

# Embedding Well-Being in Your HCM Practices



A state of well-being is curated by an employee's experiences both at work and in their personal lives. Organizations can work to enable employees to maintain this sense of well-being by creating a culture that supports an employee throughout their career and life. While it's great to give employees individual tools and resources to manage their personal well-being, what is arguably more impactful is actually changing the way the business runs. You can get started by looking at the tools, policies and practices throughout your organization. By creating a workplace that fully supports employees, organizations thrive with increases in productivity, creativity and employee engagement.

## How can you start embedding well-being practices into HCM practices?

**1 Recruiting:** Articulate well-being as a cultural value on your job site. Provide a realistic job preview, sharing the common well-being challenges associated with the role and benefits offered by your organization. Include a behavioral interview competency for manager roles that assesses applicants' previous experience with creating a positive well-being team climate.

**2 Onboarding:** Ensure that you have a video or an opening by your CEO that explicitly includes well-being as part of your organization's values. Include a module during onboarding that offers support for the common stressors associated with starting a new job.

**3 Learning:** Offer learning modules such as mindfulness, resilience, and stress management to help with employees' well-being challenges. A well-being leadership training module for managers can debunk mental health myths and help them identify and support employees who are struggling at work.

**4 Performance Management:** Create a well-being development goal for all employees, aligned to the company value and tied directly to the work context.

Assign a competency for leaders to cultivate well-being in their teams. Well-being can be incorporated into continuous performance management by having an ongoing dialogue, supported by specific competency ratings and KPI's that encourage sustainable behavioral change.

**5 Succession and Development:** Set up mentor and mentee groups to help employees learn about career opportunities. Empower employees with skills and support as they move into new roles within the organization.

**6 Rewards and Recognition:** Recognize and reward employees throughout the year to improve engagement. You can offer rewards that are focused on well-being, depending on what an employee would value most.

**7 Social collaboration:** Establish well-being groups to post well-being initiatives and information on how to participate. These serve as a central place to communicate and track activities against goals and encourage motivation.



## Get started

With SAP SuccessFactors solutions, SAP is focused on identifying employees' potential and on improving their performance and engagement by supporting their personal and professional journey. You can start fostering a positive culture by changing some of your standard business practices. Contact us today to learn how we can help.

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