

Case Study #3

Hewlett Packard Enterprises



Challenge

- Spun out from HP in 2015 to rebuild its profitability and reputation and therefore, its ability to attract and retain top talent.

Job Quality Category Targeted for Improvement

- Work-Life Balance

Job Quality Improvement(s)

- Implemented the Work to Fit Your Life program to improve employee experience. The program includes Wellness Fridays, Enhanced Family Leave, Parental Transition Support and Retirement Transition Support.

Outcomes

- The new program raised HPE's Employment Engagement Score by 10% the first year, setting a new benchmark for the industry.
- Per Just Capital, HPE is 1st in the computer services industry for employee retention (93%) and internal hiring (32%).
- In 2023, 88% of HPE employees say it's a great place to work vs 57% for the average U.S.-based company.

