

# 6 Ways To Improve Employee Engagement in The Tech Industry



Employee engagement is a crucial factor in the success of any tech company. Engaged employees are proven to be more productive, provide better service, and are more likely to stick with their company. From cultivating a positive work culture to embracing continuous learning opportunities, there are several ways to ensure your employees are engaged with your company.

To achieve this employee experience, you do not have to implement any groundbreaking changes. Take a look at these six simple, yet effective strategies that will not only attract new employees but will also boost retention rates and nurture long-term career growth for your valuable technology employees.

**Discover 6 top strategies to improve employee engagement in the tech industry:**

- 1. It All Starts With Onboarding**
- 2. Nurture A Culture of Growth**
- 3. Practice Transparent Communication**
- 4. Create A Cohesive Tech Team**
- 5. Make Wellbeing A Priority**
- 6. Recognize Outstanding Work Early and Often**

# It All Starts With Onboarding

A well structured onboarding program is the first step in ensuring long-term engagement. Whether onboarding is in person or virtual, the experience should be as similar as possible to make sure that all new hires are given the same information and tools to be successful coming into this role. Provide them with resources that they can use to get a foundational understanding of the different software or platforms they will be expected to use. Make the first days count by offering mentorship with fellow team members and integrating them with their teams effectively.

**A strong onboarding framework improves metrics across the board. Employee retention rate is boosted by **52%****

**and**

**employee productivity increases **60%****

SHRM

# 2

## Nurture A Culture Of Growth

If your employees aren't looking for opportunities to grow and challenge themselves then they are more likely to become less engaged. The tech industry evolves very quickly, and it's important that employees stay up to date with the latest technology trends and skills. Providing learning opportunities is an investment in your employees' growth and the company's future. Offer training programs, workshops, and access to online courses or certifications that are relevant to your team's roles and career goals. Encourage employees to pursue new skills and show recognition when they complete those certifications and programs. This will not only enhance their skills but also keeps them motivated and engaged.



**94%**

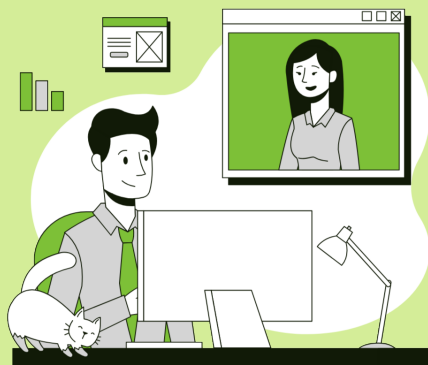
of employees believe they would stay with a firm for a longer period if they were involved in their learning and development.

LinkedIn Learning

# 3

# Practice Transparent Communication

In an environment known for its rapid changes and complex projects, clear and open communication channels are essential for fostering trust and alignment between team members. It also allows for employees to feel like the feedback and opinions they provide are valued in the decision making process. By giving employees a glimpse into company goals, strategies, and different decision-making processes, companies empower individuals to understand their roles within the larger context and how they contribute to the companies success. Transparent communication also creates credibility and reinforces leadership's commitment to honesty and integrity, which in return, fosters loyalty and commitment among employees. By prioritizing transparent communication practices, tech companies can create an environment where employees feel valued, informed, and motivated to actively contribute their skills and experiences toward achieving common goals.



**86%**  
of employees and executives  
cite the lack of effective  
collaboration and  
communication as the main  
causes of workplace failures.

On the other hand, teams  
who communicate  
effectively may increase  
their productivity by as  
much as  
**25%**

# 74%

of new tech  
employees are engaged

This is the top

# 41%

compared with other industries

# 4 Create A Cohesive Tech Team

A cohesive tech team is a critical component in driving employee engagement. When a team is able to collaborate seamlessly and share a sense of camaraderie, they build a stronger relationship than just simple coworkers – they begin to work as a unified force. This will foster an environment of mutual support, where members are willing to lend a helping hand, share knowledge, and celebrate each other's success. This will not only boost morale, but also enhance job satisfaction and motivation. Having a recognition platform that allows employees to recognize each other and celebrate accomplishments is a great way to boost engagement and work culture.

A cohesive team will also motivate each other to push the boundaries on innovation by sharing different perspectives and ideas on various projects. As employees begin to feel more connected to their team and its goals, they are more likely to be engaged and invested in their work. Ultimately, a strong tech team strengthens employee engagement by creating a positive and collaborative work environment where individuals thrive and collectively contribute to the organization's success.



The Harvard Business Review found that teams make better decisions

**87%**

of the time compared to individuals.

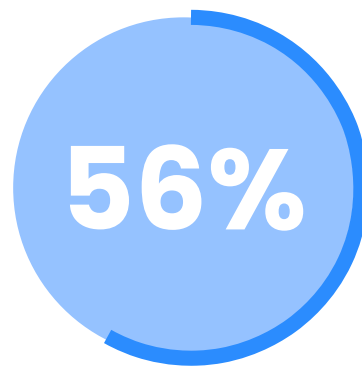
Collaboration brings diverse perspectives and ideas to the table, resulting in better decision-making.

Zight

# 5

## Make Wellbeing A Priority

Because the tech industry is such a demanding industry, ensuring employees have the flexibility to manage their work and personal life is crucial for ongoing engagement and success. Burnout is very prevalent in the tech world and it's not uncommon that the line between work and personal life becomes blurred.



of IT professionals with high burnout risk can't  
relax once their workday is over

Yerbo

Encourage your employees to take regular breaks, disconnect after work hours, and establish clear boundaries around communication expectations and you can expect to see a decline in employee burnout. It is also important that you regularly assess and check in on your employees' workloads. It is easy to take on a number of tasks without realizing the amount of work and time each will take. Ensure tasks are evenly distributed and set clear manageable expectations for various deliverables and deadlines.

# 6

## Recognize Outstanding Work Early and Often

Employee recognition is a powerful tool for boosting engagement in the tech industry. By implementing a recognition program, you can significantly boost team morale. Like we mentioned before, the demanding and fast paced environment of the tech industry is like no other and it is crucial that your employees, who are working tirelessly, feel appreciated and acknowledged for their hard work. Recognition is also a great strategic approach to fostering connection and collaboration within not just your tech teams, but across the entire company. Utilizing a peer-to-peer recognition system allows employees to show appreciation for each other and motivate people to continue their hard work.

Managers can also leverage recognition to drive development and growth by establishing skill development goals and rewarding different accomplishments. This approach will not only support short-term engagement but also opens the doors for long-term career advancements in the tech industry.



**83.6%**

of employees feel that recognition affects their motivation to succeed at work

# About Rewardian

motivate employees. celebrate people.

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Whether your company is undergoing organizational change, experiencing employee turnover or morale issues, or struggling sales, our team works with yours to customize solutions to fit your specific needs.

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