



The True Economic Value of HR



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Reward Gateway | Edenred

Organisations under stress



CHANGE

67%

of HR managers in the
UK are facing tighter
budgets and are
expected to “do more
with less”.

The HR Priority Report, Reward Gateway, 2024





57%

HR Professionals
working beyond
capacity

SHRM, 2024



A person wearing a green suit is holding a large, white, rounded rectangular sign. The sign is positioned horizontally and contains the text "We can't afford to waste time and effort." in a dark blue, sans-serif font. The background is a solid green color.

**We can't afford to waste
time and effort.**



People who are
appreciated
and valued for
who they are,
are 43% more
effective.

Source: HAAS School Of Business
Research, Forbes

The Power of Appreciation



Reward
Gateway

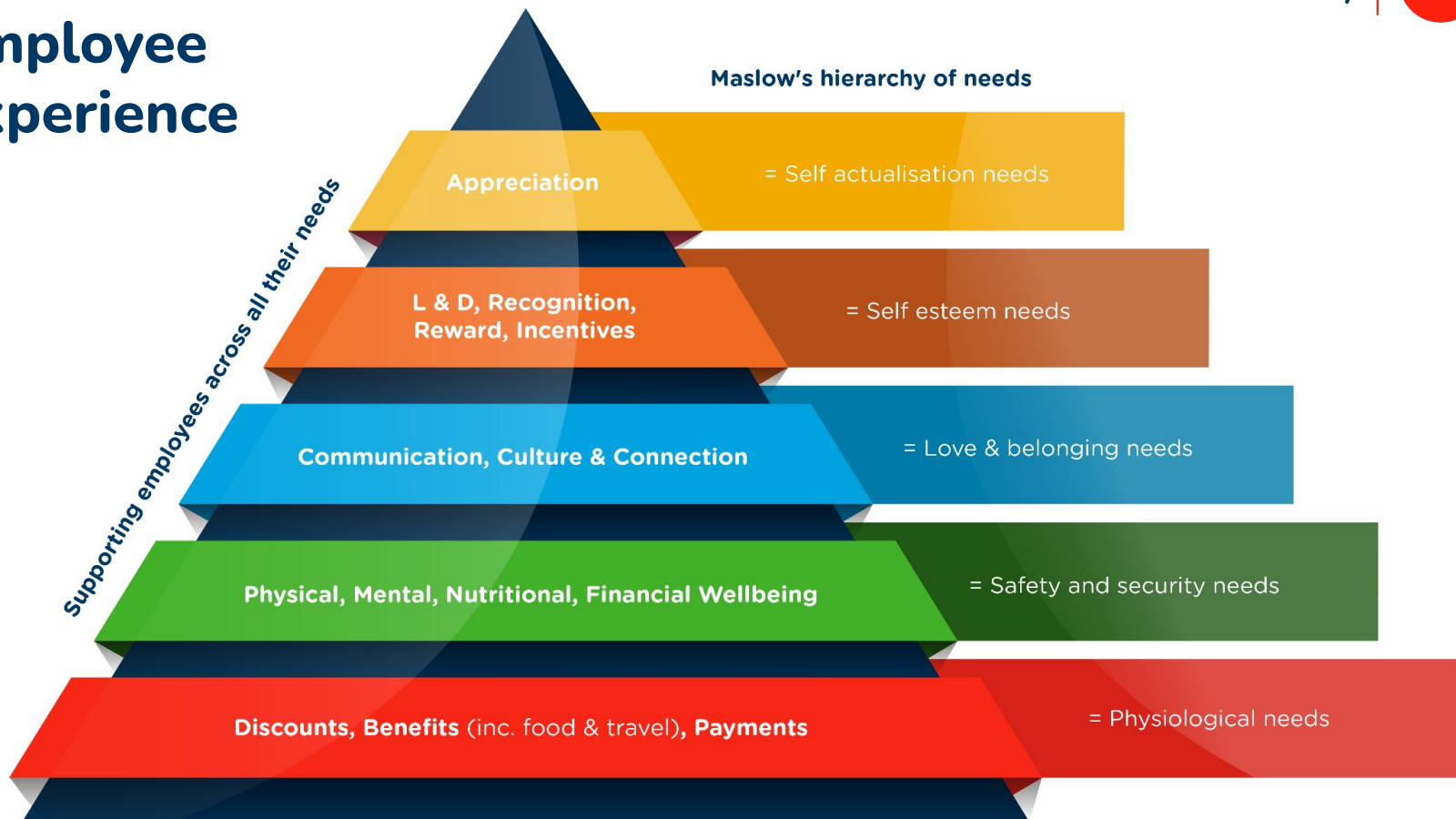


Edenred

The Total Employee Experience



The Total Employee Experience



A person wearing a blue button-down shirt is shown from the chest up, with their hands held out in front of them, palms facing up. The image is overlaid with a semi-transparent blue filter.

Gaining buy-in

(Ever had to pick your moment?)

Proving value

People Experience ROI isn't a straight line



The background of the image features two sets of concentric, glowing purple arcs on either side of the central text, resembling ripples in water or sound waves emanating from a point. The arcs are more densely packed on the left and right sides, fading towards the center where the text is located.

Small changes
create ripples



Employee Engagement: An Economic Value Study

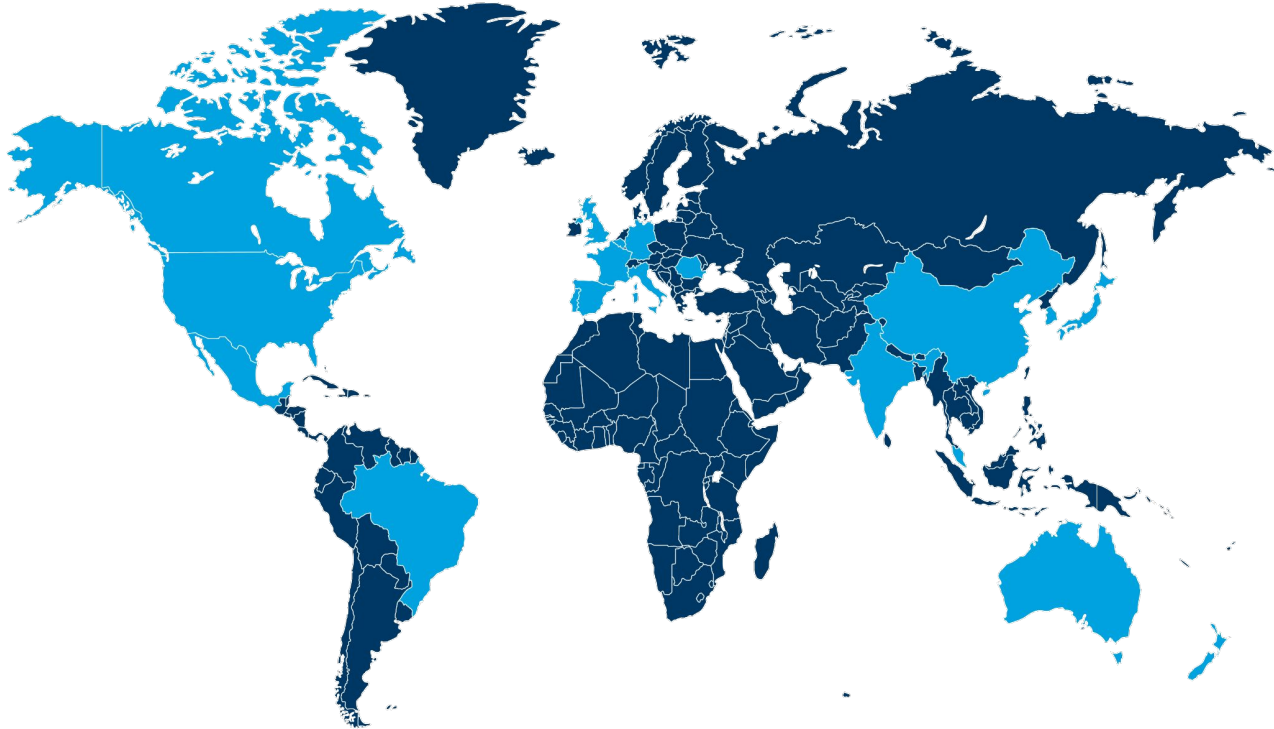


A blue-tinted photograph of a cluttered desk. In the center is a laptop with a red stapler on its keyboard. To the left is a pen holder with various pens and a crumpled piece of paper. In the foreground, there's a brown cup, a spiral notebook with handwritten notes, and several sheets of paper, some with charts and graphs. A pair of glasses is on the left. The text "Study Methodology" is written in large white letters across the middle of the image.

Study Methodology

Survey demographics

Over 300 businesses around the world, covering more than a million employees



Top HR priorities

In the UK

Globally

Engagement

Retention

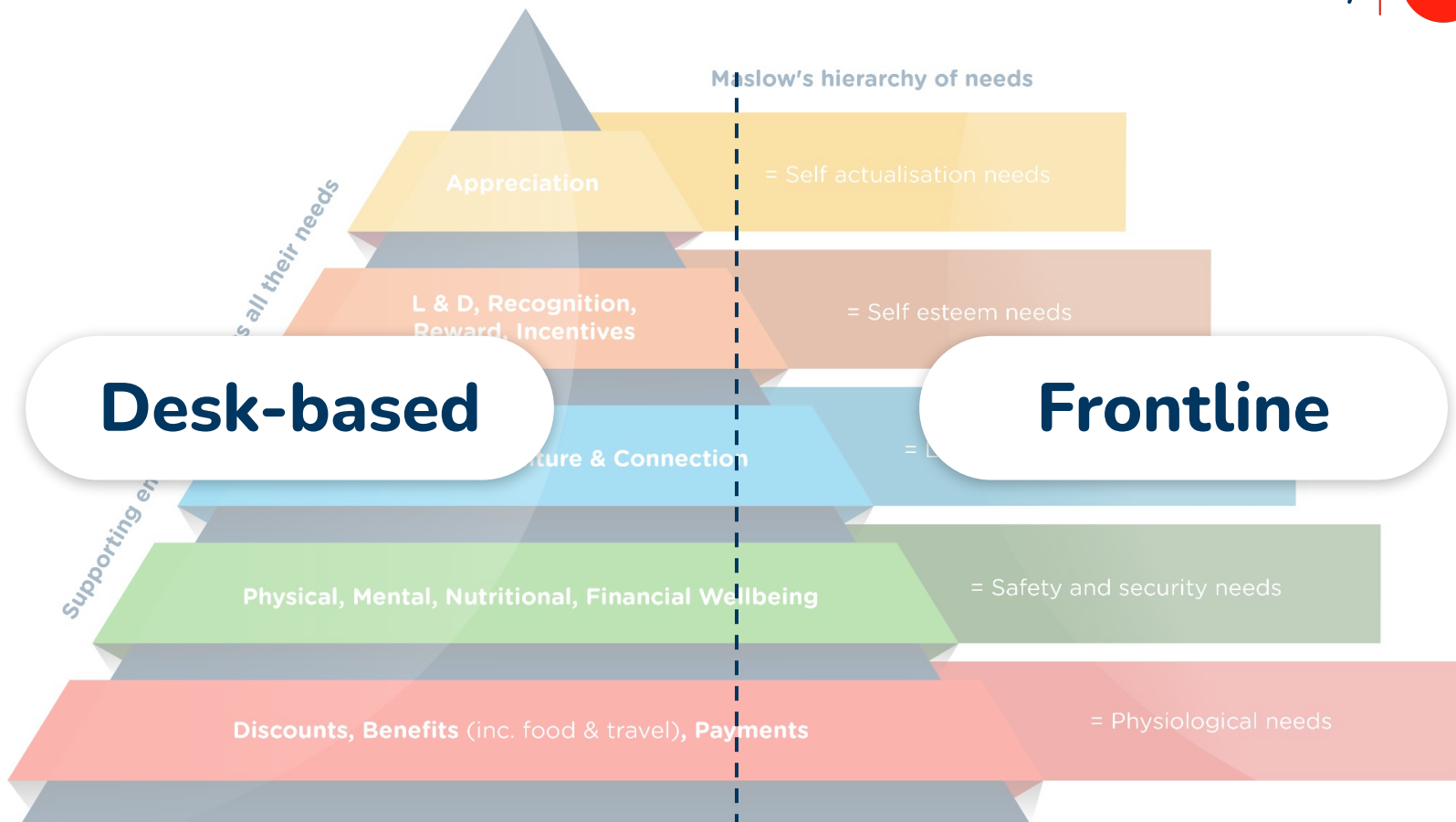
Wellbeing

Compensation

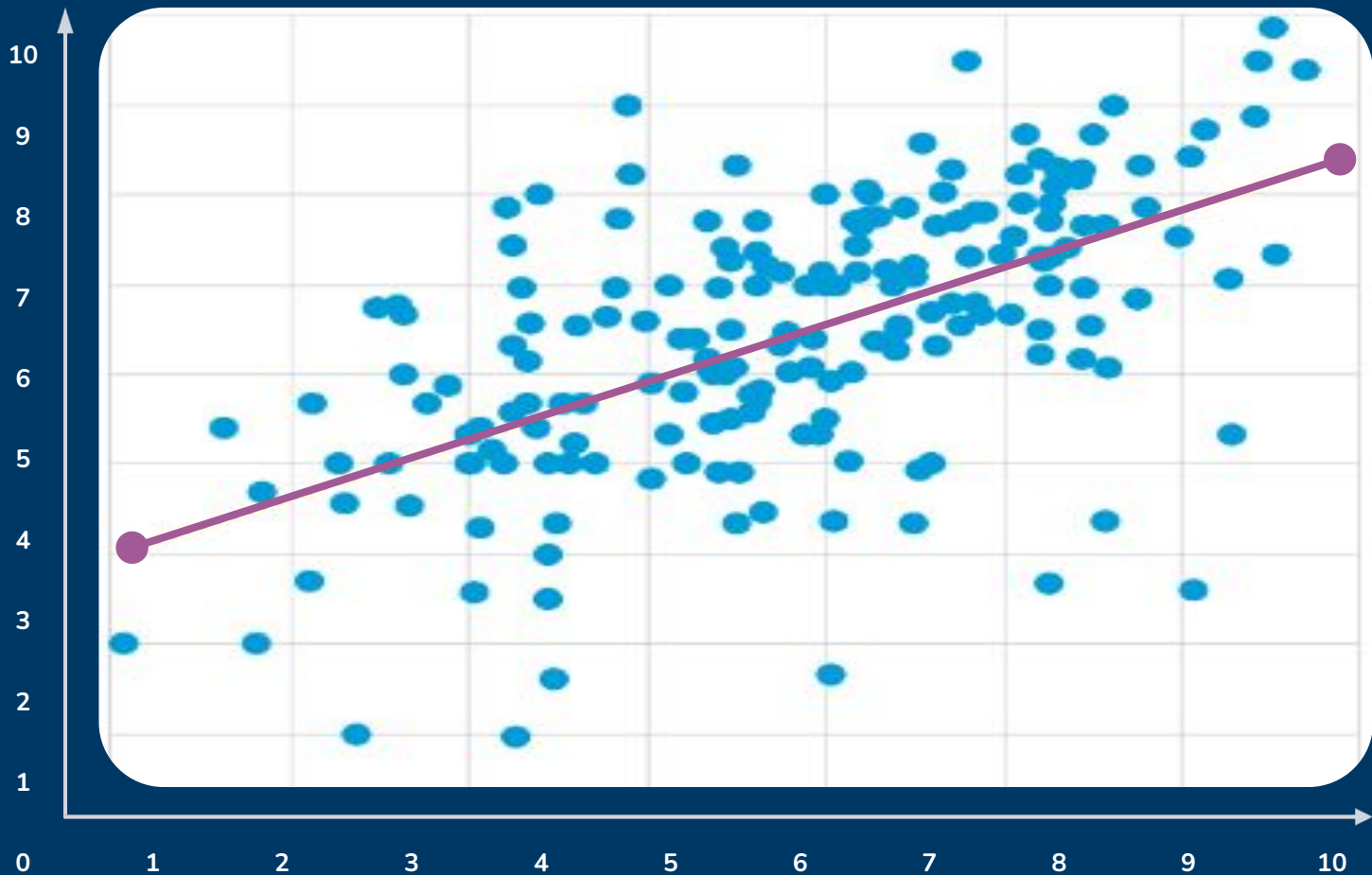
Experience and EVP

Skill Building

Maslow's hierarchy of needs



Business Performance



Employee Engagement

Business Performance

10
9
8
7
6
5
4
3
2
1
0

1

2

3

4

5

6

7

8

9

10

Employee Engagement

Drivers

- Limited range of benefits
- Lower engagement
- Mid-business growth

Low Performers

- Low range of benefits
- Low engagement
- Low business growth

Leaders

- Strategic benefits
- Lowest turnover
- High engagement
- Highest business growth

Appeasers

- More benefits - testing and learning
- Good engagement
- Lower business growth

Leaders
score higher on
these top HR
priorities

Engagement

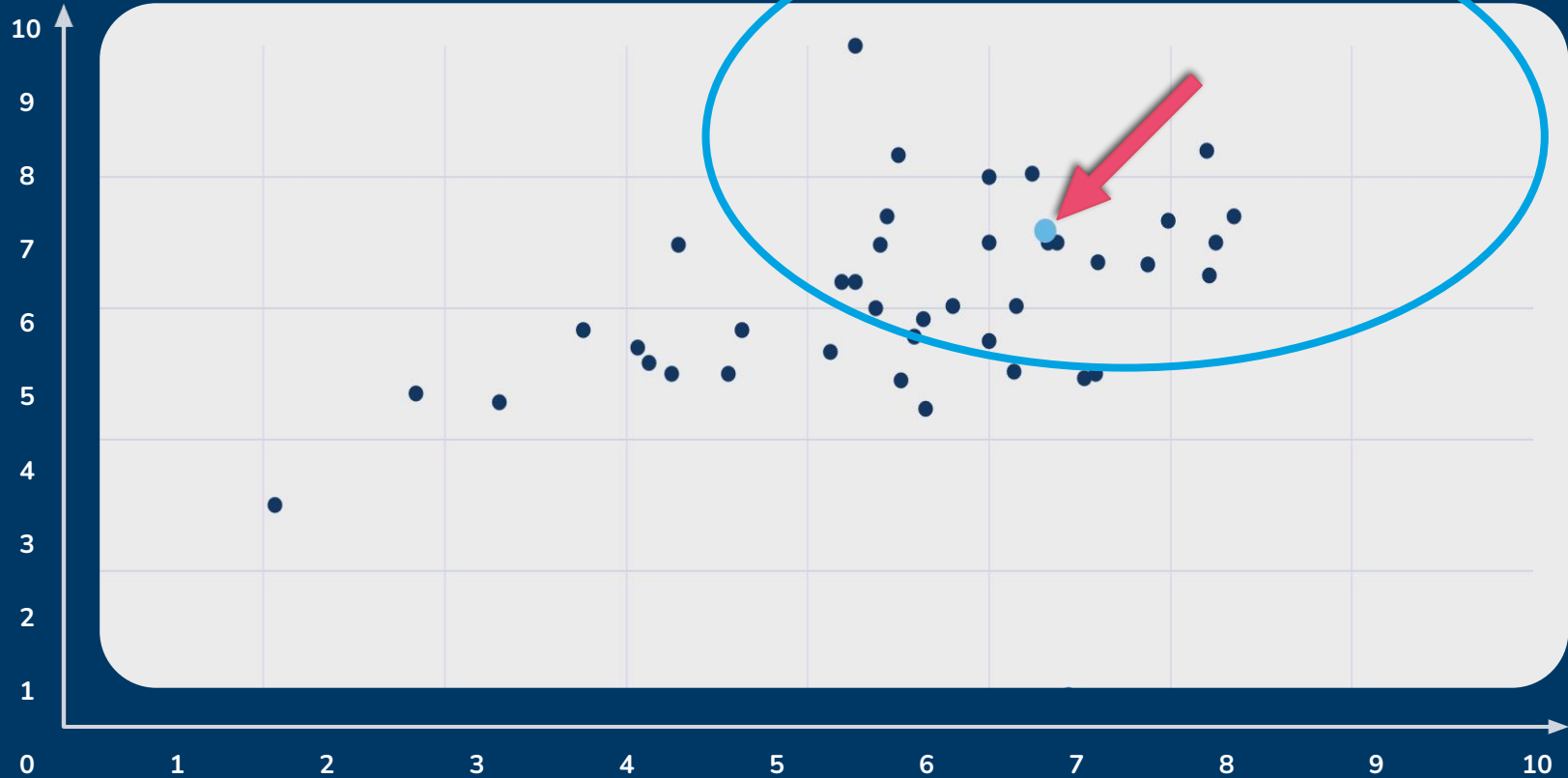
Wellbeing

Retention

Leaders

typically see a 5-7% higher
business performance

Business Performance



Leaders

Employee Engagement

Respondent dashboard

Respondents results

Employee engagement



Average Turnover rate

Up to 5%

Average Time to hire

Within 2 weeks

Customer NPS



Average Growth rate

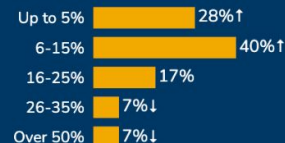
Above 20%

Overall survey results

Employee engagement



Average Turnover rate:



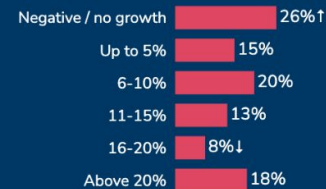
Average time to hire:



Customer NPS



Average Growth rate



The Power of Communication



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Maslow's hierarchy of needs







Employee Engagement: An Economic Value Study



**Download
the report!**



Participate in our study

The Economic Value Report is just the start. Join 300+ of the world's leading businesses in participating in the study.

Scan the
QR code to
participate

