


# 2017 NEW YEAR'S RESOLUTIONS for HR EXPERTS


## RESOLUTION #1

Make new employees feel like part of the team before they even step foot into the office.

60% 

Most employees agree that it's important for companies to take the time to effectively orient new employees to the policies, benefits, and culture of the company.

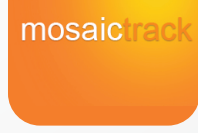


 46%

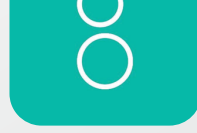
Unfortunately, less than half think their companies actually do this.

### SOLUTION

Build a more robust Onboarding experience.



[Mosaictrack](#)  
Culture and Skill Matching



[Greenhouse](#)  
Onboarding

## RESOLUTION #2

Give employees access to ongoing training and education as proof of your dedication to help them grow.

51% 

One-half of employees try to obtain as much training as possible.



 42%

Less than half think the training they receive is helpful in achieving their career goals.

### SOLUTION

Kick off the New Year with a stellar training program.



[Litmos LMS](#)  
Learning Management Solution



[Cornerstone](#)  
Performance Management and e-Learning

## RESOLUTION #3

Implement professional development tools to give employees and managers guidance to improve and manage results.

54% 

More than half of employees feel they have a clear understanding of their goals and expectations.



 60%

But most feel that their manager is not actively interested in their professional development and advancement. Even less feel that their company makes development planning a priority (33%).

### SOLUTION

Build a "stand out" team with professional development at the helm.



[ADP Performance Management](#)  
Employee Performance and Goals



[ADP Compass](#)  
Leadership Feedback and Coaching

## RESOLUTION #4

Recognize hard work through traditional and non-traditional rewards programs.

64% 

Employees want to be recognized for the good work that they do. What's more, they are more likely to stay with a company that has different ways of recognizing employee performance.



 42%

But, less than half feel like they receive praise and recognition when they do a good job.

### SOLUTION

Up the game with new Recognition and Rewards Programs.



[Globoforce](#)  
Rewards and Recognition



[Engagedly](#)  
Performance Management and Employee Engagement

## RESOLUTION #5

Prove out the commitment to a healthy and flexible work/life balance for employees.

61% 

Having a flexible work arrangement is very important to most employees (e.g., flexible work schedule, location).



 79%

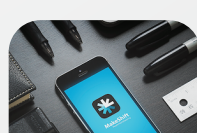
But most are not allowed to work from home or a flexible location and less than half (40%) have flexible hours.

### SOLUTION

Strike the right work/life balance with today's Time Management Solutions.



[ADP e-Time](#)  
Time and Attendance



[MakeShift](#)  
Employee Scheduling

## RESOLUTION #6

Incorporate social responsibility into our core values.

58% 

Employees are more likely to stay with a company that encourages them to volunteer and give back to the community.



 44%

Yet, less than half feel that they have the opportunity to make a difference in their community.

### SOLUTION

Connect with your community and make it a better place.

Uncover what matters most to your employees and what drives their job satisfaction.

[The ADP® Engagement Meter](#) helps you benchmark your organization against those of similar size and demographics, ultimately driving insights to help you improve work happiness, talent acquisition and retention.



A more human resource.™

For more information visit [www.adp.com/newyear](http://www.adp.com/newyear)

\*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 and the ADP logo are registered trademarks of ADP, LLC. ADP – A more human resource. is a service mark of ADP, LLC. Copyright © 2017 ADP, LLC.