

EMPLOYEE LIFE CYCLE -A MODEL REFERENCE TO ORGANISATIONAL WORK-LIFE BALANCE

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Abstract:

The current proliferation of employee engagement research in human resource development (HRD) has advanced our theoretical understanding of the nature of employee engagement and its importance, the scarcity of practical knowledge has circumscribed our understanding of how to assess, boost, and sustain employee engagement in workplaces. The study is engaged to introduce the model to improve the work-life balance of an organisation.

Keywords: ELCM, WLB, KPI, ELCJ and ELCS

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Conflict of Interest

Further, I am declares that there is no conflict for this publication

Prelude

Employee life cycle management is considered a crucial function of the HR department as it deals with the most valuable asset of the organization and its employees. Establishing a life cycle program gives employees a consistent series of steps through their careers in a company, and it enables employers to analyse data such as what workers reveal during offboarding and which can lead to HR improvements. There are **four** pillars to the employee life cycle, viz; **first, Adaptability**, Interactions are more consistent and content is standardized, **second Relevancy**, Re- orient managers to guide and empower knowledge to the workers. **Third Sustainability**, the Manager is critical to sustaining the engagement and the **fourth** one is **Execution**, which drives the tools and programs that can be guided to the employee.

1. Employee Life Cycle Model (ELCM)

The **employee life cycle model** is a method to visualize how the employee engages with the organization they are a part of. The ELC model is based on the idea that companies should design the employee experience as carefully as their customer’s experience. Thus, the reason why the ELC resembles to some degree the customer journey.

Mapping the employee journey drives two main benefits better talent retention and reputation improvement. On one hand, reducing turnover costs saves time and money (no surprise here). On the other hand, a better reputation increases the chances of hiring more new talent. Never underestimate word-of-mouth.

The ELC model executes ongoing relationship with the **five** stages:



1.1. Recruitment Stage

It is a process of identifying and making the potential candidates to apply for the job. It is a positive process with its approach of attracting as many candidates as possible for the vacant jobs in the organisation. Recruitment is all about finding the right fit for each position within the organization. A successful recruitment strategy should include the employer’s brand which should be monitored and leveraged, as it is the organization’s reputation and value proposition (for employees).

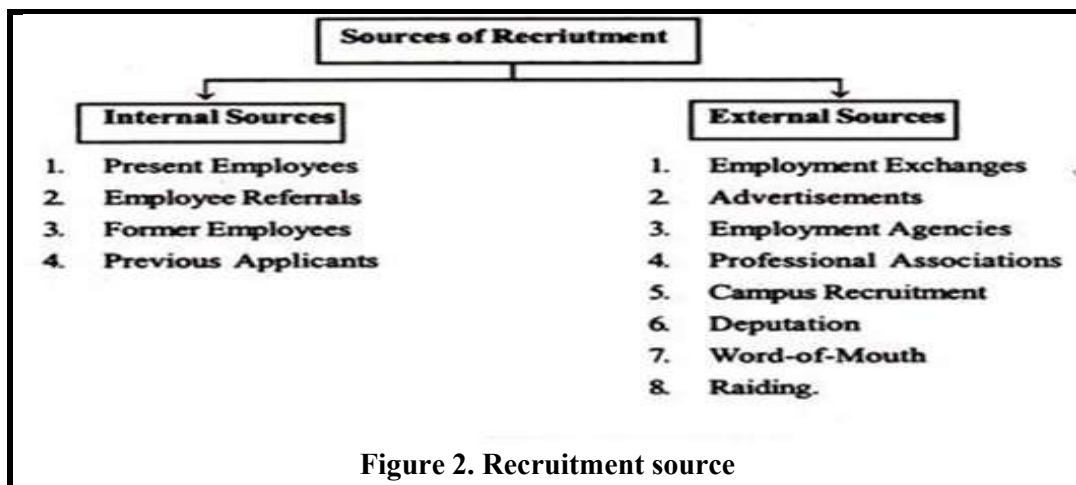


Figure 2. Recruitment source

Unconscious bias and unfair hiring practices are the enemies of productive, diverse hiring. Bias can begin before a candidate even steps foot in your office. Companies should remove gendered words from their job descriptions and anonymize candidate resumes to reduce hiring bias. At the interview stage, having a diverse, cross-functional hiring panel ask standardized questions will give each candidate a fair opportunity to prove their skills.

1.2. Organisational socialisation Stage/ Onboarding

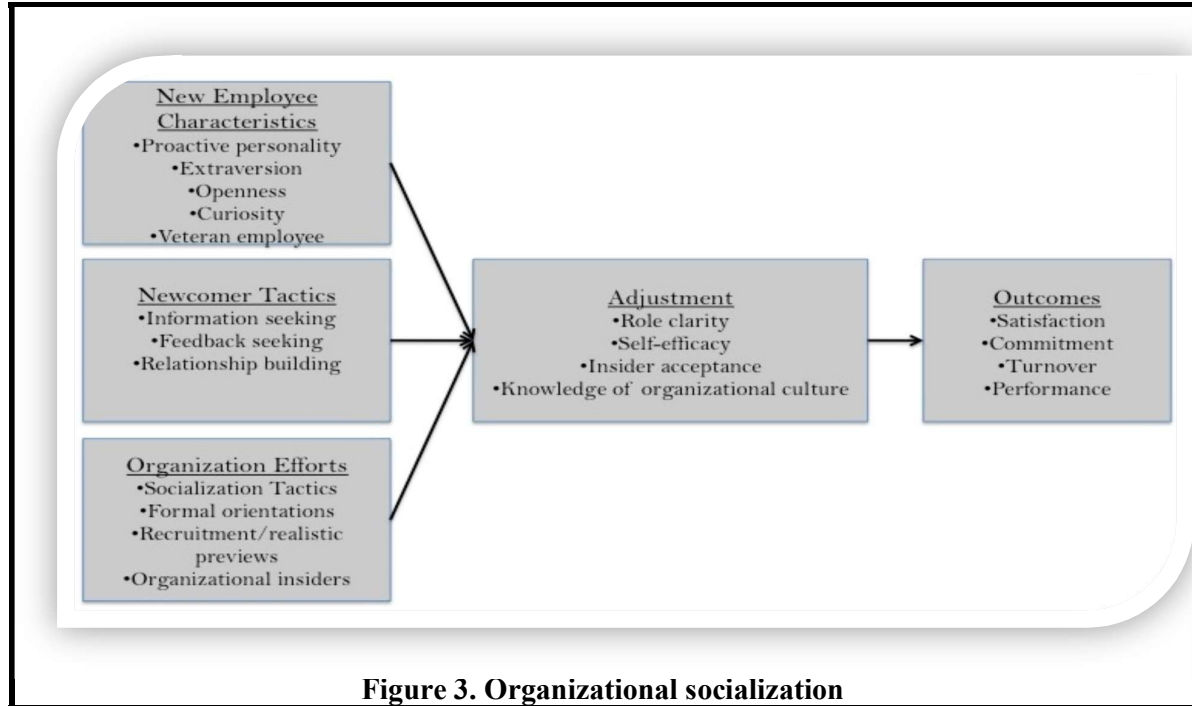


Figure 3. Organizational socialization

Onboarding, also known as organizational socialization, is management jargon first created in the 1970s that refers to the mechanism through which new employees acquire the necessary knowledge, skills, and behaviours in order to become effective organizational members and insiders.

It is the process of integrating a new employee into the organization and its culture. Tactics used in this process include formal meetings, lectures, videos, printed materials, or computer-based orientations to introduce newcomers to their new jobs and organizations. Research has demonstrated that these socialization techniques lead to positive outcomes for new employees such as higher job satisfaction, better job performance, greater organizational commitment, and reduction in occupational stress and intent to quit. The term induction is used instead in regions such as Australia, New Zealand, Canada, and parts of Europe.

Employee-centric onboarding programs result in greater retention and customer satisfaction. Provide new hires with a clear job description on day one. They likely have forgotten what was included when they applied. Outline new hire expectations clearly and make sure they know how success will be measured in their new role, including performance review cycles. Encourage managers to sit down with employees and set goals for the remainder of the month, quarter, or year.

1.3. Development Stage

The employee development stage begins as soon as the new hire starts working. To show confidence in employee's potential increases his loyalty and trustworthiness. Investing in learning opportunities and offering attractive challenges is the best path to nurture people skills.

Career development should be a top priority for employers. Nevertheless, about seventy percent of employees say they are dissatisfied with growth opportunities at their companies.

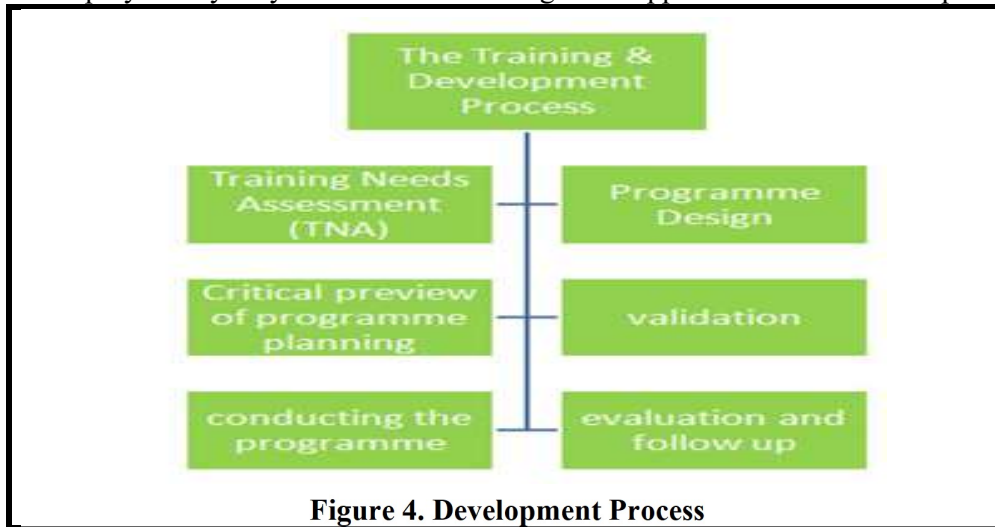


Figure 4. Development Process

Practice career development over career confinement, encourage employees to pursue their interests with passion projects and cross-departmental projects so they can grow and learn if they're feeling restless in their current roles.

1.4. Retention Stage

Retention stage is a critical step in the employee lifecycle model. According to the U.S. Bureau of Labour Statistics, turnover can cost an organization thirty three percent of an employee's total compensation including wages and benefits.

Begin by hiring the right person for each position. Encourage an open, fluent communication between employees and management. The first and most important thing to retain talented employees is fairly simple: listen carefully to understand what is going on and how you can help.

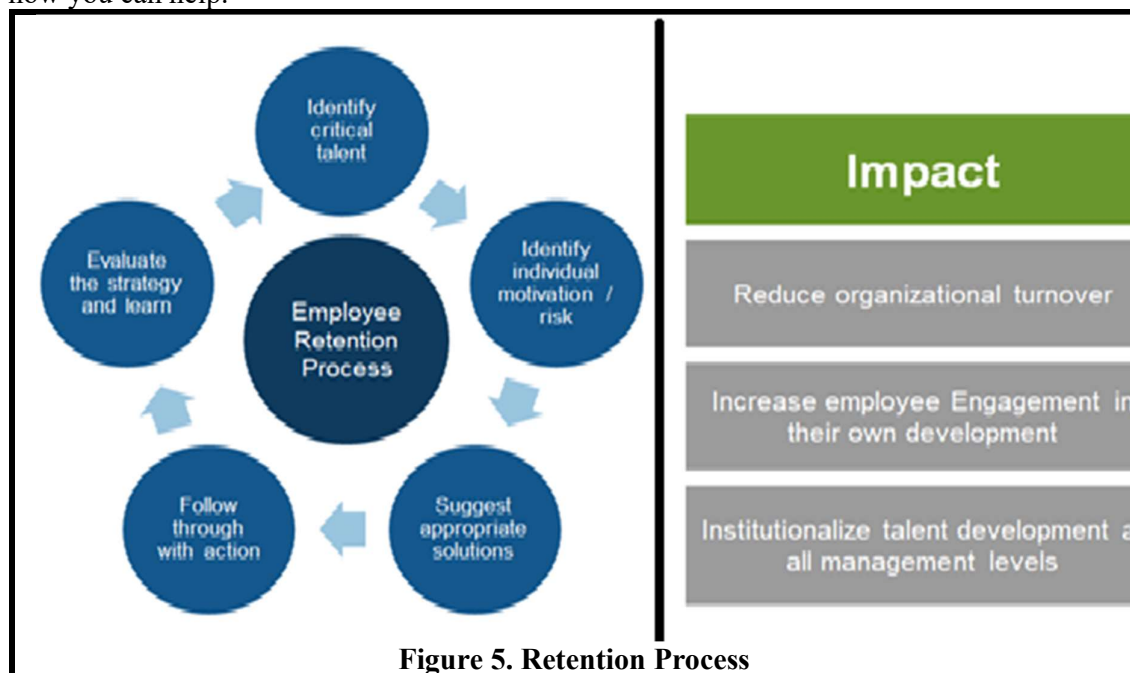


Figure 5. Retention Process

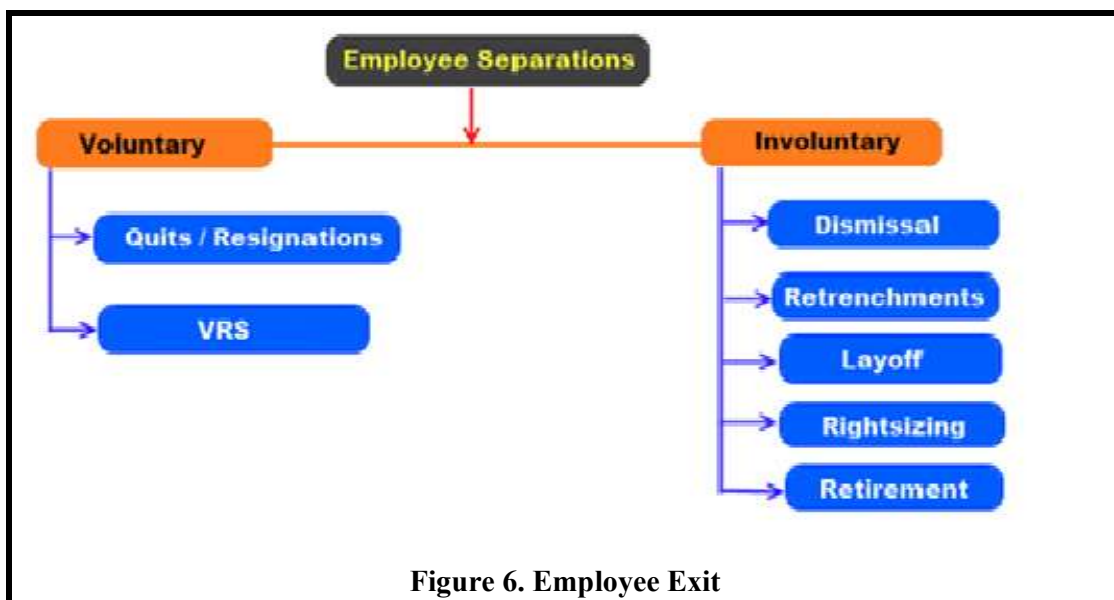
Talent retention has a direct impact on the organization's overall performance. Always keep an eye on the company's job satisfaction levels, since it will result in time and money savings.

Giving employees the ability to work when and how they want can also inspire employee trust and loyalty. Flexible working schedules and telecommuting can improve productivity and employee retention.

1.5. Exit Stage

The employee lifecycle model comes when a worker leaves the organization. Whether they leave for personal reasons, retirement or a new job, it's important to manage the situation accordingly.

When an employee leaves a team, the rest of the people may experience feelings of sadness and uncertainty. Make sure that the separation is smooth and distressful.



Organize exit interviews while it can be hard to see great employees go, their departure provides a great opportunity to collect candid feedback. Organize an exit interview to ask what you can do to improve office life. From improving work-life balance to getting better office snacks, whatever feedback you receive can help direct your future initiatives and, hopefully, keep your other employees around longer.

Every stage of the employee lifecycle Model, can audit organization employee experience. Take a closer look at organization's efforts and offerings at each stage and see how they stack up to the employees' expectations and industry standards. Identify and improve any gaps and find to increase employee morale, loyalty, and engagement. Once achieved employee life cycle, employees will have everything they need to enjoy a long and successful career at an organization.

2. Measurement and Improve the Employee Life cycle Journey (ELCJ)

Know that it is high time to find tools in order to help you better support your workers once you've identified areas for improvement. Superbeings is one such excellent tool for managing and improving processes at each level of the employee lifecycle.

Analyze workforce KPIs (key performance indicators) and chart your success as you improve with reporting tools and powerful dashboards to help you recruit, pay, and develop your personnel.

Manage each step of the employee lifecycle with a single all-in-one tool instead of managing workforce operations across numerous separate platforms. Importance of Employment Lifecycle Management

3. Implementing an Employee Life Cycle Strategy (ELCS)

higher talent retention and improved reputation. The capacity to properly allocate resources and efforts to decrease turnover concerns reduces the amount of time and money wasted by turnover expenses. A higher reputation, on the other hand, boosts the prospects of hiring more new talent, resulting in a more engaged and motivated team.

A good employee life cycle strategy aids in the alignment of your employee and their corporate performance. Individuals who are engaged are enthusiastic about their job and help other employees through the transition.

Allows organizations to recognize their employees on a regular basis and acknowledge their peers experience a better level of engagement. In this approach, an employee's personal goals can be realized while the business's demands are addressed.

Makes individuals think outside the box and come up with new ideas, which can be advantageous to the company's long-term growth and survival.

4. Conclusion

Employee Life cycle Management is one of the most effective ways to envision and prepare for each stage of employee interactions with the firm, giving the information needed to make each stage as successful as possible. If the goal is to attract and retain a wonderful team, then all would need to do is focus on doing the best at each stage. Examining the life cycle of employee engagement determined that employee engagement is in the initial stages of becoming a formal theory. A better understanding of the application of employee engagement would facilitate the development of more effective interventions for building employee engagement and would, in turn, strengthen the aetiology of employee engagement, which represents a complex interplay of multiple variables involving individual and environmental factors.

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