How to Improve Employee Productivity in the New Work Environment

Measuring and increasing workplace productivity has always been top-of-mind for managers. After all, a productive workforce can help lead to higher revenues and lower costs. Now, it's become an even higher priority as more businesses consider adopting a hybrid, or even a fully remote, work arrangement for their employees. However, today more than two in five business leaders are finding it "very challenging" to increase employee productivity.*

Factors affecting employee productivity

1. Lack of work-life balance
2. Mental health issues
3. Lack of engagement
4. Increased distractions

How to improve employee productivity at work

Solving for decreased employee productivity must be done at the organizational level — from the top down — by implementing policies, procedures, and tools that directly support employees. Through robust policies and procedures, transparency, and employee feedback, business owners can implement actionable solutions that better support and encourage employee productivity.

Offer flexible scheduling
Schedule flexibility may offer the work-life balance that many in today's workforce are striving for. By providing greater opportunities for work-life balance, employers may reap the benefits of reduced absenteeism, improved retention, increased productivity, and decreased workplace stress, which can help avoid burnout.

Provide Employees with Access to an Employee Assistance Program (EAP)
Offering access to an EAP may help employees resolve a variety of issues that contribute to stress, which in turn, may be adversely affecting their work performance and morale. And, while EAPs can be customized to fit the needs of individual businesses, they may also be able to help a business take a more holistic approach to employee wellness, offering tools and resources that support physical well-being, financial well-being, emotional well-being, and community well-being.

Provide opportunities for training and development
Consider the advantages of implementing an online learning management system (LMS) as part of a talent management strategy. Today's workforce is increasingly taking the initiative to advance their careers by seeking opportunities to learn on the job. Use this opportunity to review performance management strategies and consider requiring managers to have regular check-ins with team members — perhaps weekly, or bi-weekly — to better gauge employee satisfaction and work challenges.

It can be challenging to meet the needs of each employee in order to improve their productivity. At Paychex, we offer the technology and HR expertise that can help build a company culture that gives employees — and their business — the tools needed to succeed in today's complex work environment. Talk with a Paychex representative to learn more.

PAYCHEX®