

Does employee engagement matter?

(Dis)engaged employee behaviour and company's performance

#engagement #employees #millennials #development



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Did you know?



33% of American employees are engaged at work: they are enthusiastic about their work and make their organization better every day. At the other end, 16% of employees are actively disengaged: they want to do damage their company, are miserable in the workplace and destroy what other employees build. The remaining 51% of employees are not engaged: they're just there.

The same study showed worldwide just 15% of employees are engaged



The situation is even worse when we analyse millennial workers' engagement: only 29% of millennials are emotionally and behaviourally connected to their job and company, while 16% of millennials are actively disengaged. The majority of millennials (55%) don't care about the company, leading all other generations.

47%

47% of actively disengaged millennials plan to switch jobs within next 12 months (compared to only 17% of engaged millennials)

70%

And millennials are the ones who care the most

70% say that giving back to the company and to the society are one of their highest priorities.

They are primed to do well by doing good.

What do your employees look like?



Actively disengaged

A noticeable dissatisfaction at work and undermining of colleagues' successes



Not engaged

Do the bare minimum and are not interested in engaging with colleagues or after-work activities



Engaged

Passionate about their work and it is contagious within the workplace

It's not always easy to recognize the signs of disengagement

Breaks from Routine Habits

Engaged employees have identifiable routine. If an employee suddenly misses a deadline, starts coming in late, is more quiet (if they used to express opinion), you should check what is going on. They might be experiencing burnout, which frequently manifests as exhaustion, cynicism and inefficiency.

Attendance Issues

A disengaged employee miss meetings and deadlines and consequently inhibits other team members to conduct their jobs effectively. If multiple employees are showing up late, it's an even more clear indicator of disengagement culture.

Naysaying and rudeness

Actively disengaged employee is very negative, manifests his/her dissatisfaction at work, is undermining new ideas and opportunities, says critical things about organisation, and is rude with co-workers and/or customers.

Social withdrawal

Disengaged employees avoid all non-necessary activities and conversations, are unwilling to form friendships at work, tend to do only minimum to get by.

Apathy, lack of commitment and no initiative

The employee is complacent, make careless mistakes, doesn't feel obligated to take the initiative beyond their basic duties, doesn't care to present and/or defend their ideas.

Communication avoidance

Unwillingness to engage in the debate, silence on team calls, over e-mail, lack of participation in team, missed meetings.

What will an engaged employee bring to your Company?



Sources

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For more information about this project please see:

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