

WHY EMPLOYEE ENGAGEMENT SHOULD BE A TOP TALENT MANAGEMENT PRIORITY.

Thanks to the big data movement and its emphasis on measurement, talent management pros are newly able to quantify the results that come from giving employees **inspiring work and a career path within the organization** — and these results explain why employee engagement and retention is now top-of-mind for leading enterprises around the world.

RESEARCH HAS FOUND THAT ENGAGED EMPLOYEES ARE ...

... MORE COMMITTED.

Engaged employees...

“ feel a stronger bond to their organization's mission and purpose, making them more effective brand ambassadors. ”

“ build stronger relationships with customers, helping their company increase sales and profitability. ”

Source: Gallup State of the American Workplace

... MORE PRODUCTIVE.

Engaged employees are also more... **CONTENT.**



Source: HR Council

17%

PRODUCTIVITY INCREASES seventeen percent in highly engaged business units.

Source: Gallup State of the American Workplace

... MORE DEDICATED.

Highly engaged business units see a **41% REDUCTION IN ABSENTEEISM.**

“ Engaged employees make it a point to **show up** to work and **do more work.** ”

Source: Gallup State of the American Workplace

... MORE LOYAL.

“ Employees who are engaged are... more likely to be loyal to an organization. ”

Source: HR Council

Highly engaged business units see **REDUCED TURNOVER.**

24% REDUCTION in high-turnover organizations when employees are engaged



59% REDUCTION in low-turnover organizations when employees are engaged

Source: Gallup State of the American Workplace

33

IS (UNFORTUNATELY) THE MAGIC NUMBER.



Only **33 percent** of US employees say they're **engaged** in their job

Source: Gallup State of the American Workplace



It costs **33 percent** of an employee's annual salary to hire a **replacement** if/when that employee leaves

Employee Benefit News via HR Dive

ARE YOU DOING EVERYTHING YOU CAN TO KEEP YOUR EMPLOYEES ENGAGED?

Get all the tips, tricks and tools you need in Ascendify's **Complete Guide to Engagement & Retention.**

 **Ascendify®**