

All You Need to Know About — TRENDS IN EMPLOYEE ENGAGEMENT

68%
2013

Despite an increased focus on employee engagement the last few years, employee engagement is actually declining.

To make real strides in improving engagement, you need to identify where it is weakest and focus your efforts there.

65.3%
2015

Engagement Levels by Employee Demographic

Weakest Engagement

40.9% employees who have another gender identity

67.3% millennials aged 26–35

63.2% employees who've been with the company 6–9 years

Average Engagement

67.9% women

70% employees aged 46–55

67.6% employees who've worked 15+ years with the company

Strongest Engagement

72% men

77.3% employees over 66

77.6% new employees

Also, know what factors impact employee engagement the most.

The Top Drivers of Engagement

The **leaders** of this organization are committed to making it a **great place to work**.

I **trust the leaders** of this organization to set the **right course**.

I **trust the senior leadership team** to lead the company to **future success**.

The **leaders** of the organization **value people** as their most important resource.

I **see professional growth and career development opportunities** for myself in this organization.

I believe this organization will be **successful in the future**.

But don't forget to check in with employees over time. Engaged employees can become disengaged if you're not careful.

Declining Trends in Employee Engagement

-2.2%

Asian employees.

-4.3%

Employees with doctoral degrees.

-4.5%

Nonprofit workers.

And know that employees' priorities can change on you, as well.

Trends in Engagement Drivers

Employees 26–35

Having a job that allows them to use their strengths

UP
5

Women

Leaders who demonstrate integrity

DOWN
2

Employees with Doctoral Degrees

Having a job that allows them to use their strengths

DOWN
8

Factors driving employee engagement are always changing. And if you want to keep up with the engagement trends in your organization, you have to collect and track your organization's data.

Make work awesome.

quantumworkplace.com | info@quantumworkplace.com | 1.888.415.8302

Source: Quantum Workplace 2016 Employee Engagement Trend



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