IDC

Five Tips to Increase Workplace Productivity

Drive Growth with Robust, Always-on Skills Initiatives

Gina Smith, Ph.D.
Research Director, IT Skills for Digital Business, IDC

IDC research sponsored by SAP reveals new insights into the importance of employee efficiency, education, and engagement in growth-focused organizations. The HR managers included in the survey:

#1

Ranked increasing employee production/efficiency as the top business priority to drive growth

45%
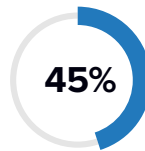
Prioritized improving employee efficiency/education as a key strategy for surviving business disruptions

70%

Said training/upskilling employees is the top strategy they use or plan to use to improve productivity

Source: IDC, September 2022

Situation Overview

Organizations of all sizes face challenges in attracting and retaining talent. Midsize organizations—many of which do not have the internal infrastructure to focus on retention and development programs—struggle even more. And now, thanks to global economic instability, continuing layoffs, and mass resignations, matching the right people with the right skills to the right roles is more difficult than ever.

To keep pace with this change, organizations are finding ways to reskill workforces at scale.

What's your strategy for growth?

"Improving the employee experience to significantly improve retention"

DIRECTOR, HR, MANUFACTURING, US

An investment in formalized reskilling programs builds workforces that are more responsive and agile. Such teams are better able to quickly adapt to new technologies, develop a career path for employees, as well as attract, hire, and retain top talent. To thrive, organizations must find ways to identify and unlock talent on their teams.

Where to Focus

A thoughtful reskilling and upskilling program helps both organizations and employees grow, but only if they have full leadership buy-in. Without full C-Suite support, even the most well-planned skilling and reskilling initiatives will fail to deliver.

To increase agility, organizations must align their business goals with their training programs. Here's how:

- **Establish the right culture of learning.** Employees are more engaged and motivated when an organization provides them with the training they need via personalized experiences that make learning easy to consume.

- **Match employee goals with business goals.** When career goals of employees align with organizational goals, productivity and overall performance improve. Communicate business priorities to workers and challenge them to set their own career goals in tandem.

- **Assess the gaps.** Leverage skill assessments, employee interviews and manager employee reviews to map out where skills live in the organization. Upskill and reskill your people with dynamic learning solutions to fill gaps and mobilize teams quickly.

- **Consider a cross-skilling initiative.** This means upskilling and reskilling employees with tech skills, digital business skills (e.g., public speaking, low-code no-code) and human skills.

- **Rinse and repeat.** Stay on the lookout for ways you can measure, optimize and improve continuous learning programs. Relentlessly gather feedback and don't be afraid to experiment.

What's your strategy for growth?

"Provide channels for training and retraining employees to retain performing employees"

CXO, SUPPLY CHAIN, CONSUMER PRODUCTS, EMEA

Message from the Sponsor

SAP

By understanding what employees need, how they work, and what motivates them, you can put people at the heart of your HR (or growth) strategy.

Request a demo to learn if SAP SuccessFactors meets the needs of your organization.

Learn more