

Survey shows pay and benefits are not the key to performance

Research commissioned by MidlandHR identifies contributors to employee engagement

Nottingham, 27th October 2009 – An independent survey launched today by HR, payroll and talent management solutions provider, MidlandHR, has identified the contributory factors to employee engagement. Despite many organisations assuming that flexible working hours, good pay and benefits are fundamental to it, the study found these to be the three least important reasons. Adding weight to this, nine out of ten (92%) respondents expressed that employee engagement is key to organisational performance.

The study, *Investigating Employee Engagement and Predictive Analytics*, surveyed the opinions of over 100 business leaders in UK public, private and charity sectors. Of the 19 aspects that could potentially affect employee engagement, the top three most important were found to be: relationship with team/peers (95%), relationship with line manager (94%) and recognition of achievement (93%). In comparison, the bottom three were: flexible working hours (82%), good pay (79%), and flexible benefits (62%).

Commenting on the research, MidlandHR's research director, Dr Leslie Bowie, says: "This research acts an important reminder to organisations that throwing money at a problem will not necessarily make it better. Contrary to popular belief, employees are not driven by money alone, and therefore to improve relationships, organisations should take more time to look at workforce planning methods such as implementing regular appraisals. As the survey highlights, these can improve employee engagement and have a significant and sustained impact on the retention of top performers and therefore the bottom line."

To view a copy of the report in full, please click [here](#).

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About MidlandHR:

MidlandHR is the largest independent HR, payroll and talent management solutions provider in the UK. With over 25 years experience in the industry, MidlandHR delivers a wide range of expert tailored solutions and services including in-house or hosted solutions, Software as a Service, payroll bureau services and fully managed payroll outsourcing. MidlandHR's customers span the entire range of business sectors and include: Friends Provident, Severn Trent Water, Chesterfield NHS, QVC, Cambridge University, Oxfam, Brighton and Hove City Council, Oxford City Council, TK Maxx, Liverpool Football Club, Law Officers' Departments, Laing O'Rourke. For more information, visit MidlandHR at www.midlandhr.com

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DATE: 27th October 2009

REF: 09-150