

Employee engagement and productivity

Several factors influence the productivity, revenue growth, and smoother functioning of a business organization. A significant factor among them is employee engagement. The impact of employee engagement is so relevant that it inspires the teams to make substantial progress and improvements that have a massive effect on the business's bottom line.

The Definition of Employee Engagement

Employee engagement is a Human Resource (HR) development approach of a business organization that motivates employees to stay committed to their goals and put their best at work. Broadly, employee engagement productivity can be taken as how employees invest themselves in their job and put in their best effort to get the job done. More than anything else, engaged employees are more committed, motivated, and productive than their counterparts.

The Employee Engage-



ment Impact on Productivity

Deadlines, company growth, and revenue statistics matter more to most business organizations than the level of employee engagement in their enterprise. As a result, they tend to miss the fact that employees' enthusiasm is significant and engaged employees more productive. One motivated yet engaged employee can contribute more to business productivity than ten spiritless,

disengaged employees.

Now let's look at how employee engagement can positively impact your business.

The Relevance of The Impact of Employee Engagement

It is true that employee engagement impact on productivity, but it has a direct effect on the critical outcomes of a business organization as well. Employee engagement helps develop a dynamic and skilled workforce equipped

to take the challenges ahead. More than that, the impact of employee engagement creates an interactive workplace packed with a happy and engaged workforce. An enthusiastic crew in an active workplace significantly helps brand building and makes the organization more inviting to job seekers.

Well, employee engagement impact on productivity, but it also comes with several other benefits. Here let's take a glimpse at some

of the significant benefits of undertaking employee engagement initiatives in a business organization.

1. Happy and Satisfied Workforce

Despite the linkage between employee engagement and productivity, the former is one of the fundamental ways to boost employees' job satisfaction. Doubtlessly, engaged employees are more immersed in their job that they never consider it even a 'job.' This attitude bestows them with

more happiness from their jobs than the disengaged employees.

The impact of employee engagement also creates a workplace filled with positive vibes. This positive ambiance boost employee productivity which in turn drives business success. When employees never hesitate to take up job responsibilities, they feel free to put extra effort into their work while improving their overall performance.

2. Enhanced Customer Experience

Customer is always the king in the world of business. Therefore, a customer-centric approach results from enhanced employee engagement and productivity. This also adds value to a business organization.

The impact of employee engagement plays a significant role in how a business treats its employees and how the workforce treats its customers. Happiness and readiness are the by-prod-

SEE **EMPLOYEE**, PAGE 2

INDEX	EMPLOYEE ENGAGEMENT AND PRODUCTIVITY	1-2
	SEN. HEINRICH	3
	LOS AMIGOS CHAIR - UNITED WAY OF SOUTHWEST NEW MEXCIO	4



CURTIS ROSEMOND
Final Frontier Tours
President & CEO

BOARD OF DIRECTORS



BELIA ALVAREZ
Board Chair, Heritage
Hotels and Resorts



RICHARD AGUILAR
Vice Chair
Families & Youth, Inc.



SYLVY GALVAN DE LUCERO
Secretary
La Academia Dolores
Huerta Charter
Middle School



CAMERON CULPEPPER
Treasurer
Sunflower Bank



LORENZO ALBA, JR.
Immediate Past Chair
Casa de Peregrinos



ERNESTO URANGA
RE/MAX Classic



GLORIA E. VAQUERA
Alma d' Arte
Charter School



SONIA A. WHITE
NMSU



AMANDA MORALES
United Way of SNM

EMPLOYEE, FROM PAGE 1

ucts of employee engagement. Therefore, happier and proactive employees tend to provide a better customer experience. When the customers are satisfied with a business's products and services, it eventually leads to your business' more outstanding success.

3. Employee Engagement Impact on Productivity and Innovation

Monotonous, repetitive tasks lead to disengagement and boredom in employees. When a business focuses on employee engagement and develops a friendly yet challenging workplace, engaged employees become more productive. Not only that, their approach towards work and goals turn into an innovative approach.

4. Improved Employee Retention and Talent Acquisition

The more an enterprise focuses on its employees' job satisfaction, the more loyal the employees are to the enterprise. A recent Gallup research lists three factors (see below) attained by organizations with higher employee engagement.

1. spend a decade or more in their companies
2. Their engagement levels are higher
3. Their innate talents align well with their jobs.

A business organization



that focuses on employee engagement and productivity attracts better talent and can retain existing employees.

5. Employee Engagement Productivity Brings Lower Absenteeism

The level of absenteeism in an enterprise determines the extent of the impact of employee engagement. As a result, the higher the influence of employee engagement and productivity, the lower the absenteeism. It is because engaged employees care about what they do — the relevance of their contribution to the company's growth. They also possess higher focus and efficiency.

Recent research reveals

that engaged employees consistently turn up and engage in their work to contribute better to their work. The statistics from another research displays that employee engagement plays a significant role in determining absenteeism rates. The research also found that absenteeism was 37% higher in enterprises at the bottom 25% on employee engagement.

5. Improved Employee Productivity

Employee engagement and productivity are essential to any business. The more productive the workforce is, the more successful the company. According to Gallup, highly engaged teams in an enterprise are

21% more productive and have 28% less internal conflict than those with lower engagement.

Engaged employees bring innovation and are confident that they can do better at their job. In addition, being collaborative and enthusiastic at the workplace allows the employees to achieve their targets and goals more effectively, improving productivity.

Conclusion

Several pieces of research have shed light on the positive correlation between employee engagement and productivity. As a result, business organizations worldwide are investing heavily in employee

engagement impact on productivity and reaping its benefits.

For the past several years, enterprises have realized the importance of employee engagement in the workplace. This realization compels them to kickstart employee engagement initiatives to increase employee productivity. Along with direct, face-to-face interactive programs, many business organizations deploy employee engagement applications and online games for the positive impact of employee engagement. All these initiatives can transform their workforce and enhance their overall performance.



LAS CRUCES HISPANIC CHAMBER OF COMMERCE
www.lascruceshispanicchamber.com

FROM OUR U.S. SENATOR

This is about our children's future

BY U.S. SENATOR
MARTIN HEINRICH

If we want the next generation of New Mexicans to succeed and thrive, we must increase educational and economic opportunities for them and their families—particularly in their critical, earliest years of development.

Researchers have consistently found strong evidence that targeting resources to support successful development in the earliest years of our children's lives produces social and economic benefits, including long-term academic and career success and improved social and health outcomes.

Investing in the success of our future workforce will set a much stronger foundation for our state's economic development and competitiveness. When we improve New Mexico's education and childcare system, we make our state a much better place to raise a family, to start or expand a business, to find a good-paying job, and to hire the best and brightest employees.

New Mexico has taken significant strides in recent years to expand families' access to high-quality and



SEN. HEINRICH

affordable preschool, childcare, and other proven early childhood supports. But if we want to build a strong, long-term foundation for our children's success, we still need to provide a more permanent commitment to early childhood education.

Last year, the New Mexico Legislature passed a historic resolution that will propose a constitutional amendment to the voters this fall to invest more than \$245 million each year in additional funding from our state's \$26 billion Land Grant Permanent Fund to support our children's education in our state. Around \$127 million of that new funding would support early childhood programs every single year.

I have been proud to be a part of this effort alongside so many parents, educators

and children's advocates. I was the first member of New Mexico's Congressional Delegation to support investing more of the resources in the Permanent Fund in early childhood education. And I am now leading the effort in Congress to pass the New Mexico Education Enhancement Act, which would provide the congressional approval that the State Legislature requested for the proposed state constitutional amendment.

This new, consistent level of investment will help us deliver high-quality preschool education to all of the 3- and 4-year-olds in our state so all of our kids can arrive at their first day of kindergarten ready to learn. We will also be able to grow our early childhood workforce and provide long-needed and consistent support to the childcare providers and fair wages to early childhood teachers across our state.

We are now only steps away from the greatest opportunity in our lifetimes to transform our state's future—from early childhood on—by investing in our children at the level they have long deserved.

Transfer Up to 60 Credits

- FLEXIBLE ONLINE BACHELOR'S PROGRAMS
- CREDIT FOR PRIOR LEARNING
- NO APPLICATION FEE
- UNDERGRADUATE PER CREDIT HOUR \$395.40

NM STATE | **ONLINE**

Always
at your
fingertips!



No login. No fees.

Check out the entire Bulletin
in our weekly e-edition.

Bulletin

www.lascrucesbulletin.com

FROM THE LOS AMIGOS CHAIR

United Way of Southwest New Mexico provides over \$200,000 to support grant recipients

United Way of Southwest New Mexico (UWSWNM) reaffirmed its commitment to graduate more kids, lift families and individuals to financial stability and create a healthier community when its board of directors approved funding recommendations made collectively by community volunteers and donors for the 2022-2023 Community Impact Fund.

Through the Community Impact Fund, United Way of Southwest New Mexico will invest more than \$200,000 in 26 education, financial stability, and basic needs programs throughout Southern New Mexico. This annual application process is for nonprofit organizations in our coverage area of Dona Ana, Grant, Hidalgo, Luna, Otero, and Sierra counties. Eligible organizations must be a 501(c)3 organization, serve our coverage area, and provide services related to Basic Needs, Education, and Financial Stability.

"We're committed to creating meaningful change in Southwest New Mexico," said United Way of SWNM Chief Executive Officer, Amanda Morales. "One way we drive change is by investing in the best local education, financial stability and basic needs programs to impact our community's kids and their families."



AMANDA MORALES



United Way of Southwest New Mexico

UWSWNM supports education programs that work to reduce barriers and create meaningful learning opportunities to create a community where all children are born healthy, develop on track and are fully prepared to enter the educational system. Where all students progress successfully through elementary school and middle school and graduate high school and are ready for post-secondary education, life or work.

The financial stability programs that are supported through the community impact fund, work to create a community where all individuals and families have adequate and sustainable resources to support their needs and have the skills, knowledge, and relation-

ships they need to effectively increase and manage their income. The value of these programs are the better outcomes in work, reducing poverty and helping low to moderate income families with children at virtually every stage of life.

Basic human needs impact every aspect of a person's daily life. The basic needs programs work to create a community where all individuals and families receive affordable and equitable health services, live in a safe environment, exhibit healthy behaviors, have access to healthy food, and live in a health-promoting environment.

"We've heard from local organizations that flexible funding is most needed as they continue to navigate the pandemic's impact on our community. For this reason, we made sure to provide funds for operating support through these grant programs if requested," shared Amanda Morales, Chief Executive Officer, United Way of Southwest New Mexico.

By consolidating our collective resources, we improve lives by focusing on supporting programs that address the very building blocks for a good life. We know that by improving education for all children, we're setting them on the path to high school graduation and college suc-

cess. We know that those children will go on to hold skilled jobs and be financially equipped to support their families. We know that basic needs and good health are directly linked to a successful life. And most importantly, we realize that when we improve education, financial stability and basic needs at a community level, we all benefit. That's what LIVING UNITED looks like in southwest New Mexico.

To see a full list of our Community Impact Fund



COURTESY PHOTO

These Grant County partners are the Community Impact Fund grant recipients for 2022/2023.

grant recipients for 2022-2023, please visit www.uwswnm.org/community-impact. For any additional

questions, contact Amanda Morales at 575-524-7561 or via email at impact@uwswnm.org.

Love a new home with a Nusenda mortgage



nusenda.org

Insured by NCUA | Equal Opportunity Lender |

NUSENDA
CREDIT UNION