

Increasing efficiency and employee wellbeing in a corporate workplace

 By [Julie Cheung](#)

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MANCHESTER, UK: Labour costs are one of the biggest business expenses, so it makes sense to ensure your workers are as productive as they can be. Here are some steps you can take to achieve that.

Inefficiency is a common problem in the corporate workplace, with statistics showing that the average worker wastes 3 hours out of each 8-hour working day - and that's not including breaks and lunches. For business owners, this can be a tricky situation to resolve as the well being of employees has to be carefully managed while ensuring they remain productive.

A Workplace Productivity [infographic](#) indicates that distractions at work include web surfing (44%), socialising with co-workers (23.4%), spacing out (3.9%) and even applying for other jobs (1.3%). The increase of mobile technology with smartphones, tablets and laptops has made it much easier to access the internet during the working day; and with an abundance of social media sites connecting people, it is clear to see how distractions can occur.

Value your people

With labour costs being one of the biggest expenses to a business organisation, it is vital employees feel valued to encourage them to spend more time being productive, and less time being distracted. In addition, by focusing on employees' well being, businesses are reducing the likelihood of having to recruit new staff to replace a de-motivated workforce.

There are various ways in which business owners can help to boost morale and well being amongst employees. A strategically designed investment in employees' social skills and mental attitude as well as providing a positive work environment will help to provide the necessary motivation to increase productivity.

A corporate training day away from the workplace is a great way to improve team work and encourage new ideas and business solutions for the benefit of the whole organisation. Moreover, showing a commitment to staff development will improve recruitment prospects as well as retention of existing employees. There are numerous corporate training providers available that can offer a tailored program specific to your business objectives and employee needs.

Recognise positive behaviour

Recognition of positive behaviour and providing words of encouragement to employees will ensure they feel appreciated

and so they continue to work in the same way, and push to achieve even bigger challenges and objectives to help continually drive the business forward. In addition to recognition, rewards and incentives can be a useful way to make employees feel their efforts are being appreciated and they are a valuable member of the team and organisation.

One of the biggest factors that can de-motivate an employee is an objective or target that is unattainable. Aggressive managers who want to push their staff have the danger of stretching them too far until they become stressed or burnt out. Statistics [show](#) that around 40% of work-related illnesses are caused by stress. Online tools and resources, such as an online clock, [can be helpful](#) to reduce stress and worry by ensuring tasks and projects are completed on time.

If employers can nurture a positive environment and invest in employees' well being, they will have a much greater chance of retaining a dedicated, productive workforce.

ABOUT JULIE CHEUNG

Julie Cheung is a freelance online marketer with a keen interest in business, investment and finance. She can be found writing on Finance Girl Blog and can be contacted via Twitter at @juliecheung or on LinkedIn.

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