

THE HIGH PRICE OF DISENGAGEMENT

Your employees might be physically present, but what if they're emotionally or mentally checked out? Accumulate weighs the cost

76% of Australian workers are either in two minds about their jobs or, worse still, are completely disengaged



Disengagement costs the national economy a whopping \$54.8bn p.a.

CAN YOU AFFORD 'SLEEP WALKING' EMPLOYEES?



IT ONLY TAKES ONE BAD APPLE

A disengaged employee can disrupt company culture and positive levels of engagement among peers if they choose to publicly express their disdain towards their employer

WHAT LEADS TO DISENGAGEMENT?

There's no single answer, but avoid these common pitfalls:

- » Not providing a purpose or clear direction
- » Relying too heavily on pay as a motivator
- » Providing tasks that don't match education or skill
- » Poor relationships with managers
- » Offering no recognition for achievements
- » Not facilitating personal growth or career progression

ACCUMULATE'S 5 WAYS TO INCREASE ENGAGEMENT WITH RECOGNITION

- 1 MAKE YOUR VALUES KNOWN...**
The only driver of engagement constant across all countries is 'commitment to organisational values'
- 2 ...THEN RECOGNISE THE BEHAVIOURS THAT ALIGN WITH YOUR VALUES**
"An organisation becomes what it rewards"
- 3 PUT EMPHASIS ON THE POSITIVES**
Managers who focus on their employees' strengths have the most engaged workgroups, with 43% engaged and only 4% actively disengaged
- 4 ENSURE MANAGERS SHOW GRATITUDE**
Workers in organisations with higher business value agree that their "immediate manager recognises and appreciates good work"
- 5 FIND OUT WHAT INSPIRES EMPLOYEES**
A 10% improvement in employee attitude can boost productivity by 5%

Sources:
Adapted from an infographic at accumulate.com.au. Research from the Gallup Organisation, Gallup Poll: Worker Attitudes, Worker Behaviour and Productivity; Employee Engagement: A Roadmap White Paper, Tembosocial; The Loyalty Deficit, Hay Group; Effective Practice Guidelines: Employee Engagement and Commitment, SHRM; Driving Performance and Retention Through Employee Engagement, Corporate Leadership Council