

Title	Develop a strategy for employee engagement in an organisation		
Level	4	Credits	6

Purpose	People credited with this unit standard are able to develop a strategy for employee engagement in an organisation.
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Classification	Business Operations and Development > Workplace Relations
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Available grade	Achieved
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Guidance information

- 1 Unit standards in the *Workplace Relations* domain are about influences on employment and workplace expectations and practices, arising from the legal framework of employment.
- 2 Assessment against this unit standard will be in a specific organisational context, either one real to the candidate or a realistically simulated one.
- 3 The assessment context for this unit standard must be suitable to meet the criteria for Level 4 in the NZQF Level Descriptors, which are available by searching for “levels descriptors” at <http://www.nzqa.govt.nz>.
- 4 Definitions
Organisation refers to a specific entity which may be – in private, public, or community and volunteer sectors; a business, a separate unit within a larger entity, a Māori organisation, or a special-purpose body.
Employee engagement is an ongoing process for creating opportunities for employees to connect with their colleagues, managers, and organisation.
Connect includes but is not limited to – valuing and being valued, positive workplace relations, active involvement/participation, and how to achieve these.
A strategy is any action or activity designed to establish and maintain employee engagement.
- 5 Legislation relevant to this unit standard includes the Employment Relations Act 2000 (ERA), and any other legislation relating to the organisation and/or its operations.

Outcomes and performance criteria

Outcome 1

Develop a strategy for employee engagement in an organisation.

Performance criteria

- 1.1 Employee engagement is described in terms of the potential benefits to the organisation and its people.
- Range benefits – productivity and five others relevant to the organisation and/or its people.
- 1.2 Low levels of employee engagement are described in terms of the potential consequences for the organisation and its people.
- Range consequences – productivity and five others relevant to the organisation and/or its people.
- 1.3 The current level of employee engagement in the organisation is determined and explained.
- 1.4 A strategy for employee engagement is developed in consultation with and supported by relevant people.
- Range relevant people may include but are not limited to – colleagues, management, union; strategy will include a process for implementation which may include but is not limited to – consultation, staged implementation, monitoring, review.

Planned review date	31 December XXXX
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Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Registration	1	17 November 2011	N/A
Rollover and Revision	2	15 October 2015	N/A
Republished	2	11 March 2016	N/A
Review			

Consent and Moderation Requirements (CMR) reference	0113
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This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.

Please note

Providers must be granted consent to assess against standards (accredited) by NZQA, before they can report credits from assessment against unit standards or deliver courses of study leading to that assessment.

Industry Training Organisations must be granted consent to assess against standards by NZQA before they can register credits from assessment against unit standards.

Providers and Industry Training Organisations, which have been granted consent and which are assessing against unit standards must engage with the moderation system that applies to those standards.

Requirements for consent to assess and an outline of the moderation system that applies to this standard are outlined in the Consent and Moderation Requirements (CMR). The CMR also includes useful information about special requirements for organisations wishing to develop education and training programmes, such as minimum qualifications for tutors and assessors, and special resource requirements.

Comments on this unit standard

Please contact NZQA National Qualifications Services nqs@nzqa.govt.nz if you wish to suggest changes to the content of this unit standard.

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