



EMPLOYEE ENGAGEMENT

2025 TalentClick Insights

10

industries surveyed in 14 countries

20%

of respondents are managers

3 Key Engagement Indicators:

How engaged are employees in key areas that predict productivity and retention?

COMMITMENT

76%

of all employees plan to be working at their organization one year from now.

SATISFACTION

70%

of all employees are satisfied with their jobs. Only 60% recommend their organization as a great place to work.

ALIGNMENT

65%

of all employees feel that their personal values align with the practices of their organization.

Top 5 Engagement Priorities:

What is most important to all employees to boost engagement?

#1

Accountability: Clear Role Expectations

90%

of employees reported **clear role expectations** are important to them. 81% of employees have role clarity, making this a **strength** of most organizations.

#2

Compensation & Benefits: Fair Compensation

89%

of employees reported that **fair wages** are important to them. 59% of employees do not believe they are fairly paid, making this an **area of improvement** for organizations.

#3

Compensation & Benefits: Benefits Package

87%

of employees reported that **benefits** are important to them. 56% of employees are not satisfied with their benefits, making this an **area of improvement** for organizations.

#4

Growth: Job Security

86%

of employees reported that **job security** is important to them. 53% of employees do not feel secure in their job, making this an **area of improvement** for organizations.

#5

Workload: Time Demands

86%

of employees reported that **reasonable expectations** are important to them. 72% of employees agree their expectations are reasonable, making this a **strength** of organizations.

Top 2 Differences Between Managers and Non-Managers:

Input Opportunities

79%

of managers agree they get to **offer ideas & suggestions**, compared to only 58% of non-managers.

Career Growth

55%

of managers agree that their **career advancement** is encouraged compared to only 40% of non-managers.