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|  |  | Employee Engagement Proposal | |  | |
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|  | Employee engagement is crucial for fostering a productive, motivated, and loyal workforce. It directly impacts job satisfaction, retention rates, and overall company performance. Engaged employees are more likely to be proactive, committed, and aligned with the organization’s goals. In a competitive market, a well-structured employee engagement strategy can boost morale, reduce turnover, and enhance the company’s reputation as an employer of choice.  This proposal outlines why employee engagement is essential, a yearly engagement calendar, and a budget for management’s approval, along with two planned events in detail.  **Why Employee Engagement is Important**   1. **Boosts Productivity**: Engaged employees show 21% greater productivity than their disengaged counterparts. 2. **Reduces Turnover**: Companies with strong engagement strategies see a 59% reduction in employee turnover. 3. **Promotes Collaboration and Innovation**: Employee engagement fosters a culture of openness and teamwork, essential for innovation and cross-functional collaboration.   **Yearly Employee Engagement Calendar**   | **Month** | **Event** | **Description** | **Budget (INR)** | | --- | --- | --- | --- | | **March** | Women's Day Celebration | In-house panel discussion, workshops, and recognition of female employees’ contributions. | ₹10,000 | | **April** | Wellness Week | Basic health checkups, wellness sessions, and online activities promoting mental and physical health. | ₹1,00,000 | | **May** | Team Outing (Volunteers) | Team-building event for volunteers who helped organize various events throughout the year. | ₹20,000 | | **June** | Arclight - Talent Show | A full-day talent show for employees to showcase their individual or group talents, ending with a DJ session. | ₹80,000 | | **July** | Achievers Day | Formal award ceremony recognizing employees' performance, held at a resort in batches. Post-event meal for each session, with family members invited. | ₹2,00,000 | | **August** | Independence Day Celebration | Office decoration, flag-hoisting ceremony, and cultural activities to celebrate Independence Day. | ₹10,000 | | **October** | Diwali Celebration | In-office Diwali celebration with Rangoli, Diya decoration, and small festive activities. | ₹5,000 | | **November** | Year-End Celebration | Office party with awards and recognition for exceptional contributions during the year. | ₹10,000 |   **Budget Breakdown**   1. Women's Day Celebration: ₹10,000 2. Wellness Week: ₹1,00,000 3. Team Outing for Volunteers: ₹20,000 4. Archlights Talent Show: ₹80,000 5. Achievers Day: ₹2,00,000 6. Independence Day Celebration: ₹10,000 7. Diwali Celebration: ₹5,000 8. Year-End Celebration: ₹10,000 9. Passion Day (Whole Year): ₹15,000   **Total Budget of the year –** ₹4, 50,000  **Event 1: Archlights – Talent Show**   * **Objective**: To celebrate employee creativity and talent in various art forms. * **Date**: June * **Schedule**:   + **1:00 PM - 1:15 PM**: Welcome and Introduction   + **1:15 PM - 4:00 PM**: Performances (Solo/Group)   + **4:00 PM - 4:15 PM**: Audience Voting   + **4:15 PM - 5:00 PM**: Award Ceremony   + **5:00 PM - 11:00 PM**: DJ and Dance Party   + **11:00 PM - 11:30 PM**: Closing Remarks   **Budget**: ₹80,000  **Event 2: Achievers Day**   * **Objective**: To recognize and reward high-performing employees across different delivery units, in batches, along with their families. * **Date**: July * **Schedule**:   + **9:00 AM - 12:00 PM**: Awards for DU1, followed by lunch   + **12:00 PM - 3:00 PM**: Awards for DU2, followed by lunch   + **3:00 PM - 5:00 PM**: Awards for DU3, followed by meal   + **5:00 PM - 8:00 PM**: Awards for DU4, followed by meal   + **8:00 PM**: Photo session and informal networking   **Budget**: ₹2,00,000 (including venue, meals, awards, and photography)  **Summary:**  This engagement plan is designed to strengthen employee relationships, improve morale, and align them with organizational goals. Approval of this proposal will lead to increased engagement, reduced turnover, and a stronger company culture. | | | |  |