

2DAYS MOOD

How do you feel at work today?



Visual eBook

2DAYSRESEARCH:
the latest findings from
employee engagement
research

Are you interested in
learning about what drives
employee engagement at work?

Do you want to keep up
with current research but
simply can't find the time?

And do you want to
know how to positively impact
employee engagement
in your organisation?

Keep reading!

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#2DAYSRESEARCH

High-quality **internal communication** is positively associated with **employee engagement**

(Karanges et al., 2014)

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HOW DOES **INTERNAL COMMUNICATION** IMPACT ENGAGEMENT?

When it comes to internal communication, less is (usually) more! This employee happiness driver is important as it's the main method of creating a shared understanding and vision amongst your employees. Quality internal communication is characterized by a number of factors, such as being clear, coherent, and concise.

RESEARCH SHOWS...

Recent research suggests that quality internal communication helps to cultivate positive workplace relationships, which in turn positively influences employee engagement. Why? It may be because internal communication facilitates interactions in the organization, thereby increasing the likelihood of friendships occurring!

Want to find out more?

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Embracing a **positive vision** positively impacts both **employee satisfaction** and **performance**

(Cheema et al., 2015)

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HOW DO **VISION AND VALUES** IMPACT ENGAGEMENT?

Having a vision which guides and perpetuates the organization's existence is an essential element for the success of any organization. Importantly, a great vision also needs a great leader who can communicate the vision to colleagues. Only this way support and engagement on the work floor can flourish.

RESEARCH SHOWS...

Research has found that when employees act with the organization's vision in mind during their day-to-day work, they work better and feel happier. Subscribing to the organizational vision allows employees to clearly understand the long-term goals of the organization and how their work contributes towards their attainment! This leads to more satisfaction in their daily work.

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Just **14%**
of employees
understand their
organization's strategy

(Myler, 2012)

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HOW DO **STRATEGY AND GOAL ALIGNMENT** IMPACT ENGAGEMENT?

An organization's strategy is based on the methods they will use to obtain their long-term organizational goals. An effective organizational strategy is one which your employees identify with. They should understand how their tasks, responsibilities and mutual collaborations are part of that strategy. No matter how well-planned a strategy is, it cannot succeed without being properly absorbed by employees.

RESEARCH SHOWS...

Despite the fact that 65% of organizations have an agreed-upon strategy, only 10% successfully execute their strategy and just 14% of employees actually understand the strategy at all! In order to ensure that your employees understand your strategy, it is essential that you effectively and regularly communicate with them and provide feedback on what is (and isn't!) working.

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Perceptions of
corporate reputation
by employees and
employee engagement
are positively related

(Shirin, 2012)

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HOW DOES **REPUTATION AND BRAND** IMPACT ENGAGEMENT?

A positive corporate reputation and employer brand has numerous benefits, such as attracting and retaining talented individuals, drawing customers to your product, and providing a competitive advantage. To succeed, every company must have three crucial qualities: legitimacy, relevancy, and differentiation.

RESEARCH SHOWS...

Recent research has found that positive perceptions of corporate reputation have a strong positive influence on employee engagement. This finding is unique and innovative as the majority of existing literature tends to investigate the influence of employee engagement on corporate reputation, rather than the other way around! As a result, this research highlights that management could also focus their efforts on improving their reputation in order to increase employee engagement.

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Transformational leadership, which emphasizes enthusiasm and vision, has a positive association with **employee engagement**

(Popli & Rizvi, 2016)

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HOW DOES **LEADERSHIP** IMPACT ENGAGEMENT?

A leader's role in the organization is to inspire others to work to their maximum potential and to cultivate a healthy, positive organizational culture. One of the best ways for a leader to close any productivity gaps which may be arising is to build a good relationship with their staff.

RESEARCH SHOWS...

Indeed, recent research has found links between transformational leadership and employee engagement. A transformational leader is one who encourages, inspires, and motivates employees to innovate and create change, thereby positively impacting engagement. Examples of contemporary transformational leaders are Elon Musk or Barack Obama.

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(available with a Sage account or with a payment)

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When compared to those who don't, employees who have **best friends at work** expend a significantly greater amount of **effort** in their job

(Mann, 2018)

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HOW DO **RELATIONSHIPS WITH COLLEAGUES** **IMPACT ENGAGEMENT?**

Friendships at work are hugely important as they influence the way all employees collaborate to achieve goals. If an employee has healthy, positive relationships with their coworkers, it can make a considerable difference to their overall life satisfaction and individual well-being.

RESEARCH SHOWS...

When compared to those who don't, employees who have best friends at work expend a significantly greater amount of effort in their job. For example, women who strongly agree they have a best friend at work are more than twice as likely to be engaged at work (63%) compared to women who say otherwise (29%). In addition, for both women and men, having a best friend at work leads to better performance. So, it is important to enable your employees to establish friendships with colleagues. Culture begins with leaders. They set the tone and are an example for employees through their actions. They make it acceptable or unacceptable for employees to become friends.

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A good **relationship** between manager and employee leads to higher **engagement** and lower voluntary turnover intentions

(Rubenstein, Eberly, Lee & Mitchell, 2017)

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HOW DO **RELATIONSHIP WITH DIRECT MANAGER IMPACT ENGAGEMENT?**

Having a good relationship with your manager is integral to the success of the business. An effective manager-employee relationship is one characterized by two-way communication, a good reward exchange, and positive, appropriate emotions. A manager has a responsibility to build and maintain productive relationships with every employee under their supervision.

RESEARCH SHOWS...

Recent research shows that the relationship between a (direct) manager and employee has an important influence on voluntary turnover intention. A good relationship between manager and employee leads to higher engagement and lower voluntary turnover intentions, whereas a bad relationship between manager and employee leads to lower engagement and higher voluntary turnover intentions. So, as a manager it is important to show personal interest and confidence in your employee.

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Currently, **48%** of organizations utilize gender-neutral language ("**they**"/"**them**") in their communications

(The 519, 2015)

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HOW DO **SOCIAL VALUES** IMPACT ENGAGEMENT?

Because we spend so much of our time at work (nearly 33% of our lives!), it is important that we are able to express who we truly are when in that space. For many, this comes without issue but for some, it is a challenging and sometimes scary experience. For this reason, it is important to cultivate a workplace which is characterized by a sense of safety and acceptance.

RESEARCH SHOWS...

Inclusion and diversity are currently gaining more and more focus in the contemporary work environment. To be inclusive, small, simple changes can be made, such as using genderneutral language. This small change can be very impactful for others so it is well worth investing the time to consider how to make all individuals feel welcome in your organization!

Want to find out more?

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A positive **work environment**, positive **relationships at work**, and **feeling appreciated** positively impact talent retention more than money does

(Nguyen & Rasmussen, 2018)

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HOW DOES **SALARY AND BENEFITS** IMPACT ENGAGEMENT?

The compensation an employee receives is ultimately equivalent to how much they are valued by the organization. Virtually all employees expect their wage agreement to cover the following matters: 1) basic living expenses. 2) some funds for saving or recreation. 3) the possibility of a salary increase over time. Beyond this, organizations may compensate their works in unique, non-monetary ways.

RESEARCH SHOWS...

An organization that can't compete with high salaries can instead offer individualized alternatives that align with the needs and wants of their staff, such as company parties or flexible working schedules. In a recent study, not even one participant mentioned money as a motivating factor for their retention in any major way. Instead they favored the more social aspects of their work. Teams that feel appreciated for their work are motivated to work harder and will be more committed to the organization.

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Being **recognized**,
appreciated, or
rewarded for their
work greatly motivates
employees

(Afolabi, Fernando, & Bottiglieri,
2018)

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HOW DOES **APPRECIATION** IMPACT ENGAGEMENT?

Showing appreciation to your colleagues is easy to do and can have a big impact on them. Something as simple as a handwritten note ("Thank you!"), can leave a lasting positive impression. It is an important signal that shows how much you value them and the work they do in your organization.

RESEARCH SHOWS...

In a review of over 30 publications, several organizational factors were identified which had a motivating influence on employees. Of these, it was found that being given proper recognition, appreciation, and rewards, was greatly motivating. Additionally, while financial incentives were important, they were not enough to motivate by themselves.

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Informal learning

at work is positively correlated with:

- Problem solving
- Flexibility
- Employability

(Manuti et al., 2015)

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HOW DOES **LEARNING AND DEVELOPMENT** IMPACT ENGAGEMENT?

Learning and development at work is hugely important as it fuels growth and performance excellence. Any learning and development strategy that is in place at your organization should aim to maximize strengths and address weaknesses. The strategy should enable staff to work to their full potential.

RESEARCH SHOWS...

Importantly, learning and development at work need not be an expensive and time-consuming task. Informal learning is self-directed and driven by the individual's own interests and motivations. They allow us to develop skills which we deem important and necessary. Learning informally gives motivated employees the opportunity to explore and experiment how they can do their work better.

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Intrinsic motivation

has been found to

be more motivating

than any other

external motivators

(Singh., 2016)

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HOW DOES **INTRINSIC MOTIVATION** IMPACT ENGAGEMENT?

A wide range of factors motivates employees to work hard in their role. Things like the work environment, work-life balance, and employment stability all have the potential to influence a worker's motivation, both for the better or the worse!

RESEARCH SHOWS...

However, of all of these factors, intrinsic motivation has been identified as the most motivating above all. Being intrinsically motivated means that the employee will work hard because it brings them personal satisfaction, not for an external reward. Because of this, an emphasis should be placed on cultivating respect, recognition, trust, and autonomy in the workplace, so that intrinsic motivation can be positively influenced.

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A comfortable
workspace environment
**enhances positive
feelings** about work
and **strengthens
talent retention**

(Sato, Watanabe & Asakura.,
2018)

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HOW DO **WORKPLACE CONDITIONS** **IMPACT ENGAGEMENT?**

The importance of workplace conditions cannot be understated. A nice, pleasant working environment can make all the difference for both individual well-being and organizational success! An ideal workplace is one that fits the needs of the employees while maintaining a high standard of safety and comfort.

RESEARCH SHOWS...

Simple initiatives, such as introducing greenery or ensuring everyone is working in an ergonomic fashion, can greatly impact employee satisfaction. Indeed, recent research has found that when employees perceive their workplace to be comfortable, they like their job more and are more likely to stay in their organization!

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Happy workers
spend **80%** of
their working week
focusing on what
they're paid to do

(Ishrat, 2013)

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HOW DOES **VITALITY** IMPACT ENGAGEMENT?

Negative emotions at work can be hugely detrimental and can quickly spread around the office. It is important that all employees are supported to deal with stress and take care of themselves in both body and mind. Even if this is inherent to working.

RESEARCH SHOWS...

Recent research has found that a happy employee will spend 80% of their time at work effectively completing their tasks. This benefits both the organization and individual. After all, in this win-win situation, the necessary work for the organization is being completed and the employee can allow him- or herself to disengage from in their free time.

Want to find out more?

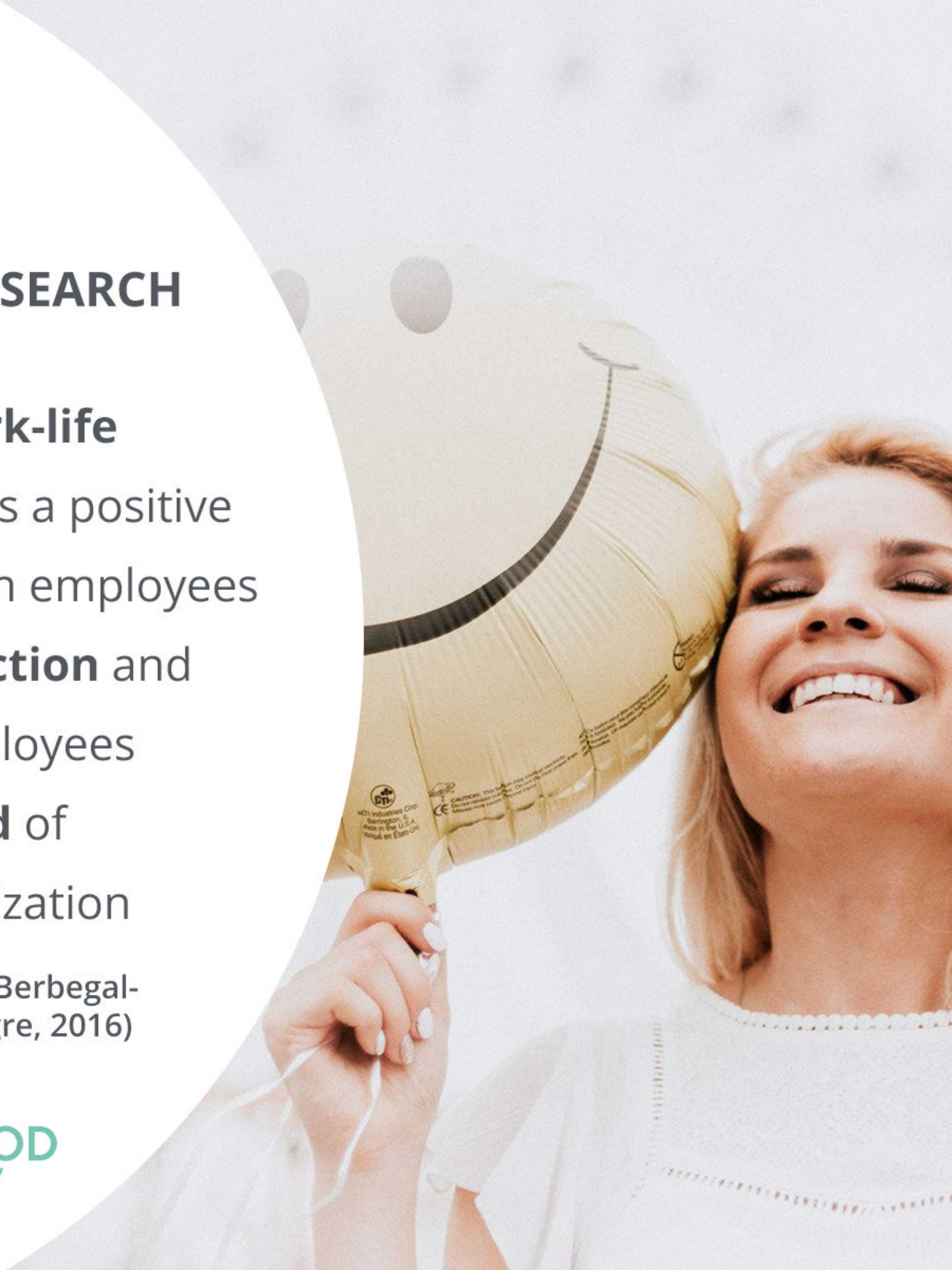
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A good **work-life balance** has a positive influence on employees job **satisfaction** and makes employees extra **proud** of their organization

(Mas-Machuca, Berbegal-Mirabent & Alegre, 2016)

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HOW DOES **WORK/LIFE BALANCE** IMPACT ENGAGEMENT?

Achieving a healthy work-life balance is not easy, and is something that many of us are working hard at to obtain. If we neglect to protect our personal time and (subconsciously) get absorbed by our work, we increase the likelihood of suffering from burnout. Luckily, thanks to the popularity of flexible working hours and remote working options, there are currently more opportunities than ever to find a healthy work-life balance. However, as an employer it is your responsibility to explore and possibly facilitate these options.

RESEARCH SHOWS...

Research shows a positive relationship between a good work-life balance and organizational pride and job satisfaction. Autonomy and support from the supervisor regarding work-life balance both help employees in finding the right work-life balance. Job autonomy allows employees to have more flexibility in their daily work. This freedom helps to balance time spent in the job with family or leisure activities and helps increase the level of work-life balance. If managers believe in and support work-life initiatives, it is easier for workers to perceive a high level of work-life balance.

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CHECK OUT THE RESEARCH

We help organizations thrive
through Happy Employees.

We offer a realtime measuring
tool to analyze moods, engagement
and happiness at work.

So you can start a data driven
approach towards a positive and
productive working climate.

PLAN FREE DEMO

GET BROCHURE

WWW.2DAYSMOOD.COM





app/dashboard

Personal dashboard

Feedback Mood



Engagement

57%

Satisfaction

26%

Retention

9%

Score

9%

Trend Mood



How do you feel at work today?
Choose from the following best of your mood

Happy	Surprised
Smiling	Sad
Grumpy	Tired
Excited	Angry