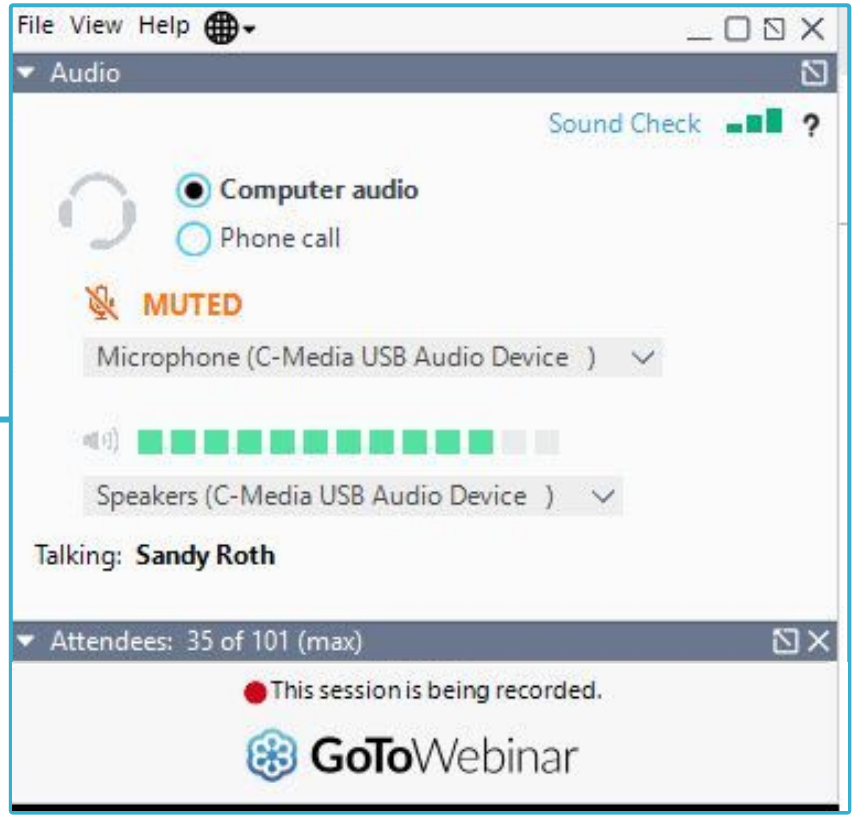
NEOGOV WEBINAR

How To:

Boost HR Efficiency **While Improving the Employee Experience**

WELCOME ITEMS

- **Enter any questions or comments for the moderator** in the GoToWebinar control panel
- Add **lessons learned and best practices** into the chat and we'll share after the webinar
- **Use the audio drop down box** and select either computer or phone audio for the call-in details if needed.
- Keep an eye out for **tomorrow's email** with recording, slides and best practices



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INTRODUCTION

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Agenda

Why the Employee Experience Matters in 2023

Common Barriers to a Positive Public Sector Employee Experience

Strategies to Improve the Public Sector Employee Experience

How NEOGOV HRIS can help

Q&A

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WHY THE EMPLOYEE EXPERIENCE MATTERS IN 2023

What makes the employee experience so important?

Avoid Burnout

The public sector employee experience is particularly important as **burnout levels tend to trend higher** than the private sector **by up to 20%.**

Higher Performance

A 2019 Gartner employee survey showed that **employees who are happy** with their experience at work are **69% more likely to be high performers**.

Save Money

The cost of replacing an individual employee can range from **one-half to two times that employee's annual salary[1].**

Impact Recruiting

Only 40% of public sector employees would recommend a job at their organization to friends and family if they view the employee experience as poor[2].

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Sources:
1 Gallup 2 Nextgov

Employees who report a positive employee experience:

60%

more likely to report a high intent to stay at their current organization

52%

more likely to report high discretionary effort

69%

more likely to be a high performer

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Source: Gartner Survey

COMMON BARRIERS TO A POSITIVE PUBLIC SECTOR EMPLOYEE EXPERIENCE

Poll Question

Do you recognize any of the following in your organization?

A. Our technology is **overly complicated** and not built for the public sector.

B. We have to **manage multiple systems** for different processes.

C. There is **no employee self-service**.

D. All of the above.

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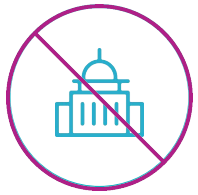
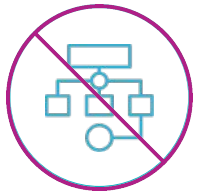
Common Challenges



The Wrong Technology

Technology doesn't support public sector needs.



Too Many Systems

Admins have to constantly enter employee info into multiple systems.

No Employee Autonomy

Employees need to contact HR to make simple changes.

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The Results

Inefficiency

Private sector tech requiring complicated workarounds leaves employees **unable to perform** how they'd like to.

Frustration and Errors

Instead of spending time on more strategic initiatives, HR **staff become bogged down** in data management.

Lack of Trust

Employees may **resent tedious processes** to make simple changes and interpret this as a lack of trust.

According to SHRM, **highly trusted workplaces see 50% higher employee productivity**, 106% more energy at work, and 13% fewer sick days.

The Cost

Wasted Resources

Inefficient processes **waste time, money, and employee talent**.

Low Engagement

Disengaged employees **perform less efficiently**, and contribute to higher absenteeism and turnover.

Turnover

Unfilled roles leave remaining employees to **pick up the slack**, contributing to a negative cycle.

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STRATEGIES TO IMPROVE THE PUBLIC SECTOR EMPLOYEE EXPERIENCE

Focus Points

Use the Right Technology

Increase operational efficiency while eliminating HR stress with **tools built for the public sector**.

Build Employee Trust

Reduce the burden on HR staff while **building trust and transparency** by offering employee self-service.

Align Your Purpose

Emphasize organizational values and **reinforce how every employee contributes** to the overall mission.

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Source: NEOGOV 2023 Public Sector HR Trends Report: Operational Efficiency

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Source: Gloat Research, 2022

Yet most HR teams spend hours each day on manual data entry tasks in multiple systems.

Give your team time back with HRIS.

Source: NEOGOV 2023 Public Sector HR Trends Report: Operational Efficiency

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Boost HR efficiency while providing a more positive employee experience with HRIS

- **Eliminate multiple systems** with one central hub for employee records, salaries, benefits, and workforce data
- **Built trust and transparency** with employee self-service
- **Meet unique public sector needs** with technology built specifically for you
- **Save time and resources** by automating manual tasks

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HRIS Features

E-Signatures

Average organizations **save up to 40 working hours** per month.

Automated Onboarding

Reduces **time-to-productivity by 33 percent** and turnover by up to 30 percent

Employee Self-Service

Reduces time required for administrative tasks by **40 to 60 percent** (saving almost two full hours per day)

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Source: Bamboo HR

Save Time and Money

ORGANIZATION

TOTAL EMPLOYEES

200

NEW EMPLOYEES PER YEAR

10

HR GENERALIST SALARY AND BENEFITS

$90,000

AVERAGE EMPLOYEE SALARY AND BENEFITS

$75,000

SAVINGS

ONBOARDING

$2,380

E-SIGNATURES

$11,654

TIME OFF MANAGEMENT

$173,077

ADMINISTRATIVE TASKS

$22,501

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QUESTIONS?

THANK YOU
FOR ATTENDING!

Keep an eye out for the webinar recording and slides in your inbox tomorrow!

Have more questions?
Set up a free consultation at contact@neogov.com to learn more.

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