

EFFECTIVE PEOPLE MANAGERS

The Linchpin of Organizational Success

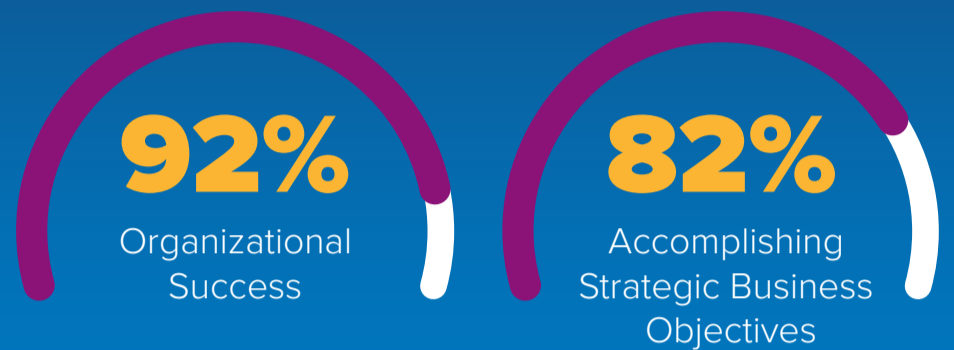


People managers connect organizational goals to the efforts of employees, ultimately driving organizational success.

SHRM surveyed U.S. workers, people managers, and HR executives on the current state of people management and potential areas for improvement.

PEOPLE MANAGERS ARE VITAL TO SUCCESS

The percentage of HR executives who say people managers are critical for:



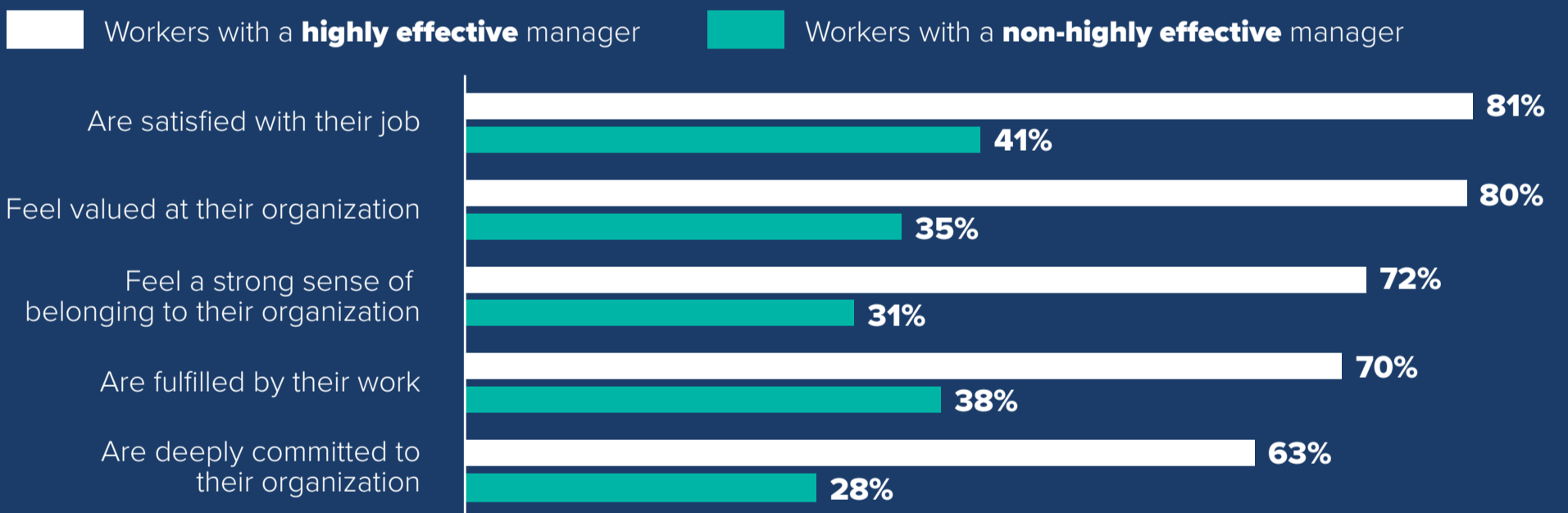
THE POWER OF EFFECTIVE PEOPLE MANAGEMENT

Compared to their counterparts, workers with highly effective managers are:

NEARLY 2X AS LIKELY to feel satisfied and fulfilled by their jobs.

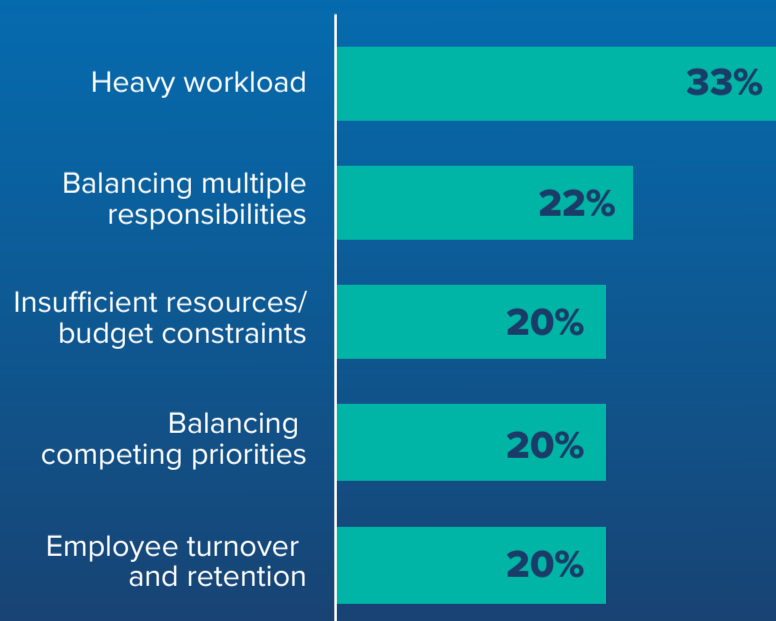
MORE THAN 2X AS LIKELY to feel a deep sense of commitment and belonging at their workplace.

INFLUENCE OF MANAGERIAL EFFECTIVENESS ON ATTITUDES ABOUT THEIR JOB AND EMPLOYER



TOP CHALLENGES PEOPLE MANAGERS FACE

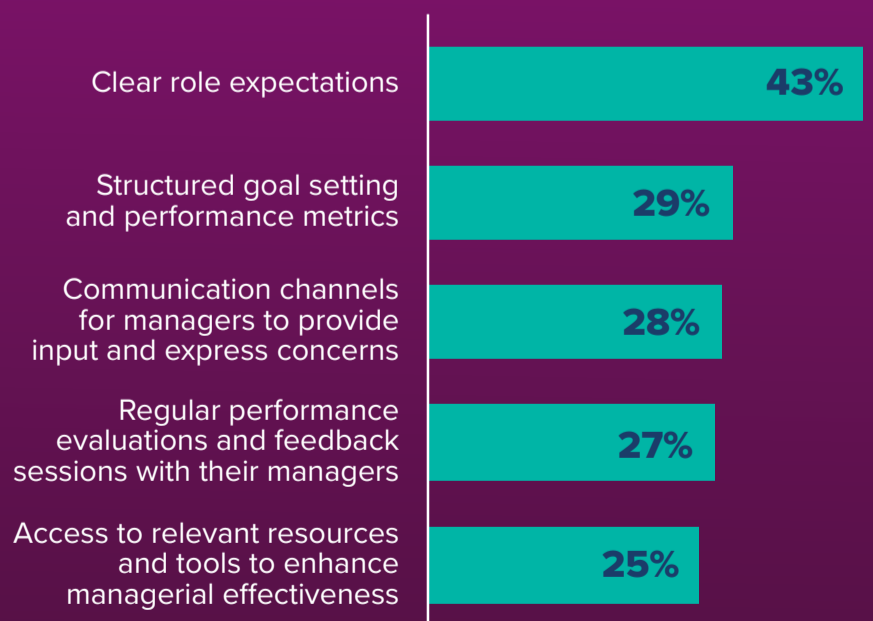
According to people managers, their primary challenges to effectiveness are:



(Respondents could select up to three challenges.)

WHAT PEOPLE MANAGERS NEED TO SUCCEED

People managers say these workplace practices have the greatest impact on their effectiveness:



(Respondents could select up to three workplace practices.)

WHAT PEOPLE MANAGERS NEED IS SIMPLE

People managers need more clarity about their responsibilities and better two-way communication channels, as well as access to relevant resources and tools to enhance their managerial effectiveness.

Source: Effective People Managers: The Linchpin of Organizational Success, SHRM, 2024.

