

# The Future of Employee Engagement 2023

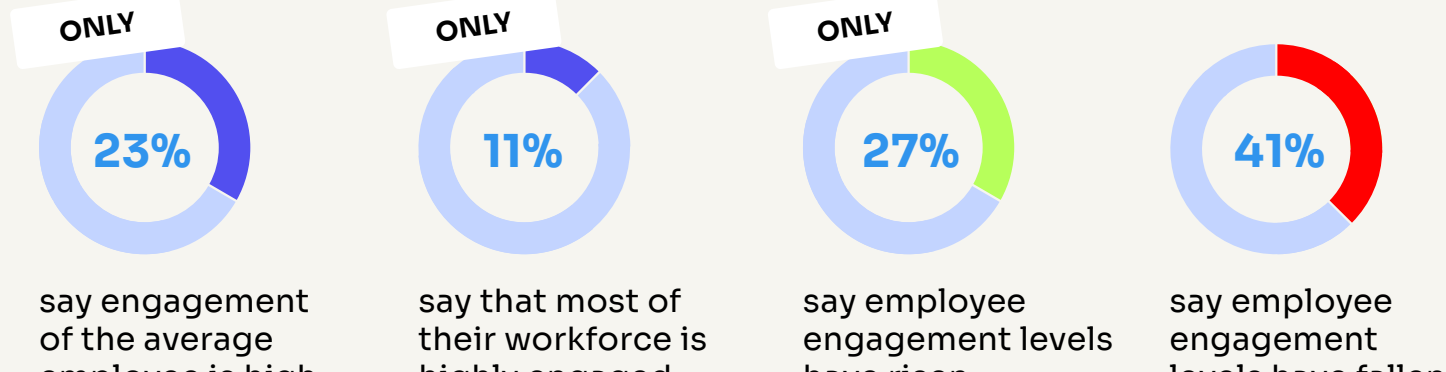
Engagement in the era of remote work and quiet quitting



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## The majority of organizations today suffer from low employee engagement



## Many organizations don't even measure employee engagement

**47%**

don't measure employee engagement

Of organizations that do measure employee engagement:

61% measure it twice a year or less

49% communicate the data to only immediate supervisors

**49%**

don't take specific action to improve engagement after gathering the data

Example options to improve engagement:

- More opportunities for career growth
- Changes to organizational culture
- Improve employee relationships with immediate supervisors
- Offer increased flexibility (e.g., in time, location and/or how work is done)

## Compensation and growth & development opportunities are key drivers of engagement



62% believe compensation levels drive employee engagement to a high/very high degree



61% believe the same to be true about growth & development

## Employee engagement is a shared responsibility

**66%**

believe HR & immediate supervisors are the most responsible for employee engagement to a high/very high degree

**62%**

believe top leadership is the most responsible for employee engagement to a high/very high degree



## How do organizations with highly engaged\* employees differ from less engaged organizations?

They're more than

**2x**

as likely to give employees a chance to do meaningful work

They're almost

**4x**

as likely to maintain a positive work culture

**3x**

as likely to listen carefully to employee feedback

**5x**

more likely to say senior leaders prioritize employee engagement

### Consider these strategies to improve engagement:

- Help employees cope with work-from-home fatigue
- Measure employee engagement and follow-up with action
- Monitor engagement continuously
- Increase leadership involvement in engagement initiatives
- Build social relationships to improve engagement levels

## About The Future of Employee Engagement 2023 Survey

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Making HR Professionals Smarter



The Future of Employee Engagement survey ran in the third quarter of 2022. We gathered 275 complete and partial responses from HR professionals in virtually every industry vertical. Respondents are located all over the world, but most of them reside in North America, especially the United States.

The participants represent a broad cross section of employers by number of employees, ranging from small businesses with fewer than 100 employees to enterprises with 20,000+ employees. One-fifth of responses were from organizations with over 500 employees.

- Highly engaged organizations: These represent respondents who rank the engagement for the average employee as an 8, 9, or 10 on a scale of 1 to 10.
- Less engaged organizations: These represent respondents who rank the engagement for the average employee as 1, 2, 3 or 4, 5 or 6 on a scale of 1 to 10.

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