



# THE EMPLOYEE JOURNEY

FOR LARGE ORGANIZATIONS

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



EMPLOYEE

SOLUTIONS

1

ATTRACT CANDIDATE >>

47%

Is this the right job for me?

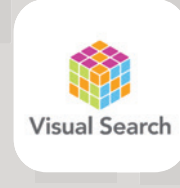
47% of employees feel it is important that a company makes it a priority to hire new employees who fit the culture of the company



ADP Recruitment Process Outsourcing (RPO)



ADP Recruiting Management



ADP Visual Search Talent Search Tool For Recruiting Management



ADP AIRS Training Recruiter and Hiring Manager



ADP Background Checks

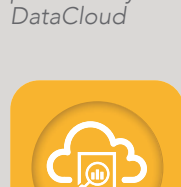
66%

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

COMPENSATION ANALYSIS SOLUTIONS



Pay Equity Explorer, powered by ADP DataCloud



Annual Compensation Explorer, powered by ADP DataCloud

82%

82% are not completely satisfied with compensation at their company

<<<< OFFER

2

Is this a fair offer?

43%

43% will look for a new job for higher pay

ONBOARDING SOLUTIONS



ADP Onboarding



ADP Recruiting Management



ADP Electronic I-9 Services

3

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?

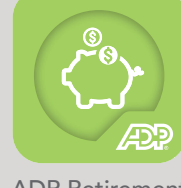
5

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 >>>

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

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

7

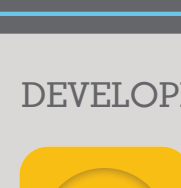
DEVELOPMENT >>>

Am I growing in my role and as a leader?

43%

43% of employees want as much training as possible

DEVELOPMENT SOLUTIONS



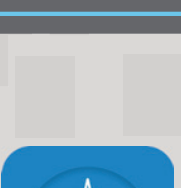
ADP Learning Management



ADP Performance Management



StandOut Development, Engagement and Performance



Compass Leader and Team Improvement



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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%

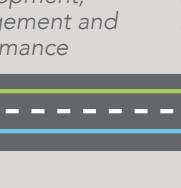
37% of employees feel like their manager encourages and supports their development

9

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 planning is a priority for my company

31%

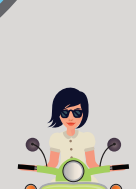
31% feel that their managers are actively interested in their career development and advancement

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.  
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Source: Dale Carnegie



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