

# IN BRIEF: Fact Sheet - Employee Engagement

**70%+**

of employees are not fully engaged in their jobs and only 12% report having the leaders they need.<sup>1</sup>

**80%**

of employees who are dissatisfied with their direct manager were “disengaged.”<sup>2</sup>

**\$450**

to \$550 billion — the cost of actively disengaged employees to the US each year in lost productivity. Disengaged employees are more likely to steal from their companies, negatively influence their coworkers, miss workdays, and drive customers away.<sup>3</sup>

**240%**

— the boost in performance-related business outcomes when organizations successfully engage their customers and their employees, compared with an organization with neither engaged employees nor engaged customers.<sup>4</sup>

**202%**

— the degree in which companies that have engaged employees outperform those who have not.<sup>5</sup>

**60%**

of employees who feel they have an impact on the direction of the company are engaged.<sup>6</sup>

**2X**

Employee engagement levels are twice as high among employees who say they are proud of contributions their organization has made to the community.<sup>7</sup>

**78%**

of workers in the U.S. have expressed that being recognized for their work is necessary for them to be motivated to do their job.<sup>8</sup>

**83%**

of employees disengaged when they believe their manager does not care about their personal lives.<sup>9</sup>

**90%**

Organizations with an average of 90% of their employees engaged (10% disengaged) in 2010-2011 experienced 147% higher earnings per share (EPS) compared with their competition in 2011-2012.<sup>10</sup>

**82%**

of people would actually work harder if they received proper recognition for their efforts.<sup>11</sup>

## Notes

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3. 2013. *State of the American Workplace: Employee Engagement Insights for U.S. Business Leaders*. Report. Gallup, Inc., Omaha, Nebraska. Pgs. 12-13.
4. *Ibid*. Pg 55.
5. “The Importance of Increasing Employee Engagement Using Corporate Giving Programs.” 2014. Nonprofit Support Organization. *Double the Donation*. Accessed August 4. <https://doublethedonation.com/blog/2013/08/the-importance-of-increasing-employee-engagement-using-corporate-giving-programs/>.
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7. *Ibid*.
8. Lupfer, Elizabeth. 2011. “Employee Engagement Statistics.” *The Social Workplace*. <http://www.thesocialworkplace.com/2011/08/social-knows-employee-engagement-statistics-august-2011-edition/>.
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11. “Growing Influence of Employee Recognition.” 2012. Business services. *Globeforce*. <http://www.globeforce.com/resources/research-reports/mood-tracker-spring-2012-the-growing-influence-of-employee-recognition/>.



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