



3 STEPS TO STRATEGIC HR

Positioning your HR team to be perceived strategically — and to perform strategically — starts with understanding the connection between employee engagement and the success of your organization.



For the first time in over a decade, employee engagement in the U.S. dropped, from **36% in 2020** to just **34% in 2021**.¹

Compared with those with low engagement, companies with high employee engagement experience:²

10%
higher customer loyalty

23%
higher profitability

66%
higher employee wellbeing

Want to help your company achieve higher engagement? Read on for **three steps** to strengthen your HR strategy.



STEP 01

Ground HR strategy on an understanding of the business.



HR leaders with experience in other business functions are almost **twice as likely** to possess a comprehensive understanding of business priorities and strategy.³



Survey respondents that said their company had a strategic HR team were **1.4X more likely** to report outperforming competitors.⁴



Want to improve your HR strategy?

Find out **here** how a BPaaS partner with robust human capital management services can help.

STEP 02

Focus on improving employee wellbeing.

Financial stress affects productivity and retention:



1 in 3 employees is distracted by finances at work.⁵



Almost 9 in 10 employees take advantage of employer-provided financial wellness services.⁶

myFlexPay can help.

Find out more about earned wage access and payroll card options **here**.



STEP 03

Leverage automation and move employees to value-add functions.

Manual processes waste time.



On average, global office workers waste **four and a half hours a week** on tasks they believe could be automated.⁷

Increase job satisfaction.



68% want their jobs to allow time for learning and implementing new responsibilities.⁸

Automating AP can save you time and money, while improving accuracy and efficiency. Learn more **here**.

\$450-550 BILLION

is lost each year by U.S. companies due to low employee engagement.⁹

But with these three strategic steps you can improve the employee experience and increase engagement. Not sure how to get started? **Find out how a BPaaS partner can help.**

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¹ Gallup | ² Gallup's Employee Engagement Survey | ^{3,4} McKinsey | ⁵ PwC's Employee Financial Wellness Survey | ⁶ PwC | ^{7,8} UiPath 2021 Office Worker Survey | ⁹ The Conference Board