

The Future of Employee Engagement 2021

Which Talent Management Practices Drive Engagement?



Thanks to our great sponsor:



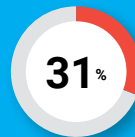
Engagement REMAINS A KEY ISSUE for many companies today

Workforce engagement

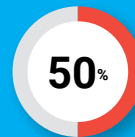


say that the large majority of their workforce is **well-engaged**

Employee engagement



say engagement levels have **fallen**



say that the engagement level of the average employee is **high**

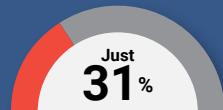
Immediate supervisors & HR

are most commonly responsible for employee engagement to a high or very high degree

Who is RESPONSIBLE for employee engagement?



BUT



train managers in how to **boost** employee engagement



say their managers are highly skilled at **fostering** engaged individuals and teams

What are the BENEFITS of employee engagement?

HR pros say employee engagement positively impacts:



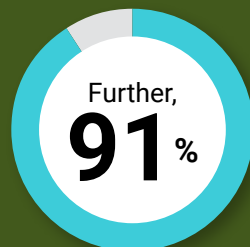
Customer service



Well-being



Company brand



believe that there is solid evidence linking **engagement** to **performance**

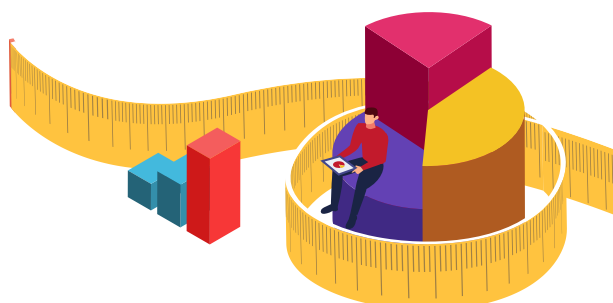
Are companies MEASURING engagement?



say that there are reliable ways of measuring employee engagement



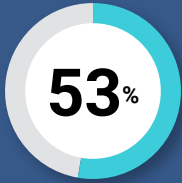
actually measure it in their organizations



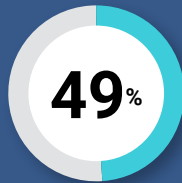
After collecting engagement data, **66%** use it to take action to a high or very high degree

Companies rely most on PERFORMANCE-RELATED metrics to gauge engagement

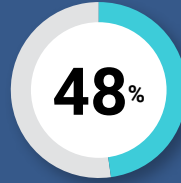
The most common ways organizations measure employee engagement are:



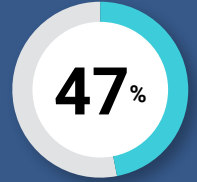
performance management systems



employee productivity



annual surveys



one-on-ones with managers

What DRIVES employee engagement?

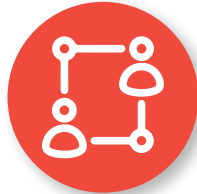
The top factors most highly linked to employee engagement are:



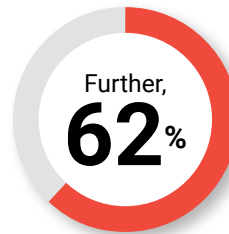
opportunities for career growth



organizational culture



relationship with immediate supervisor



Further, **62%** say **compensation levels** drive employee engagement to a high or very high degree

What do highly engaged organizations* do differently?



3X

more likely to say most of their managers are highly skilled at fostering engaged individuals and teams

2X

more likely to train managers in how to boost employee engagement

2X

more likely to say leaders invest enough in engagement-related resources

Consider These Strategies

- Document the current state of employee engagement
- Invest in resources specific for employee engagement
- Consider whether the organization's working culture fosters or hinders engagement
- Consider a task force for gathering, sharing, and monitoring engagement metrics
- Train managers in employee engagement and development
- Provide employees opportunities for career growth and development

About the Survey

The "Future of Employee Engagement 2021" survey ran in September and October 2021. We gathered 374 usable complete and partial responses, primarily from HR professionals in virtually every industry vertical.

The survey used two groups of survey panel participants. The first was based on HR.com extensive list of HR professional members. The second was an external panel of HR professionals.

The HR Research Institute tracks human resources trends and best practices. Learn more at hr.com/hrresearchinstitute

* **Highly engaged organizations:** These represent respondents who rank the engagement for the average employee in their organization as an 8, 9, or 10 on a scale of 1 to 10.

* **Less engaged organizations:** These represent respondents who rank the engagement for the average employee in their organization as 1, 2, 3, 4, 5, 6 or 7 on a scale of 1 to 10.

State of the Industry Research

Read the full research report

The Future of Employee Engagement 2021

Read Full Report



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