

IMPROVING EMPLOYEE EXPERIENCE

October 2021



Every touch point an employee has with an organization from hire to exit is part of the employee experience. Whether from home or in a physical workplace, the employee experience is indicative of employee satisfaction and engagement which directly translates into organizational success. Business operators should continuously focus on improving employee experience to ultimately create and sustain a productive, engaged and valued workforce.

In this issue of HR In-Brief, we provide you with management tips and strategies that may assist with enhancing employee experience at your organization.

Have thoughts to share or questions around this topic? Reply to this email to get in touch.

- Kim Osborne, *CEO*, Chemistry Consulting Group

FEATURED BLOG

Maximizing the Employee Experience

By Deb Walker, Associate HR Consultant
Chemistry Consulting Group



"Remote working, shifting health and safety concerns, diversity and inclusion, and fluctuating employee demographics all add to the complicated landscape that is communication in today's workplace. So let's look a little more closely at ways we can positively impact the employee experience through effective communication strategies."

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Today's World Of Work Is All About The Employee Experience



Forbes

"The one-size-fits-all model where every employee is treated the same, and every employee receives the same benefits, does not work anymore and will no longer be accepted as part of the employment contract."

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4 Things to Consider Before Adopting a Four-Day Work Week



CPA Canada

"Work less and be more productive. That's the stance behind a four-day work week, a debate reignited after the release of an Icelandic study, and of course the pandemic forcing more flexible, hybrid work models upon us."

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How HR Can Boost Morale – Without Being Cheesy



HRD Canada

"Gallup's ongoing study on employee engagement levels also found that issues like poor morale or motivation is more than just a people problem – it's a business concern, especially during a pandemic."

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Use Data for Competitive Advantage in the Employee Experience

CMS Wire

"A single experience score can help the



organization see trends as the digital employee experience tool continuously monitors the environment. When an incident happens, the notification should inform the impacted users in the most meaningful way possible as opposed to mass company emails that may or may not impact the individual."

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"Employment regains pre-pandemic level in September"

The Daily - Labour Force Survey

	JULY 2021	AUGUST 2021	SEPTEMBER 2021
VICTORIA	4.5%	4.4%	4.4%
VANCOUVER	7.6%	7.5%	7.1%
BRITISH COLUMBIA	6.6%	6.2%	5.9%
CALGARY	9.6%	10.1%	9.3%
ALBERTA	8.5%	7.9%	8.1%
CANADA	7.5%	7.1%	6.9%

Source: **Statistics Canada Labour Force Survey**, September 2021



Need support with **employee surveys or gathering feedback** from your employees?
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