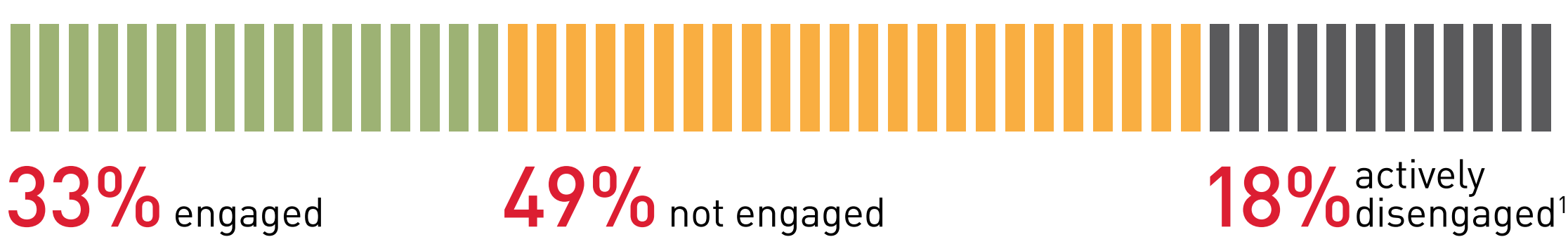


Employee Engagement: Power Your Bottom Line

Imagine the impact of working at just 33% capacity.¹ 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.

67% not engaged



The effects on businesses when employees are:

ENGAGED

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

18% more productive **12%** more profitable¹

Organizations with high engagement levels post total shareholder returns

22% higher than average³

Engaged employees are

57% more effective **87%** less likely to leave your company⁵

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

25%⁷

NOT ENGAGED

6% The average decline in engagement levels in 2011 across six major economies — the United States, India, Brazil, Germany, China and the United Kingdom²

\$2,246

Amount companies lose per disengaged employee per year⁴

Typical cost of turnover:

48%–61% of the employee's annual salary⁶

Less than half of employees feel their executives have created an environment that drives high performance

49%⁸

Turn on the power with an employee engagement strategy

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

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



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SOURCES:

(1) Employee Engagement: What's Your Engagement Ratio? Gallup®, 2008-2010. (2) 2011 WorkTrends survey, Kenexa® High Performance Institute. (3) Trends in Global Employee Engagement, Aon Hewitt Corporate Executive Board® 2011. (4) Calculating the Cost of Employee Disengagement, www.business2community.com, June 16, 2011. (5) Executive Guidance 2010: Confronting Six Enemies of Post-Recession Performance, Corporate Executive Board, 2010. (6) Maximizing the Return on Your Human Capital Investment: The 2005 Watson Wyatt Human Capital Index Report. (7) Best Practices in Performance Management, 2010. (8) Employee Engagement Report 2011, BlessingWhite.

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