

10 Driving Factors in Employee Engagement

What are some of the most important factors driving employee engagement? How do different employee demographics perceive employee engagement? Most importantly, how can you get your employees more engaged not only in your company training but also in the company as a whole? Read on to learn more.



#1

Learning and Company Engagement

42% of L&D professionals who indicated their employees were highly engaged in learning were also highly engaged overall at the organization.

#2

Professional Development

Employees who get the opportunity to continually develop are twice as likely to say they will spend their career with their company.

53% of Millennials say learning new things or having access to professional development opportunities would make them stay at their job.

#3

One-third of U.S. employees give their companies high marks on career performance, learning management, and succession planning.

#4

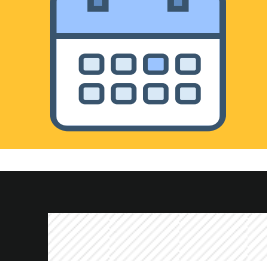
Career Advancement

78% of employees expect managers to talk with them about career and learning opportunities.

Only 37% agree that managers do that well.

#5

Employee Perks



- 61% of employees want appealing and comfortable work spaces;
- 53% desire workplace flexibility;
- 47% want perks; and
- 32% want work spaces that provide learning opportunities.

#6

Leadership Development



49% of HR leaders named retention and leadership development programs the top priorities among talent management goals.

#7

Senior Leadership



Belief in senior leadership is the strongest engagement driver; growth and development is the second.

#8



In companies where both leaders and managers are perceived by employees as effective, 72% of employees are highly engaged.

#9

51% of employees who don't feel they have the support of leadership plan to leave their job in the next year, compared to 25% of those who do have leadership support.

#10

Direct Manager Support

80% of those dissatisfied with their managers are also disengaged from their employers.

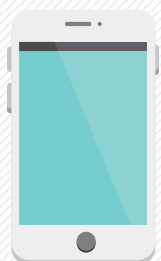


Managers account for at least 70% of variance in employee engagement scores.



What's Next?

That is a lot to take into account regarding how to get your employees more engaged, but this is where Simplify Compliance can help!



Contact Jeremy Kirsch to discuss your custom training needs today!
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Resources:

- <https://www.findcourses.com/prof-dev/l-d-d-journals/us-l-d-report-2018-13461>
- <https://news.gallup.com/businessjournal/182228/managers-engaged-jobs.aspx>
- <https://www.edassist.com/resources/news-releases/2015/04/millennials-study-press>
- <https://www.adp.com/tools-and-resources/adp-research-institute/research-and-trends/research-item-detail.aspx?id=E7851020-9881-442B-B3D5-99F0B2B14E68>
- <https://www.hrdive.com/news/workers-want-a-clear-employee-value-proposition-but-they-dont-know-what/512389/>
- <https://www.pnnews.com/news-releases/nearly-half-of-office-workers-value-community-in-the-workplace-682214991.html>
- <https://humancapital.aon.com/solutions/talent/culture-and-engagement>
- <https://www.towerswatson.com/en/Insights/IC-Types/Survey-Research-Results/2014/07/balancing-employer-and-employee-priorities>
- <http://www.apaexcellence.org/assets/general/2016-work-and-wellbeing-survey-results.pdf>
- <https://news.gallup.com/businessjournal/167975/why-great-managers-rare.aspx>
- <https://workplacetrends.com/the-employee-retention-study/>
- <https://news.gallup.com/businessjournal/182321/employees-lot-managers.aspx>
- <https://news.gallup.com/businessjournal/167975/why-great-managers-rare.aspx>