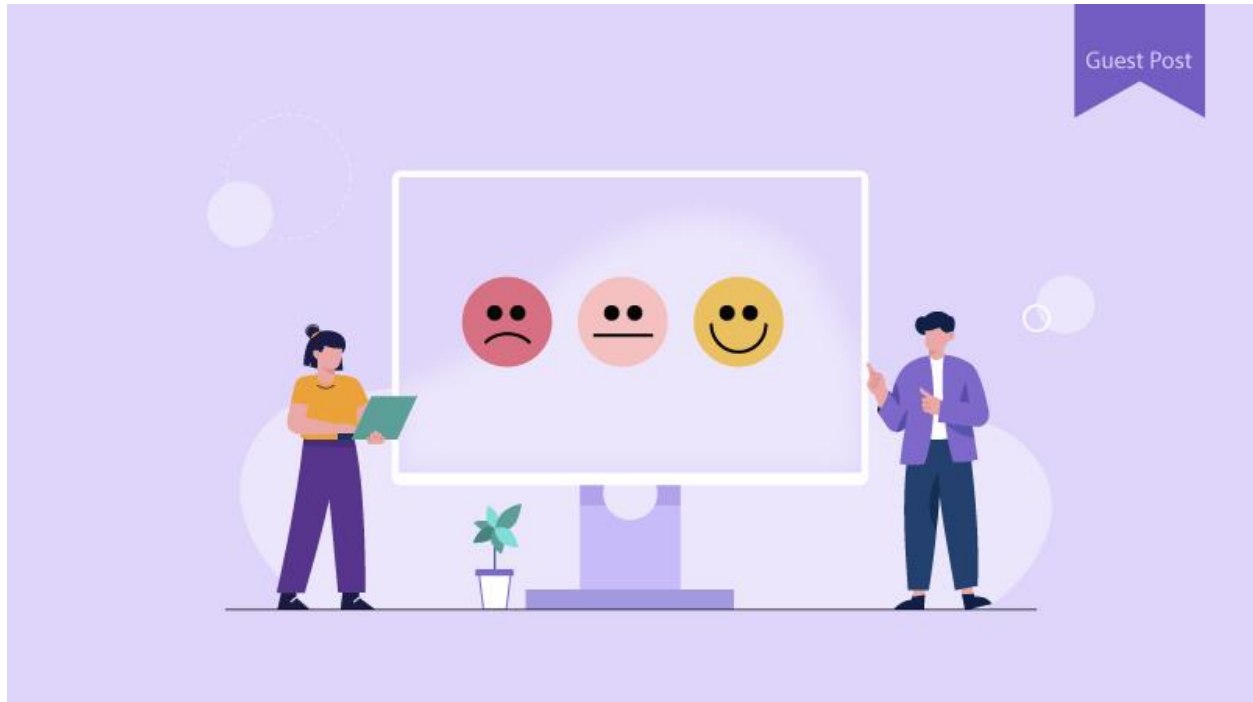


# 8 Technological Solutions to Improve Employee Experience In 2022

HR Today | Johanna Gruber | June 22, 2022



Most HR professionals and business leaders can confidently say that investing in the employee experience. is well worth the effort. But how exactly do you improve the employee experience?

Smart office technology is no longer a luxury but rather a need. Luckily, technology provides some of the best solutions to boost the employee experience at any workplace effectively. Here are the top 10 practical technology solutions worth implementing.

## 1. Learning Management System

It's common knowledge that learning and development efforts are key to any employee's success. So, make sure your company uses a comprehensive learning management system.

A learning management system will help you maintain compliance and ensure employees receive proper job training. Moreover, it will also assist you in providing employees with career development tools.

In fact, roughly 87% of job candidates in a Gallup survey said they actively seek jobs that offer learning and development opportunities.

Employees feel more engaged and perform better when you invest in them and help them grow professionally.

## **2. Smart Access Control System**

A great employee experience starts at the office's front door. Ensuring simple and convenient yet secure building access will improve every employee's experience when they come to work each day.

So, invest in a smart building access control system that empowers employees to gain access with their smartphones.

Smart entry systems automate office access, save time for your front desk staff, and improve building security. Because each employee will have digital access credentials on their smartphones, they will be able to navigate the building without needing keys or fobs (which are easily lost).

Employees will feel safe knowing building access points are locked to visitors and strangers but easily accessible with their smartphones.

## **3. Shift Scheduling Software**

If your company employs part-time workers or staff who work hourly shifts, you'll need a tech-enabled solution to manage and arrange their shifts.

Shift scheduling software ensures that each shift is properly staffed, especially when employees call out sick or have an emergency.

A shift scheduling platform's greatest benefit is that employees are never overworked or overburdened due to understaffing. It yields a much better employee experience by preventing burnout and providing peace of mind.

Managers and supervisors who establish team schedules benefit from having shift management software in place. It transforms a time-consuming, manual process into a simplified, digital one.

## **4. Visitor Management Software**

Your employees aren't the only ones coming and going from the building daily. You undoubtedly also receive many visitors, ranging from delivery drivers and vendors to clients and job applicants.

Employees want to know that their visitors can easily access the building and get where they need to go. And they don't want to waste time trekking downstairs to open the door or bringing their visitors up to their desks.

So, invest in visitor management software to improve both the visitor experience and the employee experience.

An effective visitor management solution will:

- Ensure that visitors can easily access the building without waiting around
- Automatically notify an employee when they have a visitor
- Streamline the visitor experience to save time for front desk staff and employees
- Be totally digital, so you can save your front desk employees the hassle of manually logging guests

## **5. Conference Room and Desk Booking Platform**

Whether your workforce is entirely in-office or you have a hybrid model, your employees will appreciate a room and desk booking platform.

Simple room booking is a no-brainer. No one wants to fight for conference room space or jump through hoops just to reserve a room. The smartest room booking platforms also use physical sensors placed in reservable rooms to track real-time usage and automatically detect whether the room is in use.

Desk booking software is particularly useful for hybrid workplaces where employees only come into the office a few days per week.

Requiring employees to reserve a desk when they plan to work in-office ensures that the office never exceeds capacity, keeping it quieter and less cramped. Plus, leaders can keep track of occupancy levels to ensure the facility meets the company's needs.

## **6. Smart Lights and Thermostats**

Have you ever wished you could adjust the temperature or lighting in your workspace without leaving your desk? You can start with smart lights and thermostats. With these smart devices, employees can manage lighting and climate from a smartphone app.

So how will adding smart lights and smart thermostats improve the employee experience?

Allowing employees to control the temperature, lighting, and other atmospheric conditions empowers them to create personalized workspaces. And according to a Harvard Business Review survey:

*Employees would rather be able to personalize their work environment than opt for unlimited vacation by a margin of 42% to 28%.*

## **7. Employee Experience App**

These days, there's an app for everything — including apps to improve the experience of working in an office.

Employee experience apps are effective investments that help employees feel more connected to the company, the office, and each other.

There are plenty of apps to choose from, but most are easy to use. Generally, employees just have to download the app to their personal devices and log in with their company email.

Look for an app that offers:

- Room and desk booking
- Office/building maps that show real-time room availability
- Employee feedback requests and surveys
- Wellness checks
- Integrations with smart devices, like smart lights and thermostats
- Social walls, forums, or digital bulletin boards for employees to share news, ask for assistance, and get to know each other better

## **8. WiFi Extenders for Outdoor Workspaces**

As a result of the pandemic, many Americans found themselves moving from cramped apartments in urban concrete jungles to neighborhoods and suburbs with more wide-open green spaces.

Setting up outdoor workspaces can boost employees' moods and increase productivity. With more and more people seeking time in nature, ensure your workplace reflects this shift and gives workers what they want: the great outdoors!

And to set up functional outdoor workspaces, make sure you invest in the right technology — namely WiFi extenders.

WiFi extenders ensure that your outdoor spaces have adequate internet access. That way, employees can get their work done and enjoy a change of scenery.