



EMPLOYEE ENGAGEMENT

2022 TalentClick Insights

11

industries surveyed in 12 countries

24%

of respondents are managers

Engagement Indicators:

SATISFACTION

63%

of employees are satisfied with their job & would recommend the organization to others

COMMITMENT

66%

of employees intend to remain a committed member of the organization

ALIGNMENT

66%

of employees feel aligned with organizational values, purpose & people

3 Most Important Engagement Drivers

#1 

Compensation

96%

of employees reported that **fair wages** are highly important to them



of employees do not feel they receive fair wages.

Managers are more likely to perceive fair wages compared to non-managers

#2 

Team Relations

95%

of employees reported that **team cooperation** is highly important to them



70% of employees agree that team members cooperate and work well together

#3 

Workload

93%

of employees reported that **work-life balance** is highly important to them



only 55% of employees agree that their jobs allow them to balance work & personal life

Top Differences Between Managers and Non-Managers

Career Advancement

65%

of managers feel that their **career advancement is encouraged**, while only 38% of non-managers feel this way

Input Opportunities

81%

of managers agree they get **to offer ideas & suggestions**, compared to 54% of non-managers