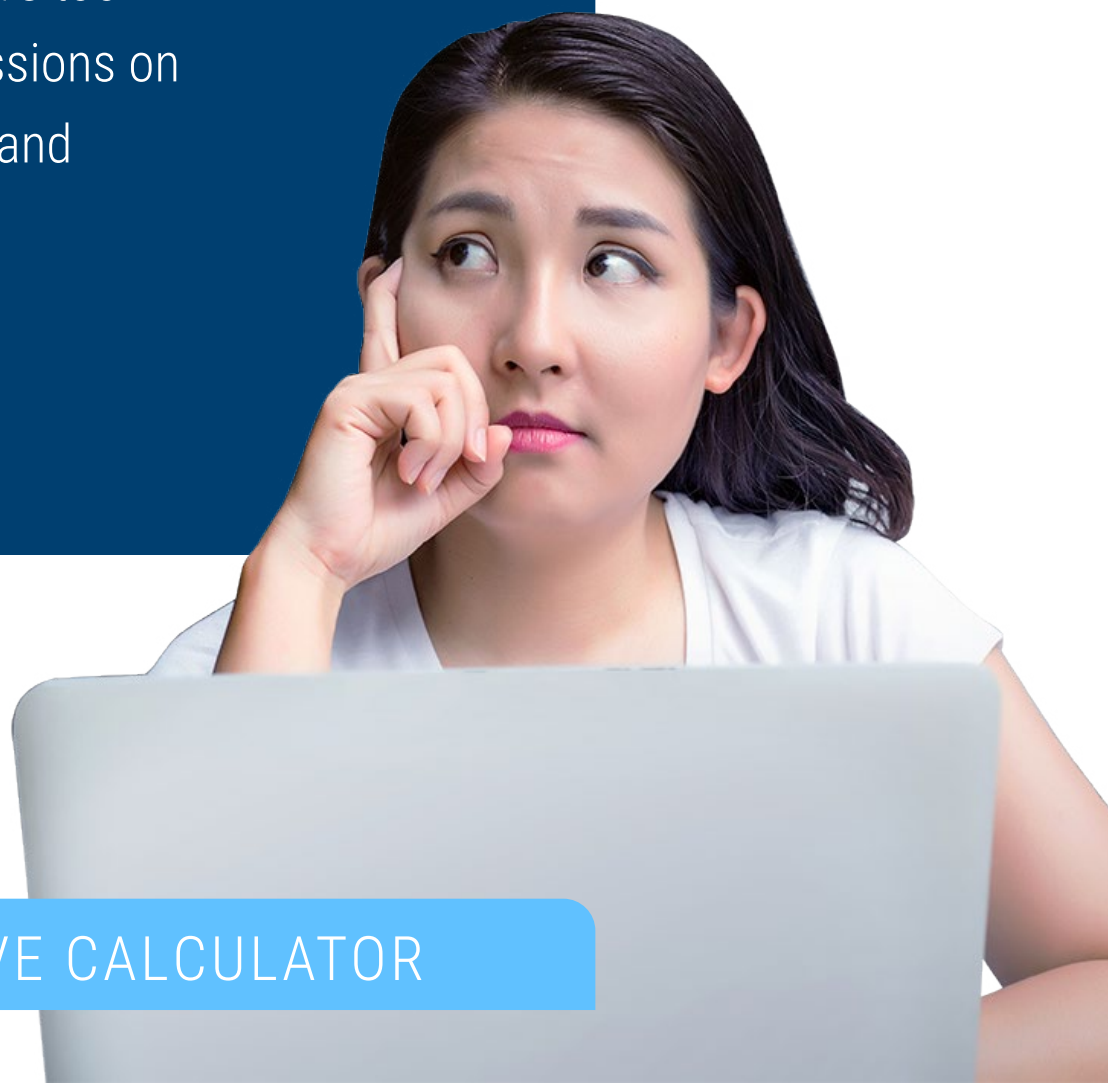


Calculating the Cost of **Employee Disengagement**

Utilize our interactive tool to guide ROI discussions on employee learning and engagement.



INTERACTIVE CALCULATOR



71%

median
engagement rate

86%

more confidence
in their own
decision-making

Discover the Significance of Employee Engagement on Your Bottom Line

Wondering how much employee disengagement costs your organization? According to Gallup's research, 18% of employees are disengaged, resulting in significant costs for companies from lost productivity, increased turnover, and decreased customer satisfaction. Fortunately, clients who use our article-based training see a median engagement rate of 71% with our microlearning content. When employees engage with HSI's self-directed learning, they gain valuable workplace skills, feel connected to their company's mission and values, and indicate 86% more confidence in their own decision-making.

Just a small conversion of the number of disengaged employees to engaged employees has a significant impact on the financials of an organization. This tool outlines the value that could be achieved by improving employee engagement.

Employee Engagement Drives Talent Health

Disengagement costs organizations 34% of an employee's the total disengaged population's annual salary. When multiplied across the entire organization, this results in significant costs!

What Is a Disengagement Rate?

Gallup estimates 18% of an organization's workforce is actively disengaged. Disengagement is due to several factors, including employees' lack of clarity around expectations, concerns that their opinions don't matter, and insufficient opportunities for ongoing development. In short, engaged employees are involved in and enthusiastic about their work and workplace. Actively disengaged employees are dissatisfied and disloyal because most of their workplace needs are unmet.

Why Does Disengagement Cost 34% of the Total Disengaged Population's Annual Salary?

Decreased Productivity: Employees who are disengaged have an 18% lower productivity rate than engaged employees. (Gallup)

High Turnover Rates: 21% of leaders said disengagement led employees to leave the company. (Oak.com)

Increased Absenteeism: Disengaged employees take an average of 6.2 more sick days per year. (Gallup)

Negative Impact on Company Culture: Disengaged employees can bring down company morale, which can lead to higher turnover rates and difficulty attracting top talent. 47% of job seekers say company culture is the main reason they would leave a job. (Bullitin.com)



Employee Count

Disengagement Rate

x 18%

Number of Disengaged Employees

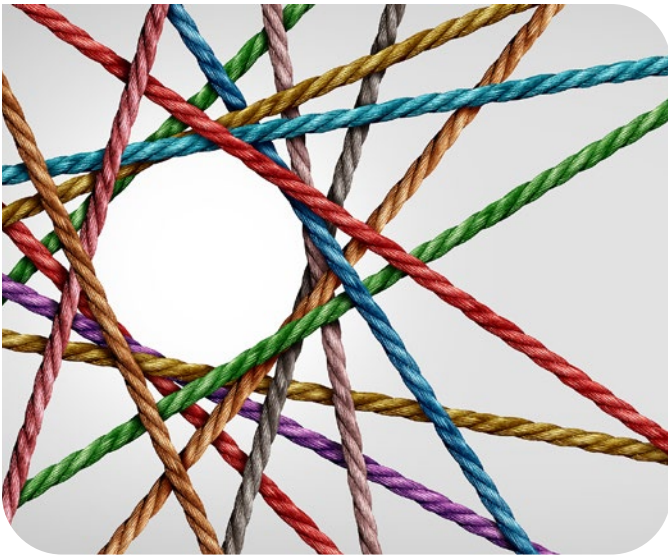
Median Annual Salary

Gallup % Cost of Disengagement

x 34%

Annual Cost per Disengaged Employee

Total Cost of Disengagement



Who Is Responsible for Engagement?

Employee engagement is the manager's primary role and responsibility. To succeed in that responsibility, managers must be equipped to have ongoing connections and coaching conversations with employees.

What's the ROI for an Organization That Values Re-Engaging Its Workforce?

According to Gallup, three of the top reasons for disengagement are lack of **clarity, connection, and opportunities**. Offering leaders the opportunity to re-engage their people is what we do at HSI.

Clarity: Our approach is to offer personalized, engaging, and innovative learning experiences that help employees grow, learn, and feel more connected to your organization.

Connection: Our content is highly interactive, positive, and designed to reinforce employee connection to an organization's mission, vision, and values.

Opportunities: We specialize in empowering employees to learn and grow, every day. This includes providing managers the tools to engage employees, drive skill building, and improve retention.

Estimated Re-Engagement Rate

Annual Disengagement Cost

Number of Re-Engaged Employees

Annual Re-Engagement Value

Annual HSI Contract Cost

HSI Annual Projected ROI

Having a team of dedicated and passionate employees leads to **increased productivity, lower turnover rates, improved customer satisfaction, and even greater innovation.**

Learn more about how HSI can help you boost ROI on your learning ecosystem while improving engagement, productivity, and culture.

Visit us at [HSI](#) or [request a consultation](#).

