

4 Tips to Elevate the Employee Experience



1 Start the employee journey on a positive note



32% of candidates said that they wanted more information about company culture, with **16%** withdrawing from the recruitment process because the culture wasn't a fit.¹

Creating an employee experience driven culture begins when attracting and engaging prospective employees. HCM technology that's supportive and makes applying for a job simple, easy, and intuitive will give candidates that all-important positive first impression.²



2 Rethink your leadership strategy

57% of US employees say that their managers could benefit from additional training, so it's not surprising to learn that **84%** blame poorly trained managers for unnecessary work and stress.³

To improve the employee experience, organizations must help their leaders close critical skills gaps. American workers believe their direct manager could benefit from additional training in the following areas:

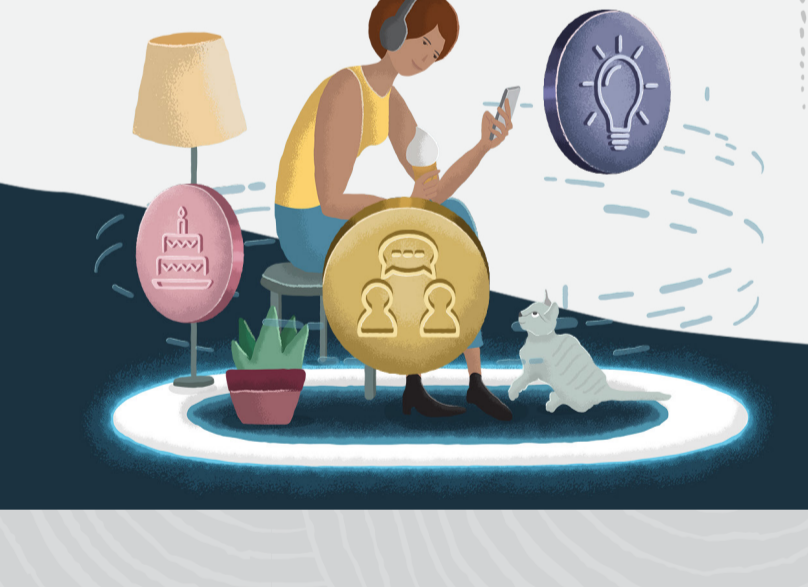
- Communication skills (**41%**)
- Training and developing their teams (**38%**)
- Managing team performance (**35%**)
- Cultivating a positive and inclusive team culture (**35%**)³



3 Create feedback loops that nurture a culture of high performance

87% of respondents believe their company should be doing more to listen to the needs of their workforce.⁴

It's imperative for organizations to proactively seek regular feedback from employees to inform their employee experience strategy—especially with much of the workforce working remotely or in a hybrid work arrangement without in-person connections.²



4 Unify your efforts with a single HCM platform

Companies that create a culture where the employee experience is the #1 priority are **5.1x** more likely to engage and retain their employees—and highly engaged employees perform better.⁶

Integrated HCM solutions that draw from a single, comprehensive source of people data can enable HR leaders to provide a more engaging and personalized employee experience.²



Learn more

Read the new TalentCulture report, **"4 Tips to Elevate the Employee Experience,"** to learn how to improve your organization's employee experience and create a culture of high performance.

[Read now](#)

¹ "2020 North American Candidate Experience Research Report," Talent Board, February 2021.
² "4 Tips to Elevate the Employee Experience," Oracle + TalentCulture, March 2022.
³ Dana Wilkie, "SHRM Survey: Workers Think Managers Need More Training," SHRM, August 18, 2020.
⁴ "Back in the Driver's Seat: Employees Use Tech to Regain Control, AI@Work: 2021 Global Study," Oracle + Workplace Intelligence, October 2021.
⁵ Josh Bersin, "Secrets to Employee Experience: The Definitive Guide," Josh Bersin, July 16, 2021.
⁶ Daniel Stein, Nick Hobson, Jon M. Jachimowicz, and Ashley Williams, "How Companies Can Improve Employee Engagement Right Now," Harvard Business Review, October 13, 2021.

