

How much are disengaged employees costing you?

The Benefits of Creating an Engaged Workforce

Engaged employees provide a sharp contrast. Companies with an engaged workforce experience:

- 6.5 fewer days absent
- 41% lower retention risk
- 3x higher operating margins



1 in 3

According to Gallup research, only 1 in 3 U.S. workers agree they received recognition or praise for doing good work in the past seven days.



Twice as likely to say they'll quit next year

Employees who don't feel adequately recognized are twice as likely to quit. Recruiting and training new employees to replace them will incur a hefty price tag.

Companies with engaged employees also show significantly better financial returns.

- In an IBM/Globoforce report, organizations that scored in the top 25% on employee experience have almost 3x the return on assets as those in the bottom quartile.
- Organizations that scored in the top 25 percent on employee experience also reported double the return on sales compared to companies in the bottom quartile.



Sources: Gallup, Gallup Daily: U.S. Employee Engagement, <https://news.gallup.com/poll/180404/gallup-daily-employee-engagement.aspx>
Industrial and Commercial Training, Innovative tools and techniques to ensure effective employee engagement, <https://www.deepdyve.com/lp/emerald-publishing/innovative-tools-and-techniques-to-ensure-effective-employee-M92NpfFhSd?>
IBM Smarter Workforce Institute and GloboForce report, "The Financial Impact of a Positive Employee Experience," <https://resources.globoforce.com/papers/financial-impact-employee-experience-ibm>