Employee Engagement: Power Your Bottom Line

Imagine the impact of working at just 33% capacity. According to Gallup research, that’s exactly what happens to companies that are in the dark when it comes to the importance of employee engagement.

The effects on businesses when employees are:

**67% not engaged**

- 33% engaged
- 49% not engaged
- 18% actively disengaged

When compared to their competitors, organizations with world-class employee engagement are:

- 18% more productive
- 12% more profitable

Organizations with high engagement levels post total shareholder returns higher than average.

Engaged employees are:

- 57% more effective
- 87% less likely to leave your company

Percentage of performance increases when managers help employees resolve roadblocks and access proper resources.

The average decline in engagement levels in 2011 across six major economies — the United States, India, Brazil, Germany, China and the United Kingdom.

Amount companies lose per disengaged employee per year.

The typical cost of turnover: 48%–61% of the employee’s annual salary.

How can your organization become world class, too?

Today’s Human Capital Management (HCM) systems can give you a head start with the tools you need to create and sustain an effective engagement strategy. With engagement so closely tied to profitability, there’s no doubt that employee engagement is—or should be—a powerful strategic objective.

For details on choosing the right HCM system: ADP.com/solutions.aspx

World-class organizations make employee engagement a priority by focusing on:

- Outcome-based accountability and performance
- Communication that helps align personal and organizational objectives
- Performance-driven development programs

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