

PRESS RELEASE

"Focus on the Workplace" study: Bad bosses bring down the mood at the workplace / Only one in every four companies is the supervisor really part of the team

Köngen – More than 50% of employees who are unsatisfied with their job blame one person: their boss. This means that bad leaders clearly rank higher than low salaries and boring tasks as the reason for the lousy mood in the workplace. Satisfied employees also know exactly why they enjoy their work. According to the current study "Focus on the Workplace," the main reason is their nice colleagues. Management consultancy Staufen interviewed more than 1,500 employees in Germany for the study.

"The leadership qualities of supervisors are and remain the determining factor for whether employees are motivated or not. Bad salaries or monotone tasks come in second and third place of the mood killers at work," says Dr. Alexandra Hey from Staufen AG. The representative study clearly demonstrates the importance of targeted employee development and continuous improvement in terms of leadership. "Leadership is often misunderstood as the pure allocation of labor and subsequent performance evaluation. But the motivation and commitment of the workforce cannot be increased in this manner. Instead, employees must be addressed individually, and their personalities strengthened and further developed," says business consultant Hey.

Of the satisfied employees, 66% stated that nice colleagues were responsible for liking their job. 63% noted interesting tasks, and almost 50% said it was due to a good salary. Only 23% of employees attributed their satisfaction to good leaders. Accordingly, only about one in four employees fully considers their supervisor as part of the team. The rest still feel they are partially or even exclusively being led by a traditional boss, who remains distant to the team.

"The results of our study clearly show that high-quality processes, stable work organization, a positive leadership culture based on Lean Management and clear

team organization are decisive for the success of a company," summarizes Staufen consultant Hey. "In addition, many recurring tasks can be carried out using Robotic Process Automation (RPA), in order to relieve employees from monotonous work. If these general conditions are met, employee satisfaction will be increased."

Save the date: BestPractice Day 2020 on June 30, 2020

The path toward digital industry is now moving at full speed. With this in mind, successfully orienting or reinventing companies and business processes requires innovative approaches. Taking place for the tenth time, this year's BestPractice Day is dedicated to the levers of successful transformation. Around 400 business decision-makers can look forward to numerous top speakers on June 30, 2020 (optional additional workshops on July 1 and a BestPractice Tour on July 1 & 2).

More Information about the event:

www.best-practice-day.com

More Information:

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About Staufen AG - www.staufen.ag

Inside every company there is an even better one. With this conviction, Staufen AG has been advising and qualifying companies and employees for more than 25 years. Markets are on the move - the competitive pressure is enormous. Staufen helps to quickly bring about the right changes, increase productivity, improve quality and increase innovative strength. With the most fitting strategies and methods, international transformation consulting ensures rapid and measurable success. With an aim towards raising the potential available in every company, Staufen consultants work side-by-side with

company executives and employees to establish a vibrant and long-term culture of change. Staufen subsidiary Staufen Digital Neonex supports medium-sized industrial companies on their path to digital transformation. The Academy of Staufen AG also offers certified, practice-oriented training courses. From the international locations, more than 340 employees serve customers all over the world. In 2019, Staufen AG was recognized by "brand eins Wissen" as "Best Consultants" for the sixth year in a row. According to the renowned industry study "Hidden Champions 2020," the consulting firm is Germany's best lean management consultancy and was honored several times with the "Best of Consulting" award by the "Wirtschaftswoche" journal.