

The ROI of EMPLOYEE ENGAGEMENT

Does employee engagement really work?

We asked HR executives and managers in over 200 organizations around the world about the return on investment from employee engagement initiatives and other impacts it has on the organization.

When asked

How would you describe the impact of employee engagement on your organization overall?

“POSITIVE”

“Huge impact!”

“It’s a work in progress and we have a long way to go still.”

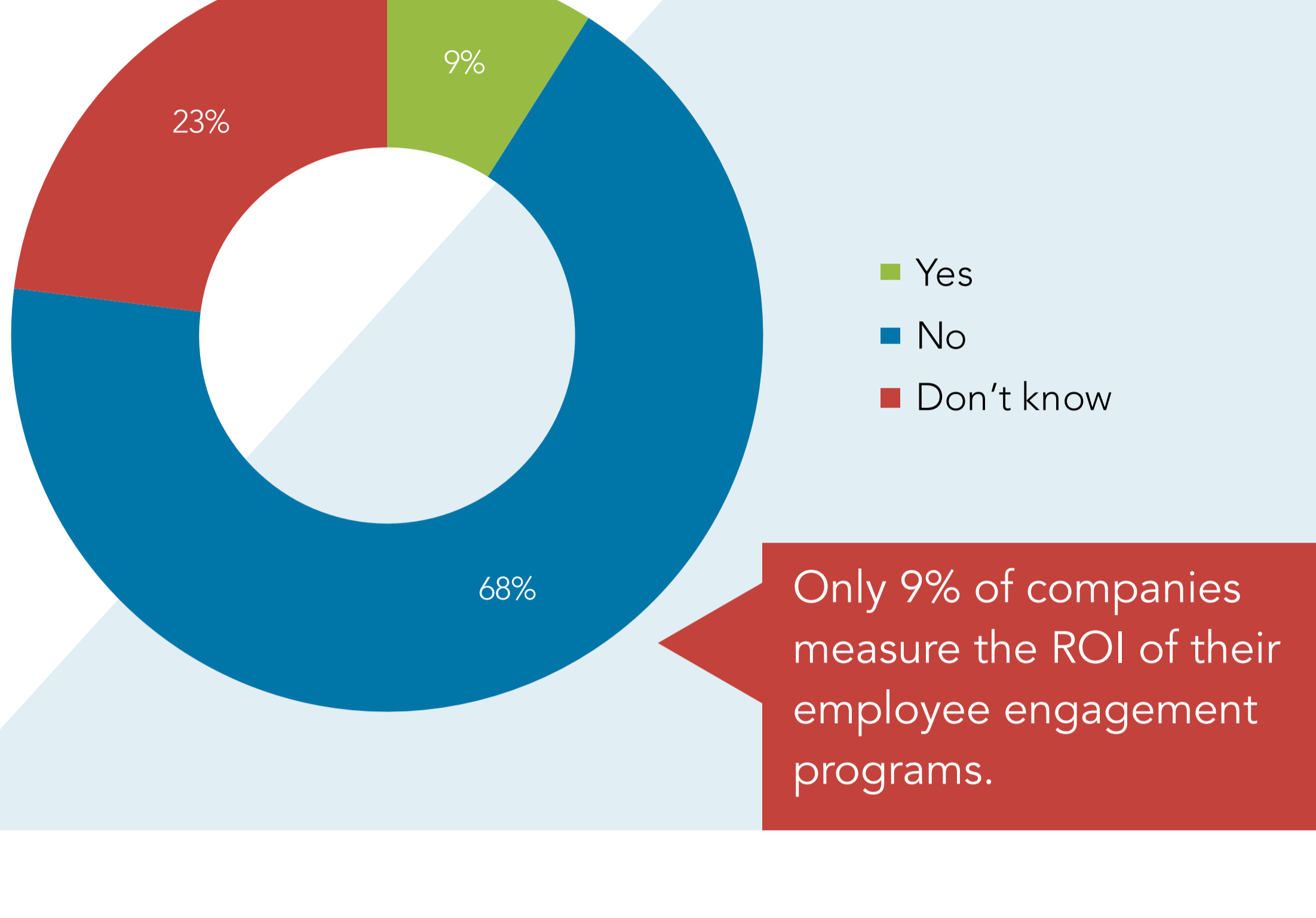
“Very positive to our cultural goals.”

“It is vital to providing quality care and fulfilling our mission in the community, so we take it very seriously.”

Measuring the ROI of Employee Engagement

When asked

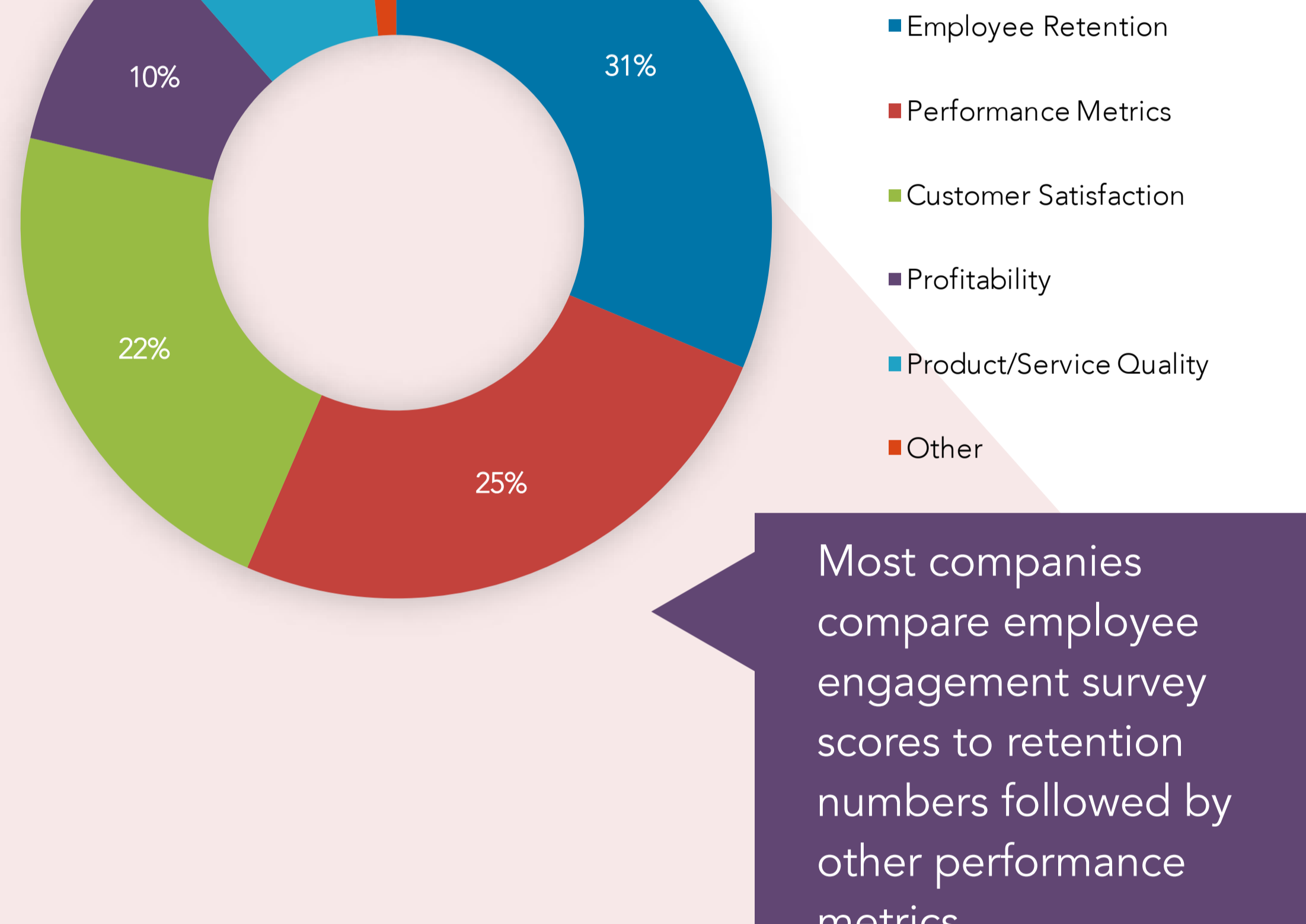
Does your organization measure its return on investment (ROI) for Employee Engagement programs?



Business Metrics Compared to Employee Engagement

When asked

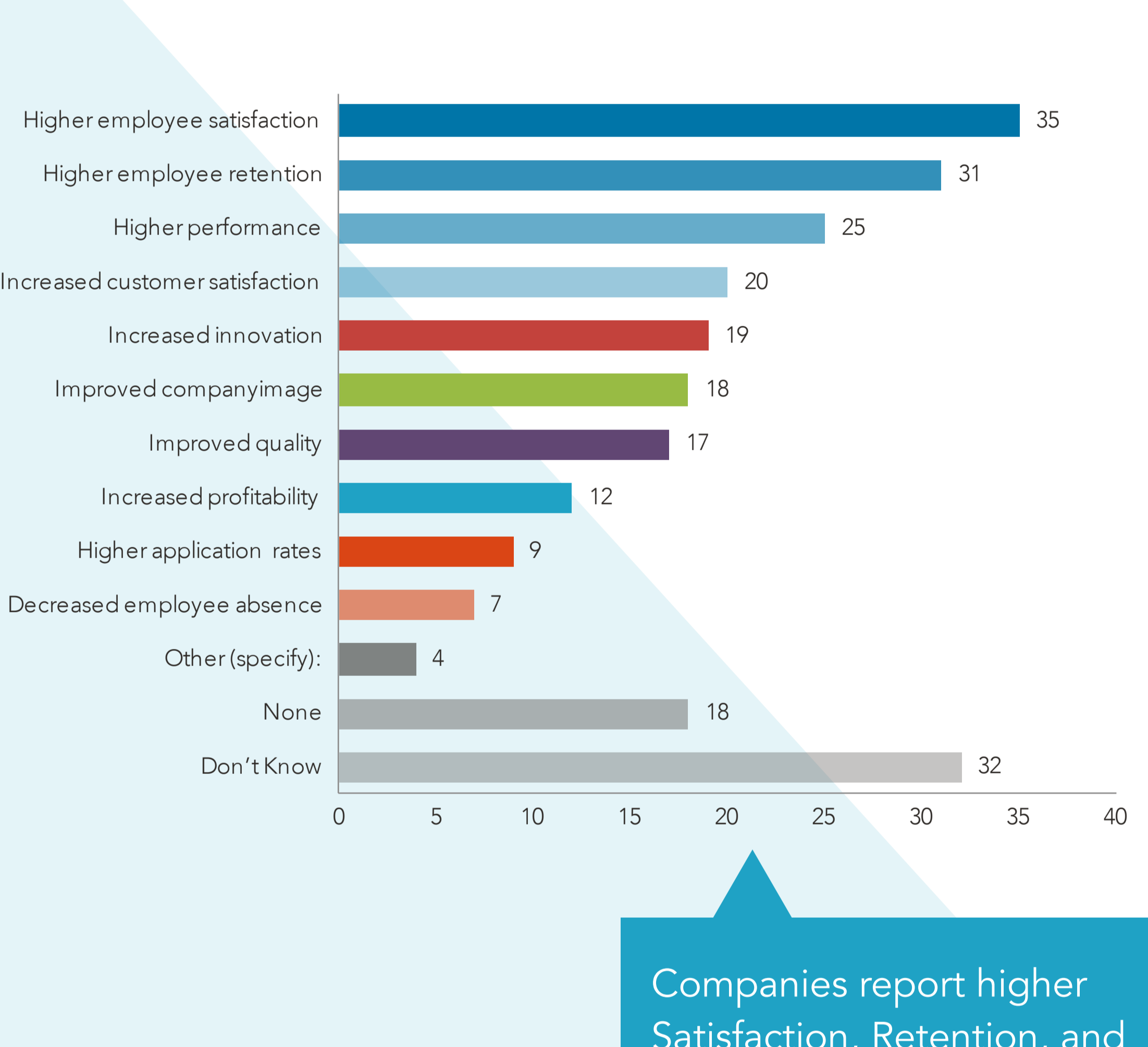
Which of the following metrics are compared to Employee Engagement scores in your company? Please check all that apply.



Observed ROI of Employee Engagement

When asked

In what ways have you seen a return on the organization’s investment in Employee Engagement?

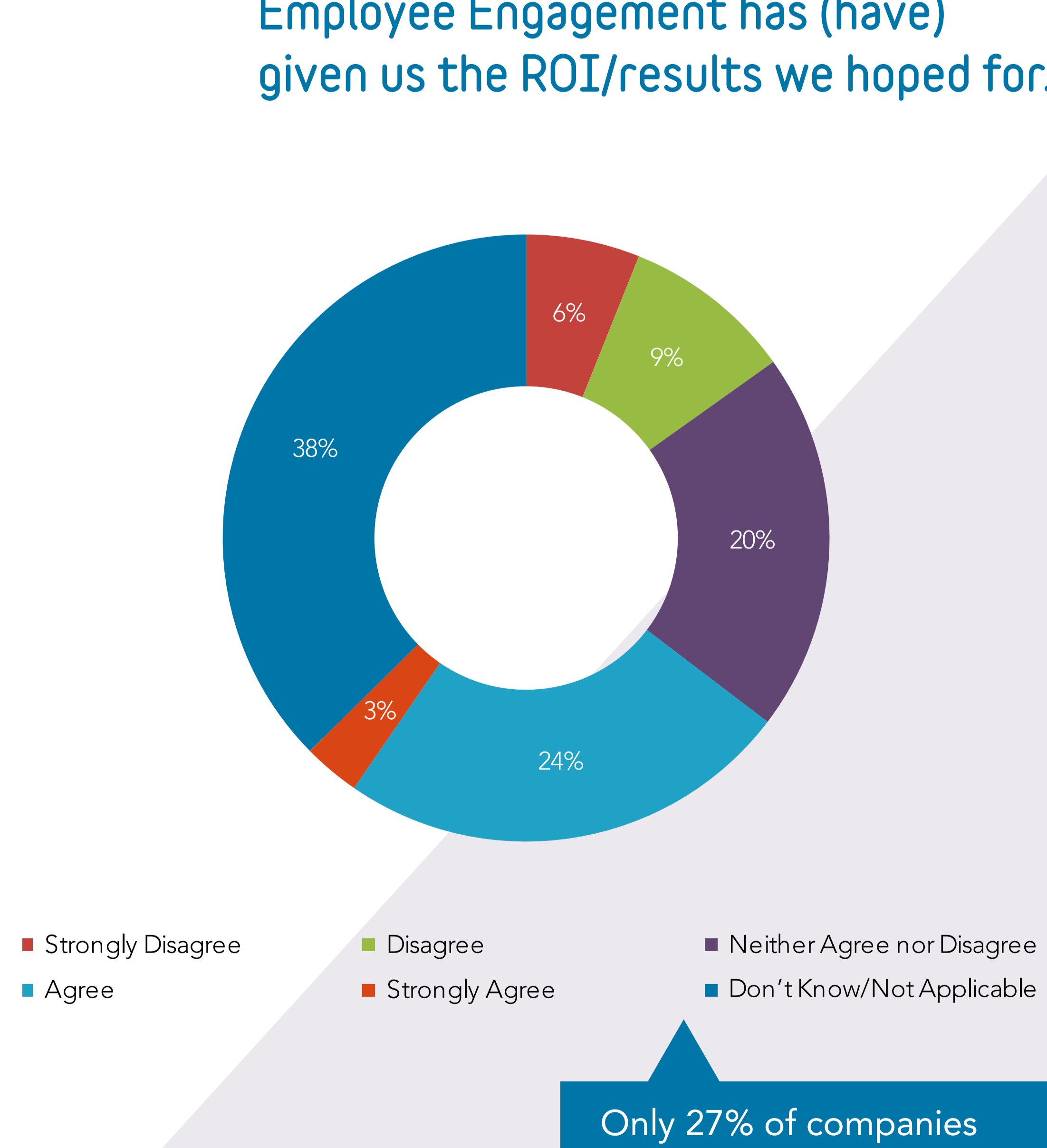


Belief in Employee Engagement ROI

When asked

How strongly do you agree with the following statement:

Our program(s) to improve Employee Engagement has (have) given us the ROI/results we hoped for.



The ROI from employee engagement most frequently reported is

EMPLOYEE RETENTION

The research shows that most companies aren't doing a very good job at tracking ROI from their employee engagement initiatives, but most report positive benefits and outcomes, especially retention.

Read the full [State of Employee Engagement Report](#) here.