



Employee Engagement Indicator (ENGAGE)

The Employee Engagement Indicator (ENGAGE) is a psychometric solution designed to measure employees' emotional commitment to their companies and passion for their work – which are important contributors to productivity, employee retention and job satisfaction. The ENGAGE is available online through the Talent Performance Management Solution (TPMS).

Overview

The Employee Engagement Indicator (ENGAGE) is designed to measure the aspects that contribute to employees' passion about their work and emotional commitment to their company.

Employee engagement – or the degree of enthusiasm for the job or organisation – is a crucial predictor of how productive employees will be at work, how likely they are to quit, and how willing they will be to go the extra mile.

The ENGAGE is a holistic and multi-faceted measure that covers various behavioural, cognitive, emotional and cultural aspects of employee engagement, including:

- Vision and Goals
- Performance Management
- Opportunities for Growth and Development
- Teamwork and Collaboration
- Rewards and Recognition
- Ethics
- Perceptions about Senior Leadership and Manager Effectiveness

The ENGAGE runs on the Talent Performance Management Solution (TPMS), which is a reliable and secure platform for talent performance management decision-making, suitable for organisations of all sizes. TPMS provides automated individual and group test reports. Multiple dashboards are available for easy monitoring of progress, anywhere and anytime.

Features

Among the many features of the Employee Engagement Indicator (ENGAGE) are:

- **Administered Online**
The ENGAGE is available online through the Talent Performance Management Solution (TPMS).
- **Provides a Multi-Faceted Measure of Employee Engagement**
The ENGAGE measures behavioural, cognitive, emotional and cultural aspects of employee engagement, providing a holistic assessment of the construct. ENGAGE scores help employers make personnel decisions and improve productivity by identifying factors that are increasing or reducing engagement among their employees.
- **Available in English**
The ENGAGE is available in English version. Versions in other languages can be commissioned upon request.
- **Valid and Reliable**
The ENGAGE was developed based on extensive research. There is ample evidence in support of its validity and reliability when used with the Malaysian population.

Technology Summary

ENGAGE

A psychometric solution designed to determine whether employees feel fully involved, enthusiastic and emotionally committed at work. Available online through the Talent Performance Management Solution (TPMS).

Industries: Government, Enterprise, Healthcare

Features

- Administered online
- Provides a multi-faceted measure of employee engagement
- Available in English
- Valid and reliable
- Meets internationally-accepted assessment standards
- Provides workplace engagement insights

Uses

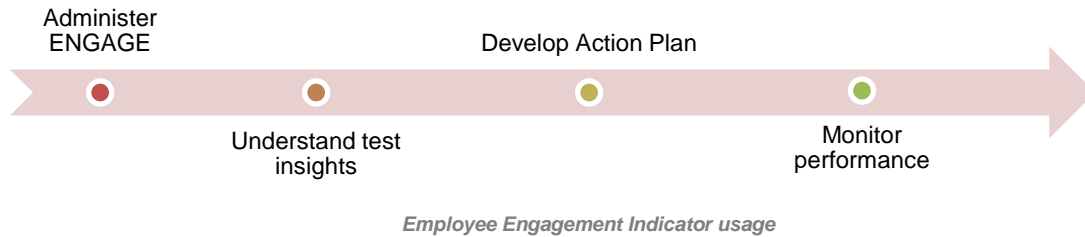
- Workforce optimisation
- Employee development
- Employee retention

Technology Benefits

- Continuous performance solutions
- Locally designed and validated
- Comprehensive and holistic assessment

- **Meets Internationally-Accepted Assessment Standards**
The ENGAGE was designed in accordance with recognised principles of good practice in psychometric testing, and in the measurement of employee engagement specifically.
- **Provides Workplace Engagement Insights**
ENGAGE test reports, called *Insights*, are made available through the TPMS automated test reporting plugins. Employers can obtain *Insights* reporting on both individual employees and groups of various sizes.

Individual *Insights* describe test takers' individual employee engagement profiles, while group *Insights* summarise the engagement levels of groups of test takers, at the team, departmental, or even organisational level. Both sorts of *Insight* report scores for each aspect of engagement measured by the test, with explanations of what each score means. This information provides a clear understanding of the enablers and obstacles that influence an individual's engagement. TPMS also allows easy monitoring of individual or group progress over time.



Uses

Employers can use the ENGAGE to identify potential areas of strength for the organisation as well as potential changes that could be made to increase employee engagement. ENGAGE results can contribute to informed decisions about:

- ### Workforce Optimisation

The ENGAGE can be used to aid managers and Human Resource professionals in motivating their employees, and ensure greater commitment and productivity.

- ### Employee Development

Engaged employees are more likely to exhibit organisational citizenship behaviour, such as helping co-workers and working beyond office hours to complete tasks. ENGAGE results can help managers and Human Resources professionals plan programmes and strategies aimed at developing organisational citizenship behaviour.

- ### Employee Retention

The ENGAGE measures factors that may contribute to employees leaving an organisation, such as dissatisfaction with the management or lack of recognition. Monitoring these factors enables managers and Human Resources professionals to plan interventions to improve employee retention.

Technology Benefits

The ENGAGE offers the following benefits to users:

- ### Continuous Performance Solutions

The ENGAGE runs on the Talent Performance Management Solution (TPMS). TPMS is a continuous performance solution through which it is possible, whenever desired, to administer the ENGAGE, produce automated test reports, or monitor employees' performance.

- ### Locally Designed and Validated

The ENGAGE was designed and validated among Malaysians to create a product specifically for use in Malaysia's multicultural context.

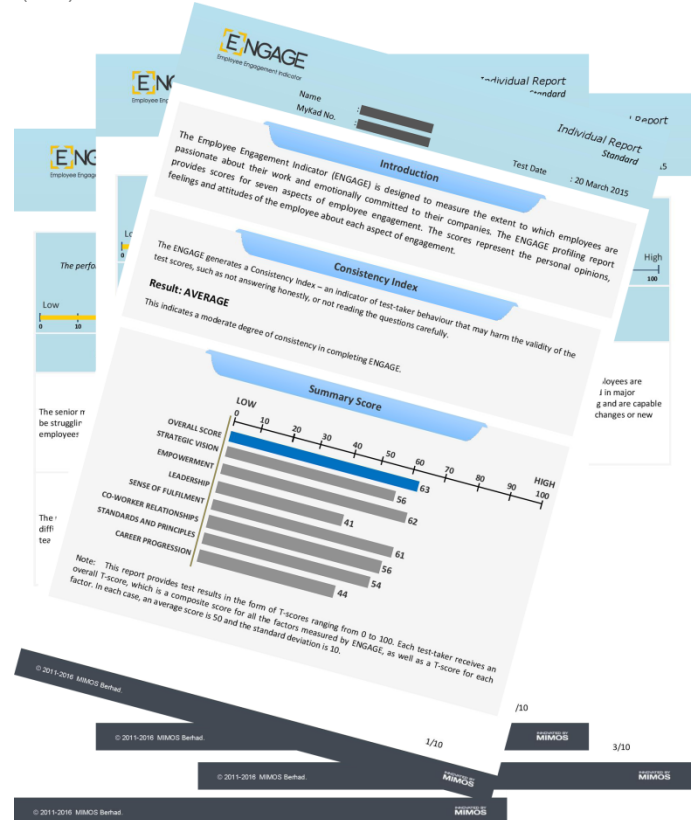
- ### Comprehensive and Holistic Assessment

The ENGAGE was developed to assess an individual's engagement level as thoroughly as possible to provide a comprehensive appraisal.

Contact Information

For more information on this product, please contact:

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Sample Employee Engagement Indicator Insights

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