

SUMMARY

Improving Worker Productivity

A multi-pronged approach to improve the productivity of employees utilizes many of the same tools as a comprehensive retention strategy.

WHAT IT IS

Employers are finding that many of the effective practices they use to retain employees can result in improved employee performance and productivity. Three such practices are optimizing job design, enhancing employee satisfaction, and adopting new tools and advanced technologies. These strategies aim to align workers with the right roles, increase engagement and motivation, and leverage technology to enhance human capabilities and capacity.

WHAT IT DOES

- **Optimizing Job Design.** By aligning employees' skills and strengths with their job roles, employers ensure their employees are in positions where they can thrive. This leads to more efficient task completion, reduced errors, and higher job satisfaction.
- **Boosting Employee Satisfaction.** Employers increase job satisfaction when they focus on creating a positive work environment through programs such as enhanced benefits, recognition programs, and work-life balance initiatives. Satisfied employees are more motivated, less likely to experience burnout, and more productive overall.
- **Implementing New Technologies.** Companies are utilizing automation and AI to streamline tasks, reduce the burden of repetitive work, and augment human decision-making. This allows employees to focus on more complex, value-added tasks, improving overall efficiency and productivity.

WHO USES IT

Amazon
Cisco
Siemens

Unilever
3M
Salesforce

Spotify
General Electric
UPS

WHERE TO FIND OUT MORE

AIHR

Forbes

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NBER

Harvard Business School