Interloop®

KNOWLEDGE LETTER

ISSUE 1 • MARCH 2021



EMPLOYEE ENGAGEMENT

INSIGHTS

As the involvement with technology gets deeper, the human touch requisite starts becoming fundamental, not only for customer retention but also for organizations. To be able to keep the employee engaged whilst operating from a WFH setup or operating on digital tools for executing the job assigned seems to be the point of concern for many employers.This knowledge letter would give you resources and suggestions that will assist you in taking initiatives, make changes and be cognizant of the trends in 'Employee Engagement'

KNOWLEDGE LETTER

TABLE OF CONTENTS

Differentiating picks • P. 2

Buzz around the media • P. 3

Success story and LinkedIn update • P. 4

Brands collaboration & Founder's message • P. 5



DIFFERENTIATING PICKS

1. 499 EMPLOYEE ENGAGEMENT IDEAS

No one engaging activty can provide higher employee engagement. Due to lack of a single sure shot answer, this article provides 499 ideas which would put forward various thoughts to help you align your personal ideas and apply them successfully in your organisation. Few interesting such companies: LinkedIn's intrapreneurship idea inculcates the sense of ownership among the employees; Hubspot's networking strategies.

2. WHY ORGANIZATIONAL TRUST IS 2021'S HOT EMPLOYEE ENGAGEMENT TOPIC

When employees trust the employers, they are more productive, energetic and prone to stay longer with the organization with fewer burnouts. During remote working set up, it becomes crucial to maintain the trust factor among the employees. Leaders with best interest at hearts are perceived as to be providing certainty. This could be carried out by encouraging leaders to be transparent about the state of the business, business goals, and the economy. In a world, where most countries trust businesses than governments, it becomes imperative to use the 'trust' factor which is at every company's disposal.

3. THE RIGHT CULTURE: NOT JUST ABOUT EMPLOYEE SATISFACTION

Worker's contentment or engagement is not a reflection of the positive effect on business outcomes. When employees are treated as the stakeholders of the company's future and their individual future, success rate increases. Positive feelings should not be confused with primary outcomes; employees callous about their work need to be pushed by formulating human capital strategies and creating a culture of employee engagement adds value.

4. 5 SECRETS TO INCREASE EMPLOYEE ENGAGEMENT WITH TECHNOLOGY

If an employee wants to be disengaged and distracted, he/she will find a way somehow. From the organisation's point of view, to organize and run the work smoothly, steps such as the following could be taken-:

- Gamifying the learning modules and using platforms for common whiteboards and forums
- Bring your own device (BYOD) allowing personal tools at work and mobile learning as Gen Z is constituting the majority of the workforce

5. WIRED FOR ENGAGEMENT

To achieve top quartile levels of employee engagement and the correlation between success in employee engagement and revenue for the companies , they need to focus on hiring based on engagement. This assists in creation of an engaged culture as the engagement happens very quickly along with speedy selection of engaging leaders. The talent strategy gets incorporated with this at the time of hiring.

To better understand what top brands have to say about employee engagement.

LINKS

1. https://axerosolutions.com/blogs/timeisenhauer/pulse/206/499-employee-engagement-ideas-the-ultimate-cheat-sheet-your-team-will-love

2. https://www.forbes.com/sites/lindsaykohler/2021/01/18/why-organizational-trust-is-2021s-hot-employee-engagement-topic/?sh=4a030def4c15

3. https://www.gallup.com/workplace/236366/right-culture-not-employee-satisfaction.aspx?g_source=EMPLOYEE_ENGAGEMENT&g_medium=topic&g_campaign=tiles

4. https://www.shiftelearning.com/blog/increase-employee-engagement-with-technology

5. https://www.aonhumancapital.co.in/Home/Resources/Blogs/Wired-For-Engagement

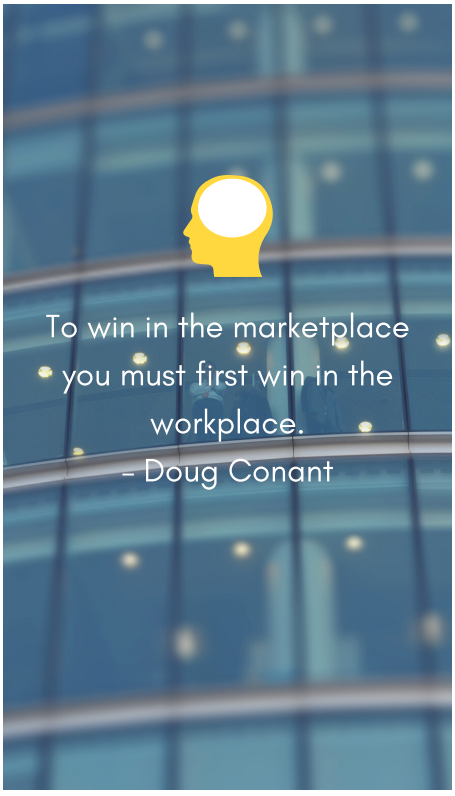


BUZZ AROUND THE MEDIA

Reminders in the HR Space for the month

CENTRE MAY ALLOW 4-DAY WORK WEEK

The Union Government in response to the challenging work culture will be offering a flexibility to the employers and employees to choose a shorter 4 day work week with 48 hours a week to be the maximum limit. Once the new labour code is in place, experts say that employers will have the freedom to choose between 8 to 12 hour workdays, based on demand, industry and location.
Read More:
https://www.livemint.com/industry/human-resource/centremayallow-4-day-work-week-11612830515498.html



KPMG UK names first women leaders in shake-up after Michael Furore

Following an investigation into President Bill Michael, with the aim of calming staff relations due to the unpopular performance scoring system, Mary O'Connor, who heads clients and markets will take over Michael's responsibilities as Senior Partner, and Bina Mehta, UK board member will take on the role of chairman on a temporary basis. In 150 years of KPMG's history, either roles were filled by a woman.
Read More:
https://inversezone.com/2021/02/11/kpmg-names-first-women-leaders-in-shake-up-after-michael-furore/

CEO Secrets: 'My billion pound company has no HR department'

Octopus Energy, a UK start-up valued at more than £1.4bn ($2bn), sells green energy. Despite now having more than 1,200 employees, has no HR or IT department as the CEO thinks that they don't make employees happier or more productive. Read More:
https://www.bbc.com/news/business-56130187

P&G delinks parental leave from gender, marriage

'Share the care' policy introduced which entitles all new parents — including biological parents domestic partners, adoptive parents or parents with same-sex couples to 8 weeks of fully paid leaves with the belief that every gender is equal when it comes to child caring.
Read more:
https://timesofindia.indiatimes.com/business/india-business/pg-delinks-parental-leave-from-gender-marriage/articleshow/81078883.cms

MICROSOFT'S VIVA PLATFORM SHAKES UP THE HR TECHNOLOGY MARKET

A new player in the HR technology market will be disrupting competition as the vendors integrate all employee services to pull all the tools employees use into one portal. Features such as assisting employees with learning resources, trends, internal communications etc.
Read More:
https://www.shrm.org/resourcesandtools/hr-topics/technology/pages/microsoft-viva-platform-shakes-up-hr-technology-market.aspx

Ideas that work !

CLIENT SUCCESS STORY

Employee Engagement with Zoho People Designed By Team Of Experts From Interloop Consulting

1
Employee Action Demands an Act of Appreciation

2
Managers Records the Action in Zoho People. Via Mobile App

3
The Record goes for Approval to the HR Department. Approval sent Via Mobile App

4
The Appreciation Email Along with Certificate of Appreciation is in the Inbox

5
Appreciation can be catagories on
- ***Performance***
- ***Org. Culture***
- ***Innovation***
- ***CSAT***

EMPLOYEE APPRECIATION

With Zoho HRIS - Zoho People

LINKEDIN UPDATE

Derivation of KPIs from Vision, Mission and Goals

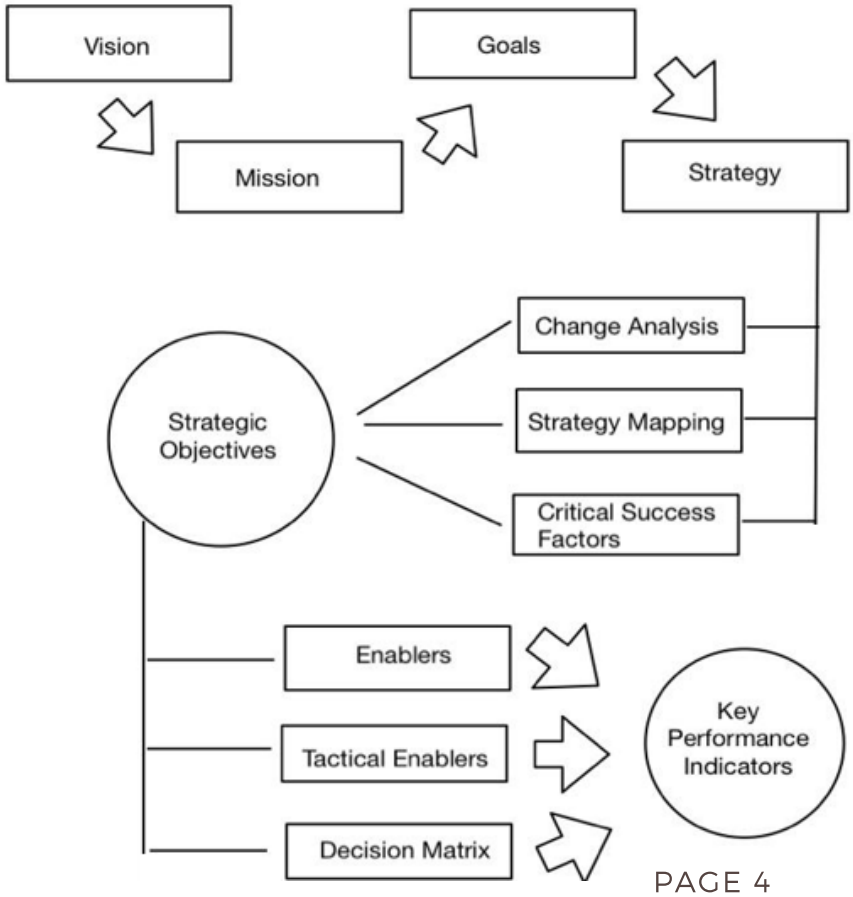
Need for aligning the KPIs

Balance Score Card Methodology

Enablers, Tactical Enablers and Strategic Objectives

Decision Matrix and KPI Tree chart

FOR MORE:
HTTPS://WWW.LINKEDIN.COM/COMPANY/INTERLOOPCONSULTING



NEW BRAND ASSOCIATIONS IN JAN-FEB 2021

LIMEROAD.COM

Digital transformation for Performance Mangement Systems

Biz2Credit

Digital transformation of HRIS and Recruitment processes

contify

Zoho People and Zoho Payroll Implementation

ADLOID

People Management & Payroll Processing

Soni Chatrath & Co.

Zoho People and Zoho Payroll Implementation

mobifly

People Process Transformation

Vedantu
LIVE ONLINE TUTORING

Digital transformation for Recruitment Processes

Prospecta®

End to end sales process transformation & automation with external integration

ASPECT RATIO

Talent Acquisition Process Transformation

JAIVEL aerospace

Digital transformation of HR Processes under flagship programme - Truely Digital



MESSAGE FROM SUSOBHAN BIWAS

FOUNDING PARTNER
INTERLOOP CONSULTING



With the pandemic coming into the picture, everything has been shook. Evolution occurred in all spaces. Digitization seems to have become essential for businesses to flourish. This trend could also be witnessed in the people management space. Start-ups along with small and mid-size organization moved towards technology showing a higher rate of acceptance. Also, various new areas of people management were explored using technology.

People transformation is going to be an exciting space for the next 2-3 years where technology will play a critical role.