could make to your employees - a more personal form of reward as it needs to be tailored to your employee's tastes and interests.

Certificates, Plaques, Medals & Trophies – a tangible form of recognition that is a permanent reminder of achievement meant for display.

Extra Paid Leave – offer additional day-offs at no cost for your employee's annual leave entitlement balance.

Free Company Products or Discounts – some perks don't have to be sourced externally. Using in-house services or products as an incentive can be a great way to create brand advocacy from your own employees.

Assigning Interesting Projects – giving employees the chance to contribute their skills on important and interesting projects is one of the best way to show them how valuable they are and keep them motivated to do more.

Allowing Flexible Work Hours – going back to our learnings from chapter one, offering flexible work arrangements to your employees can also be used as a form of reward and recognition.

Thank You Note – whether it takes the form of a simple post-it on their computer screen or a full on video involving multiple employees, a thank you note is a no cost and effective way to show recognition.

Swapping Desks – can be temporarily or a permanent move, why not offer your employee a better spot in the office to work from?

Prime Car Space Location– have an employee car park to play with? Provide the most convenient spots to people who have made great contributions to the company. Offering a prime car spot could be the object of a rotating schedule to get everyone a chance to access this simple but convenient reward.

Casual Day – allow your employee to let their hair down for some time with one or a few casual days.

A Meal on the Boss – be it breakfast, lunch or dinner; a meal on the boss is the occasion to spend some one-on-one time with your employees.

Wall of Fame – With their mug shot high up on the wall, you can highlight your employees' contributions in a way that will be visible for all to see.

Transport Help – the home to work commute can be a heavy weigh in your employees' pocket. Consider tipping in by offering free public transport ticket, giving away fuel cards or giving up your parking spot for a few days.

Employee Spotlight – Showcase your employee in the company newsletter. Don't have a company newsletter? You could also consider a press article. Employee spotlights are also a great way to show your appreciations for your employees to external stakeholders, customers and prospective job candidates.

Allow for Dropping Uninteresting Tasks or Project – if your employee is not liking a particular project or a task, you can compensate their efforts in other areas by taking off this activity from them.

Mentoring Sessions – a mentoring program is a great career development opportunity for employees that will appreciate being winged by an experienced, well seen member of your organisation.

Pay for Employees' Tuition – helping out with continuing education is a way to show care for your employee's development.

Register your Staff for a Conference or Seminar – a chance for your staff to get out of the office while growing their network, knowledge and understanding of current industry trends.

A New Chair – improving your employee's workspace can be a nice way to say thank you while bettering their wellness and comfort.

Email Everyone – a few taps on the keyboard and a click of the mouse is all it takes to share your appreciation with your team and/or organisation at large.

Acknowledge their Performance During a Meeting – knowing that your peers hear you being recognised in a formal setting such as a meeting is always a powerful way to improve work relationships.

Holiday Passes – With work taking out so much time, there really isn't much left for loved ones. Even when there is time, you as a manager with a family can understand how valuable it is. By offering holiday passes to new and exciting areas, you are offering your employees an opportunity to live their dream. You give them the valuable time they've always desired to experience what the world has to offer with the company of their loved ones.

Business Trips – While the office is where most work is done, giving the opportunity to do it elsewhere feels enriching. Despite work still being the main priority, the atmosphere differs, providing the chance to take in a new experience. These experiences essentially help build knowledge, awareness and cultural diversity – what we know as self-actualisation desires.

While individuals differ in what types of rewards and incentives drive them, an empathic approach to work relationships can allow you to understand better motivates each and everyone. This is where you come in with the ripest carrot that will actually boost performance and create job satisfaction.

Chapter Five

Build a Strong Leadership



“A leader is not born, but made” is a popular saying amongst many discussions in today’s modern society. Many organisation experience management problems when it comes to building a strong leadership. Those issues can be fixed with a better understanding of how to lead and what it takes to be a leader.

Leading is not simply defined by having the “Manager” somewhere in your title, having spent X number of years in your company or be the one who decides when others can take their annual leave. It’s about being able to:

1. Take on responsibility,
2. Adopt an empathic approach to relationships,
3. See opportunities of growth and development where they may seem limited,
4. And pushing yourself and people around you to move away from their zone of comfort in order to challenge their capabilities.

Being a leader implies being in a position where your employees look up to you for guidance and a steer of direction. The power of influencing and inspiring others is truly what defines a great leaders.

With your employees aspiring to follow in your footsteps, they have this self-

motivational drive to consistently work to be like you. In saying so, it will involve those putting 100% and commitment into work. Most career seekers in today's modern society seek great managers first – which presents an opportunity for you to be the deal maker or breaker. This final chapter explores the important metrics to making the ideal leader that many aspire to be. It will help you engage your employees and push them to do better on a daily basis.

1. What are good leadership qualities to adopt?

There are certain qualities to adopt in order to exhibit the most wanted out of someone. In doing so, you attract those that are not just interested in your organisation, but in you as a person. This may appear as lying to yourself, but is a source of creating a better you and sustaining the company's viability with a motivated talent pool.

10 Impressive Leadership Traits

Have you ever been faced to a situation where you're working hard on a project but no one is following you? If this happened to you before, you were probably not likely seen in a position of leader. Leadership styles can vary but all great leaders have common attributes that make their management style a winner:

- 1. Being Responsive to Needs** – This links back to our second chapter on engagement where we highlighted the importance of fulfilling your employees' needs. By being aware of your people's changing needs and supporting them, you will be able to create a virtuous circle of job satisfaction and commitment to productivity.
- 2. Having a Positive Attitude** – No one wants to work for someone who always has a negative outlook on things. Seeing the best in every situations and people will help you create a positive work environment in which employees will actually want to work, hence reducing turnover costs.
- 3. Good Failure Management** – There's no such thing as perfection when dealing with human beings and when complications do appear, having a plan to draw lessons from your team's errors is a good way to learn from your failures. So when your employees do the occasional stuff up, take on responsibility and show that you are able to handle the repercussions.
- 4. Developing Others** – It's an enriching feeling to know someone is investing so much in you to create a better you. Your employees desire this capability in a person particularly in the career setting.
- 5. Good Judgement of Delegation** – Understanding the strengths and weaknesses of your collaborators is essential to properly delegate tasks

to the right people. When our skills and knowledge are put to good use we feel more satisfied. People do their best when they can work on tasks and projects that they are good at.

6. Ability to Communicate – It's a given that you need to be able to talk to your employees. Good leaders will approach the way they communicate information in a way that is specific, personal and authoritative. Showing that you know your stuff is great but without the ability to listen and read between the lines you can't create a true two-way communication which can lead to miscommunication and poor outcomes.

7. Sense of humour – Know how to have fun! By incorporating an element of enjoyment into your leadership style has many benefits including: emotional wellness & commitment, productivity gains and employee loyalty. That way, your employees will feel more engaged avoiding the need to seek fun elsewhere.

8. Commitment – Your staff or potential employees want someone who is strong in commitment. It acts as an example of what your employees should exhibit and as a result, they reflect that commitment.

9. Exuding Confidence – Self-assurance represents the foundations on which leadership can be built. Your level of confidence will determine who listens to you and who can trust you. Showing high confidence is a captivating quality that enables you to hold your grounds even in times when others disagree with you.

10. Taking Responsibility – During times where problems do arise, your employees don't like to feel at blame or fault for their mistaken actions. Being the person who takes the fault at hand, shows to your employees your capabilities of recognising blame and responsibility.

2. Why adopt these qualities?

The question that surfaces is whether adopting these qualities is lying about your true qualities? What we need to understand is that human qualities are not set in stone on the day we were born. Qualities are developed over time, the same way you developed into an adult from a baby. This brings us back to our popular quote, "A leader is not born, but made" – which gives us more than enough reason to believe that we can recreate ourselves.

When we recreate ourselves to paint an image of a better version of us, we attract the attention of many. In particular, we attract the attention of our current employees and

the interest of prospective talent. Why this is considered to be an ideal approach is because it displays an example of an opportunity to be something similar to success. Being a role model for success sees devotion and performance in your employees to attain the level you display. You will thus see a workplace full of driven employees, striving to perform and deliver the best.

Transforming yourself to be the ideal leader for many to aspire to is the final essential component to providing the perfect workplace. It embodies an aspect that essentially re-develops yourself as a person, helping you reach a sense of personal accomplishment at the same time you help develop others. Understanding and putting into practice all five components explored creates the most wanted workplace to last through time. It will see benefits for an organisation looking to see beyond survival and in hope of creating a legacy for its name.

About Us

EmployeeConnect pushes the boundaries of traditional HR through its suite of cloud HR solutions which automates the tracking and maintenance of your employees data online. Create your own workflow processes without any technical knowledge thanks to the high configurability of our secure system. Our solutions are therefore capable of scaling as you grow and adapt to your needs making it an ideal solution for small and large enterprises alike.

Request a [live demo](#) with our team and see for yourself how EmployeeConnect can help transform your workforce beyond the boundaries of traditional HR.



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