



# 임직원 직무몰입 향상 전략 실용적 접근 방법

이 용광 대표 컨설턴트

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Performance



Onboarding



Job Matching



Prescreening



# 발표 내용

- Employee Engagement란 무엇이며 왜 중요한가?
- Employee Engagement의 3가지 핵심 요소
- 일반적인 Engagement 향상 전략
- 실용적인 전략(Job Match 기법의 활용):
  - Why Job Match?
  - How to Know Job-fit Before Hiring?
  - Process of Job Matching
- 결론

# Employee Engagement란?

“직원들이 자기 직무와 조직 성공을 위해 자발적으로 더 큰 노력을 투입하게 하는 최고조의 정서적 유착” *Conference Board*>

Engagement

= Motivation

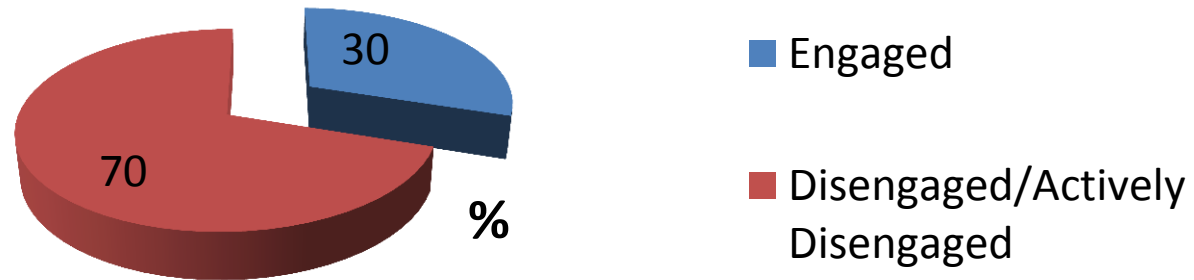
= Performance

= Productivity

= Profitability

# Why Engagement Matters?

## In America



**Costs American Businesses:  
U\$300,000,000,000/Year**

*<Gallup Estimate>*

## In Korea:

- Engaged only 6%
- Lowest Employee Productivity Among OECD

# 3 Levels of Improving Engagement

## Organizational

- Vision
- Mission
- Values

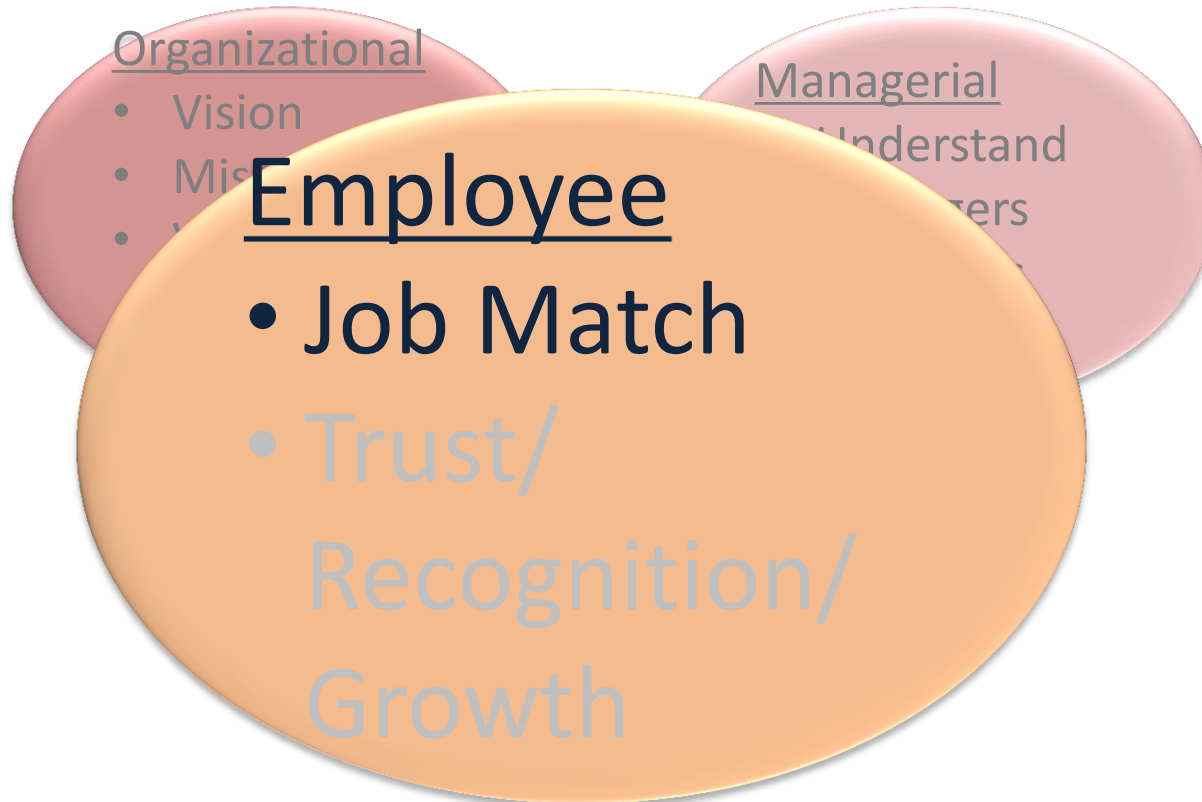
## Managerial

- Understand Managers
- Behaviors

## Employee

- Job Fit
- Trust/  
Recognition/  
Growth

# Engagement 전략 수행의 실용적 접근

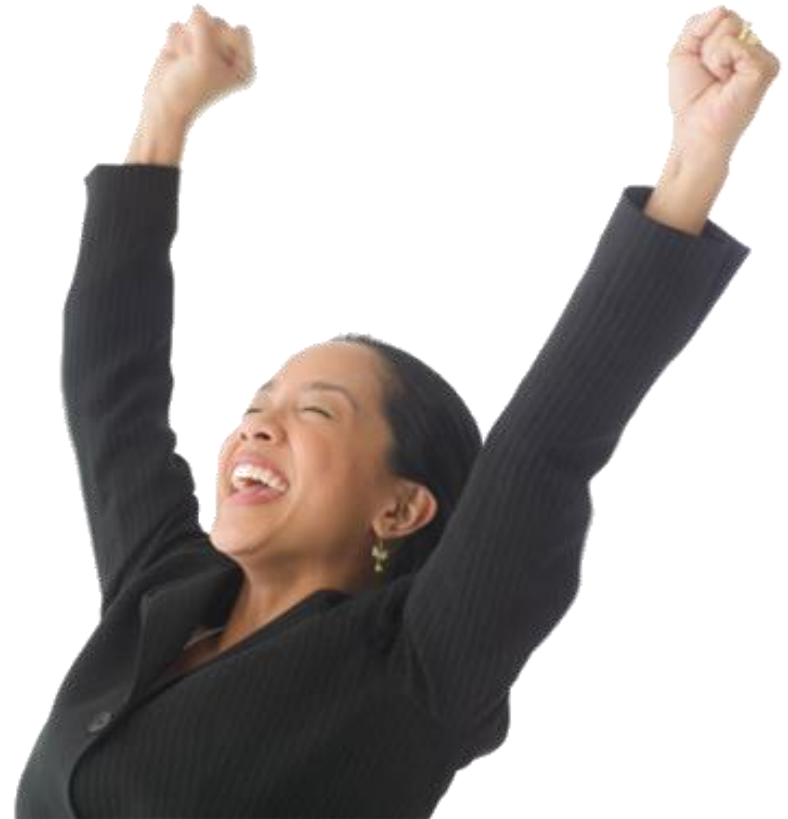


Engagement = Performance = Job Match

# Performance의 첫째 조건은 Job Match

“It’s not experience  
– or college degrees  
– or other accepted  
factors... (it) hinges  
on fit with the job.”

**It’s Job Match.**



*Source: "Job Matching for Better Sales Performance,"  
Harvard Business Review, Vol. 58, No. 5.*

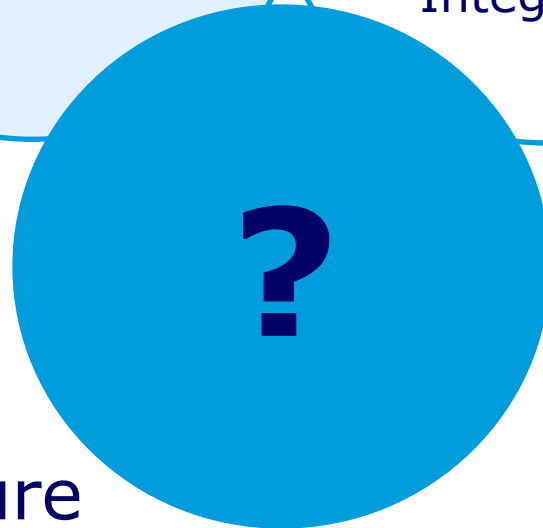


# 어떻게 Job Match 여부를 파악하는가?

Checking the Past



Reviewing the Present



What predicts future  
“superior” performance?

# Get the Whole Picture

10% - Good,  
but limited  
information:

Skills

Experience

Education



90% - Essence of  
the Total Person:

Thinking Style

Behavioral Traits

Occupational Interests

**Generates Job Match**

# The missing third is Job Match...

Checking the Past

Reviewing the Present

## Skill Match

Education  
Training  
Experience  
Skills

## Company Match

Values  
Demeanor  
Appearance  
Integrity

**Job Match**  
Thinking Style  
Behavioral Traits  
Interests



...in predicting  
"superior" performance

# Do you want employee engagement?

Learning & Reasoning  
Behavioral Traits  
Interests



**You Must Have Their Occupational DNA !**

# Conclusion

임직원 직무몰입도를 향상시키려면

“과학적이며 효과가 입증된  
Job Matching Technology 활용을 통해  
일을 잘할 수 있는 바른 인재 (Right People  
for the Right Positions)를 채용해야...”

**Imagine Great People...**

**...Great People Everywhere!**

**감사합니다!**