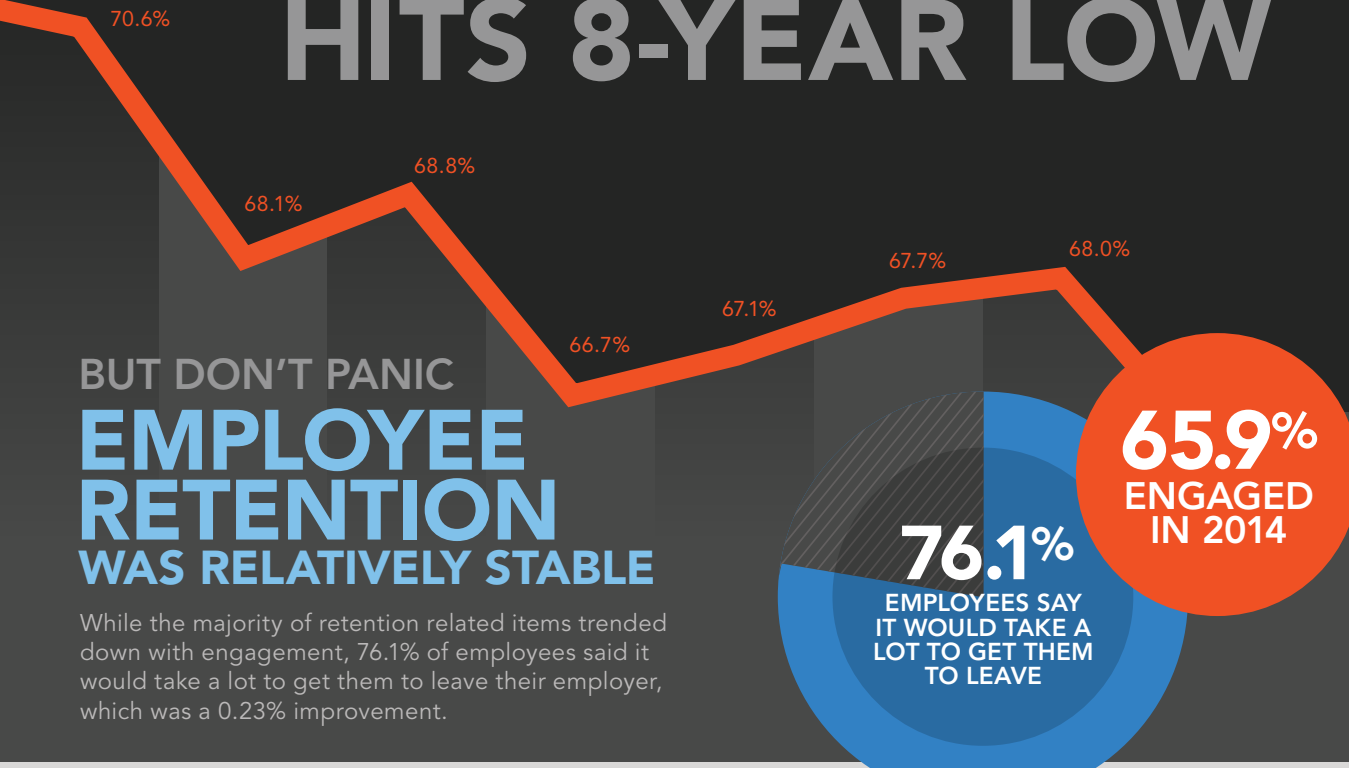
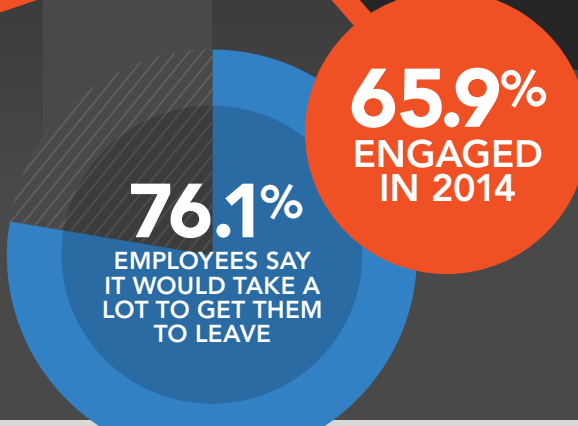


# EMPLOYEE ENGAGEMENT HITS 8-YEAR LOW



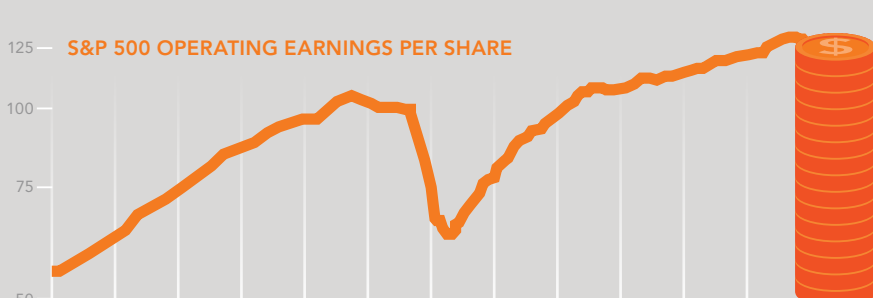
## BUT DON'T PANIC EMPLOYEE RETENTION WAS RELATIVELY STABLE

While the majority of retention related items trended down with engagement, 76.1% of employees said it would take a lot to get them to leave their employer, which was a 0.23% improvement.



## CORPORATE EARNINGS HIT ALL-TIME HIGHS, BUT EMPLOYEES AREN'T BENEFITING FROM PROSPERITY

Despite corporate earnings hitting all-time highs, employees don't feel like they're benefiting from that prosperity. The five items with the most significant declines speak to how employers invest time, money, and resources in their employees.



### 5 MOST SIGNIFICANT DECLINES



## HAVES VS. HAVE NOTS

★★ THE HAVES HAVE IT ★★

Executives declined in favorability on only 22% of the survey items, while hourly employees declined on 70% of survey items. Executives were more favorable than hourly employees on every survey item.

WHEN IT COMES TO FEELING VALUED, HOURLY EMPLOYEES ARE FRUSTRATED:



### INDUSTRY TALK ON THE DECLINE

Our research shows that engagement and retention are now the #1 challenge business leaders face around the world. I see this as an engagement paradox: As the economy and businesses grow, leaders trade off business opportunities against investments in people, often pushing employees to work harder than ever. Ultimately, enduring organizations aggressively invest in employee engagement, but as this data shows, there is still much work to do."

Josh Bersin  
Bersin by Deloitte

Voluntary turnover reached a post-recession high of 75% in 2014, with almost a third of employees departing before the 90 day mark. Employees have choices and are voting with their feet. The best companies make employee engagement a priority"

Joni Thomas Doolin  
People Report, a TDn2k company

Since a company's greatest asset is its employees, it's mind boggling that leaders aren't investing in them. Many low-cost investments seriously impact both employee engagement and overall well-being."

Henry Albrecht  
Limeade"

"Real employee engagement is bidirectional. Employees contribute to the success of the organization; they are recognized for their contribution. When employees believe they will not be recognized, don't expect contributions to continue."

David Zinger  
David Zinger Associates

"There are fates worse than high turnover: You can have people quit while they're still on the job. You might think you're being clever by taking advantage of a weak labor market by not investing in your people, but you're only hurting yourself in the long run. Figure out what your people really need to feel appreciated and provide it. That's where real, sustainable productivity comes from."

Mary Ellen Slayter  
Reputation Capital Media Services

"Don't be distracted by the 76.1% retention stat; this kind of drop in engagement is a clear indicator of deficiencies in management/leadership. You may not feel the impact today or tomorrow, but it IS coming. Your best talent will find a place to work that engages them deeply; make that place your organization!"

Josh Allan Dykstra  
Forte

"Workplaces are increasingly more diverse, which challenges engagement, and corporate America has developed a work environment where employees are having trouble getting away from work and working harder than ever because of greater connectivity. Most employers aren't addressing the real cause of employee discontent. Although research like this gives employers insight into what drives engagement, most still don't take the steps to address it."

Mark Hirschfeld  
BI Worldwide

It appears that the axiom "do more with less" continues to be the reality - with employees less engaged but more willing to tolerate it based on stable retention rates. I'm going to go "glass half full" and say that simply means there's never been a better time to zig - while others zag - and invest in your workplace culture and climate."

Kris Dunn  
Kinetix

"The decline caught me by surprise. So many other economic and sentiment indicators seemed to trend higher in 2014. But the data tells a clear story: Employee sentiment is moving to the middle. Less evangelicals. But ALSO less hostility. More employees are on the fence. They're generally favorable - they aren't necessarily trying to leave - but something is holding them back from truly engaging."

Greg Harris  
Quantum Workplace



## Want more?

Check out the 2015 Employee Engagement Trends Report at [quantumworkplace.com/2015trends](http://quantumworkplace.com/2015trends)

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