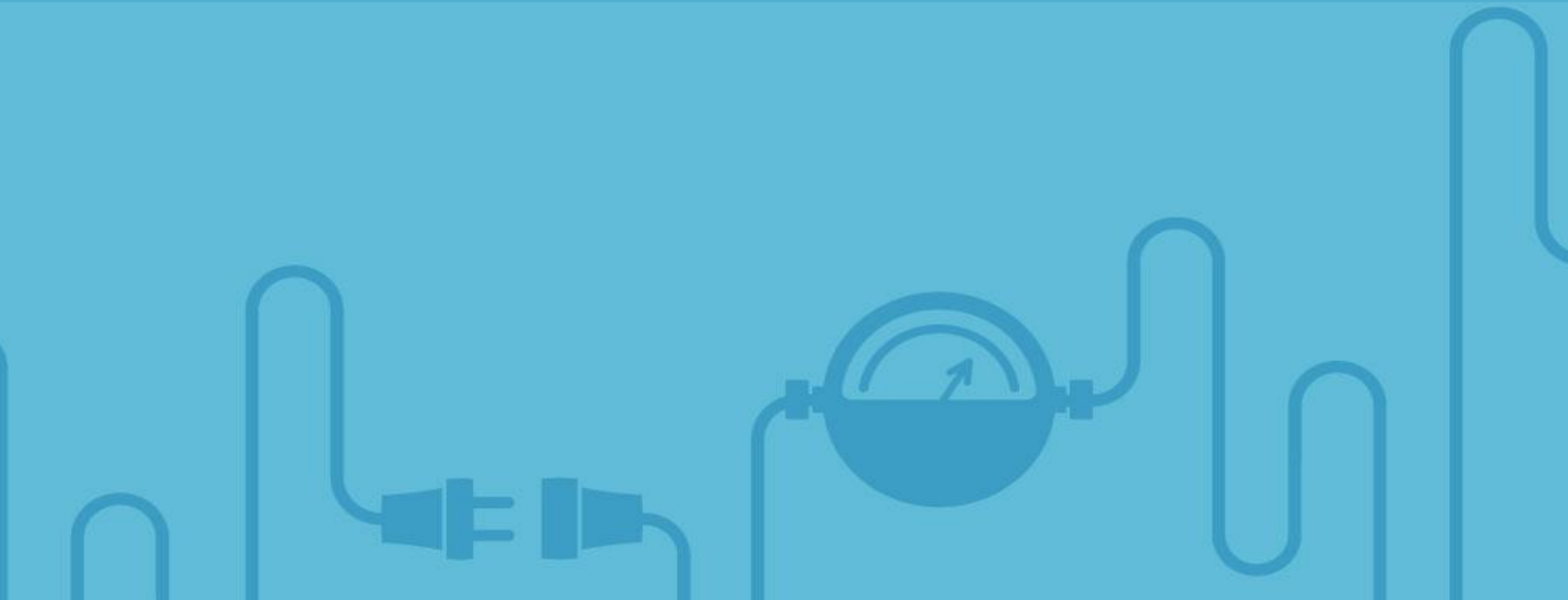


Employee Engagement



War for talent is increasingly a defensive game.

Forcing us to optimize, engage, and retain
our existing human resources.

What is Engagement

“Employee Engagement is proactively cultivating discretionary effort”

- So when people have choices
- They will act in a way that furthers their organisations interests

Engagement is a work-related state of mind that is characterised by:

- **Vigor** – high levels of energy and mental resilience while working
- **Dedication** – a sense of significance, enthusiasm, inspiration, pride and challenge at work
- **Absorption** – fully concentrated, happy and engrossed in one’s work



How the Experts look at it



**TOWERS
PERRIN**

Towers Perrin: 'Extent to which employees put discretionary effort into their work'

GALLUP

Gallup: 'Involvement with & enthusiasm for work'

AON Hewitt

Hewitt: 'Intellectually & emotional commitment to the organization'

Sibson: Knowing what to do at work and wanting to do at work

**SIBSON
CONSULTING**
A DIVISION OF SEGAL

Hay Group: 'stimulating employees' enthusiasm for their work and directing it toward organizational success'

HayGroup®

3 Types of Employees



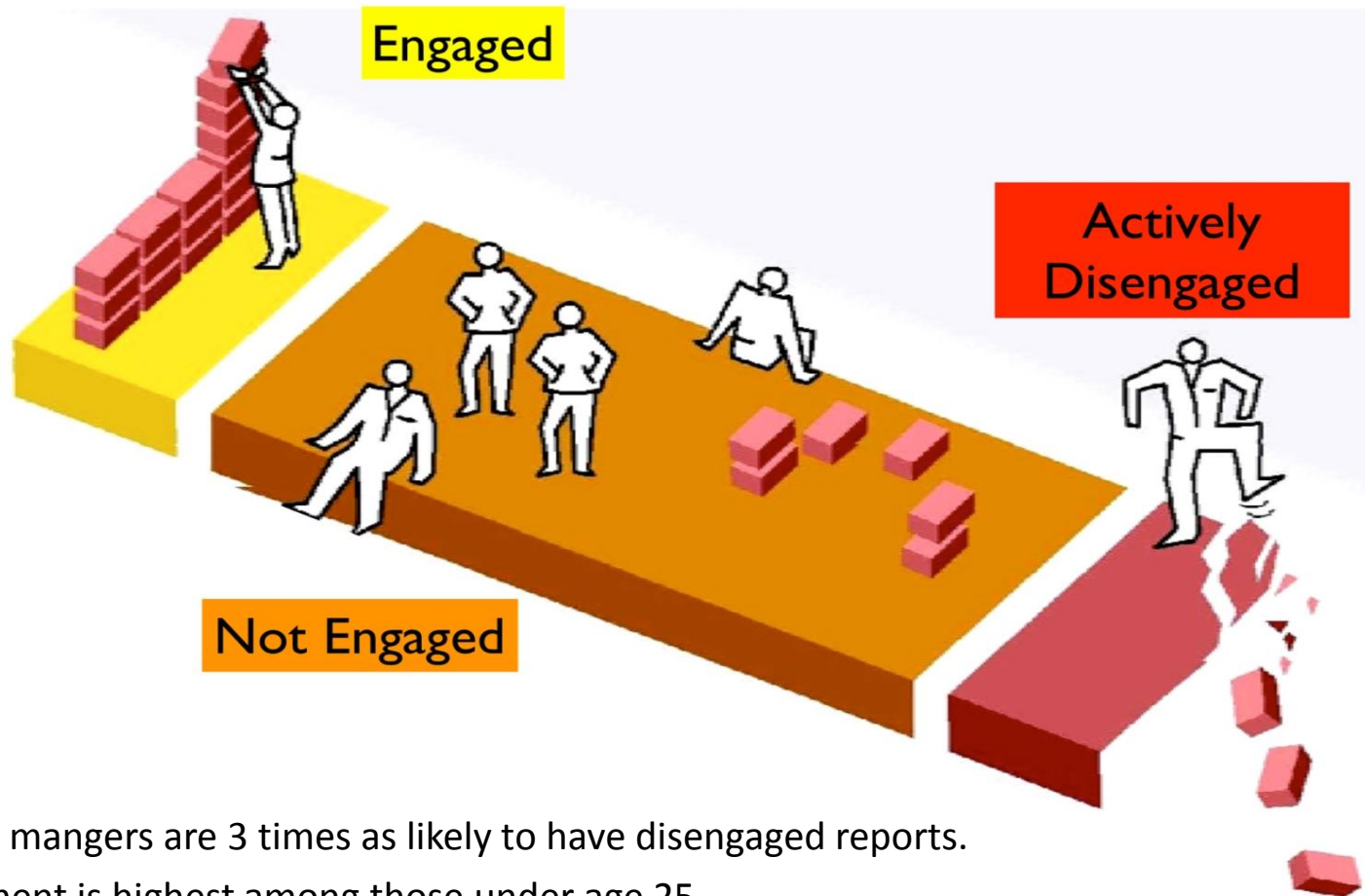
ENGAGED employees work with passion and feel a profound connection to their company. They drive innovation and move the organization forward.



NOT ENGAGED employees are essentially “checked out.” They’re sleepwalking through their workday, putting time -- but not energy or passion -- into their work.



ACTIVELY DISENGAGED employees aren’t just unhappy at work; they’re busy acting out their unhappiness. Every day, these workers undermine what their engaged coworkers accomplish.



- Disengaged managers are 3 times as likely to have disengaged reports.
- Disengagement is highest among those under age 25.
- On Average, Union workers are less engaged.

Employee Engagement in the US is

34%

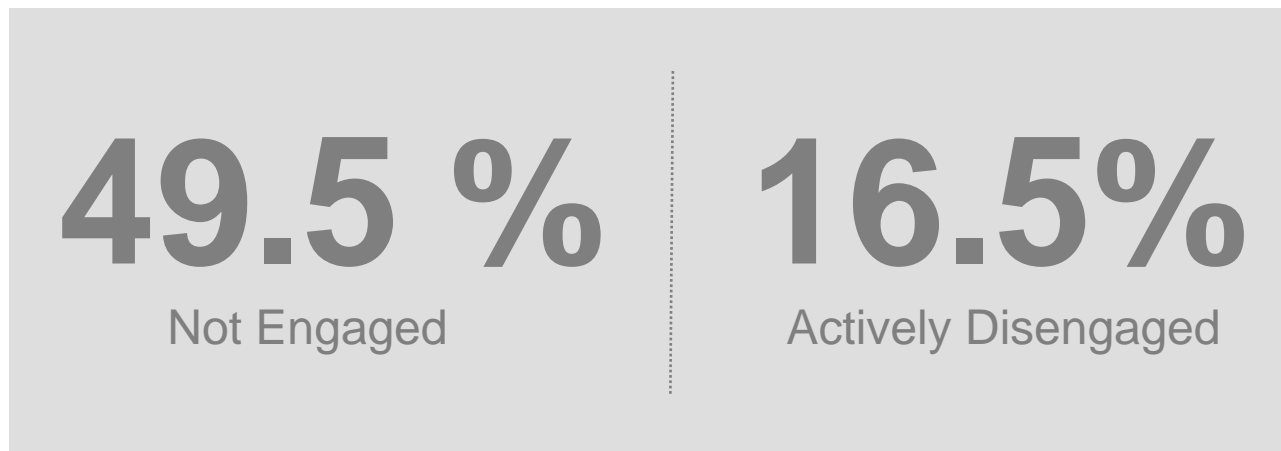
Gallup

Employee Engagement Worldwide is only

13%

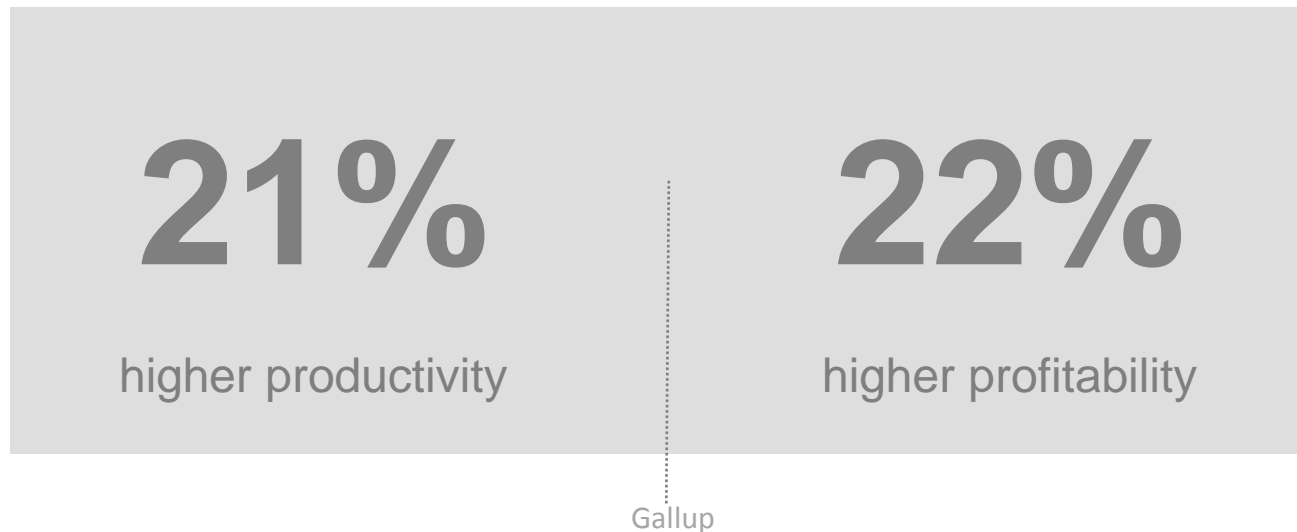
Gallup

Employee Engagement in the US



Gallup

Companies with an engaged workforce **outperform** their competition, with



Companies with an engaged workforce **outperform** their competition, with

- 147% in earnings per share
- 41% fewer quality defects
- 48% fewer safety incidents
- 28% less shrinkage
- 65% less turnover (low-turnover organizations)
- 25% less turnover (high-turnover organizations)
- 37% less absenteeism

Gallup

Why **wonder** if your employees
are engaged. **Measure** it.

We can help.

Contact Mandy or Desiree at info@equinoxconsulting.co.za