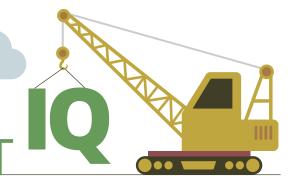


# **BUILD YOUR EMPLOYEE** ENGAGEMEN



IT'S YOUR LOSS:

The average company loses **20%-50%** of its employees each year

Cost of replacing employees is **90%-200%** of their salary

**\$11 billion** is lost annually due to employee turnover

LEVELS OF **ENGAGEMENT** 

of U.S. workers are engaged

are not engaged



are actively disengaged HIGHLY **ENGAGED EMPLOYEES** 

**2X** more likely to offer help at work

**2.5X** more likely to work late

5X more likely to

make a referral



**REASONS THEY LEAVE:** 



93%: to change

roles

65%: for more money

50%:

to get away from their manager

### **TOP** FNGAGEMENT DRIVERS:

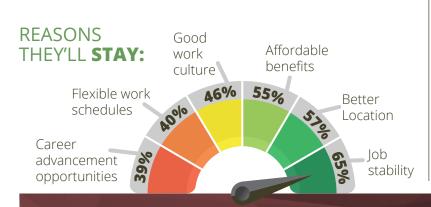
#### **Belief in senior leadership**

Where leaders are perceived as effective, 72% of employees are highly engaged

#### **Meaningful work**

Employees who understand a company's values are **51X** more likely to be fully engaged

**Growth and development 78%** would remain longer if they saw a career path with their current organization



## WHAT TO DO? of organizations have an employee engagement strategy

revamp onboarding to improve employee retention

conduct employee engagement surveys