

THE EMPLOYEE JOURNEY

FOR LARGE ORGANIZATIONS

Discover the right solutions to engage your employees during their most meaningful career moments



EMPLOYEE

SOLUTIONS

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ATTRACT CANDIDATE >>

47%

Is this the right job for me?

47% of employees feel it is important that a company makes it a priority to hire new employees who fit the culture of the company

ACQUISITION SOLUTIONS

- ADP Recruitment Process Outsourcing (RPO)
- ADP Recruiting Management
- ADP Visual Search Talent Search Tool For Recruiting Management
- AIRS TRAINING
- AIRS® Training Recruiter and Hiring Manager
- ADP Background Checks

66%

66% do not feel they are paid adequately for their performance

82%

82% are not completely satisfied with compensation at their company

<<<< OFFER

2

Is this a fair offer?

COMPENSATION ANALYSIS SOLUTIONS

- Pay Equity Explorer, powered by ADP DataCloud
- Annual Compensation Explorer, powered by ADP DataCloud

43%

43% will look for a new job for higher pay

ONBOARDING SOLUTIONS

- ADP Onboarding
- ADP Recruiting Management
- ADP Electronic I-9 Services

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ONBOARDING >>>>

Who is my new team and how do I fit in?

57%

57% believe it's important that the company takes time to orient new employees on policies, benefits, and culture

<<<< TIME MANAGEMENT

4

64%

64% feel having a flexible work arrangement is important but only 45% are offered flexible hours and 26% flexible work locations

How am I spending my time at work?

TIME MANAGEMENT SOLUTIONS

- ADP Workforce Manager Time & Attendance
- ADP Total Absence Management

How can I make the most out of the benefits offered by my company?

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BENEFITS <<<<

59%

59% are more likely to stay with a company that offers voluntary benefits

BENEFITS SOLUTIONS

- ADP Retirement Services
- ADP Benefits Administration
- WorkStride Gift Card Rewards
- ADP Workplace by Facebook
- LifeMart Shopping Discounts
- ADP Federated Single Sign-On
- CoreID Protection Services

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PERFORMANCE <<<<

Do I know what is expected of me and how well I am doing?

PERFORMANCE SOLUTIONS

- ADP Performance Management Performance Reviews & Goal Planning
- StandOut Development, Engagement and Performance

47%

47% have a clear understanding of their goals and objectives for the year

38%

38% believe that employee performance evaluations are fair and appropriate

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DEVELOPMENT <<<<

Am I growing in my role and as a leader?

DEVELOPMENT SOLUTIONS

- ADP Learning Management
- ADP Performance Management
- StandOut Development, Engagement and Performance
- Compass Leader and Team Improvement

43%

43% of employees want as much training as possible

ACTIVATION >>>>

How can I turn my natural talent into extraordinary performance?

ACTIVATION SOLUTIONS

- StandOut Development, Engagement and Performance
- Compass Leader and Team Improvement

202%

Companies with engaged employees, outperform those without by 202%

37%

37% of employees feel like their manager encourages and supports their development

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CAREER PATHING <<<<

What do I do next?

CAREER PATHING SOLUTIONS

- ADP Succession Planning
- ADP Performance Management Job Skill Matching

28%

28% of employees believe that career development is a priority for my company

31%

31% feel that their managers are actively interested in their career development and advancement

BRILLIANT DATA

TALENT FOCUSED ON THE FUTURE

HUMANITY BEHIND TECHNOLOGY

Awesome HCM solutions to help you manage your people and business better.

RESEARCH METHODOLOGY AND SOURCE: 2016 ADP Employee Engagement Study - ADP partnered with a 3rd party market research firm, MSI International to conduct a nationally representative blind study. ADP was not named as the sponsor of 5,000 Full-time/Part-time employees, 21 years of age or older, working in companies with at least 5 employees, in July 2016. ADP, the ADP logo and ADP A more human resource are registered trademarks of ADP, LLC. All other marks are the property of their respective owners. Source: Dale Carnegie. Copyright © 2017 ADP, LLC. All rights reserved.

