Employee Engagement at Jolie Siam

Pham Thi Thu Hong

HR Manager, Source of Asia, Vietnam

Abstract

The success of a company relies on employee engagement. It centers on the happiness anddedication employees bring to their tasks, aligning with the company's values. Consider it the keyelement that enhances the overall flavor of success, ensuring everyone is working in harmony andgiving their utmost effort. This study delves into the significance of employee engagement, using thecase of Jolie Siam, a mid-sized HR service company with 50-100 employees. We'll explore aspects likeeffective communication among employees, opportunities for learning and development, jobinvolvement, relationships with co-workers, and the support provided by supervisors. The main focuswill be on how active Employee communication and Supervisor support, specifically, can significantlyenhance Employee engagement at Jolie Siam. The unique organizational setting of Jolie Siam provides fertile ground for investigating Employeeengagement in the HR service sector. Through structured questionnaires administered to employees,this research aims to unravel the factors influencing Employee Engagement within the company. Thestudy aims to contribute insights into the attitudes and commitment levels of employees, offeringpractical implications for HR practitioners and organizational leaders.

Preliminary findings suggest a positive attitude and satisfactory levels of engagement amongemployees at Jolie Siam. This study aims to shed light on the specific nuances of Employeeengagement within HR service companies and emphasize the crucial role of Employeecommunication and Supervisor support in shaping Employees engagement levels.

The outcomes of this research are expected to guide HR practitioners in tailoring strategies toenhance Employee engagement within the unique context of HR service companies like Jolie Siam.