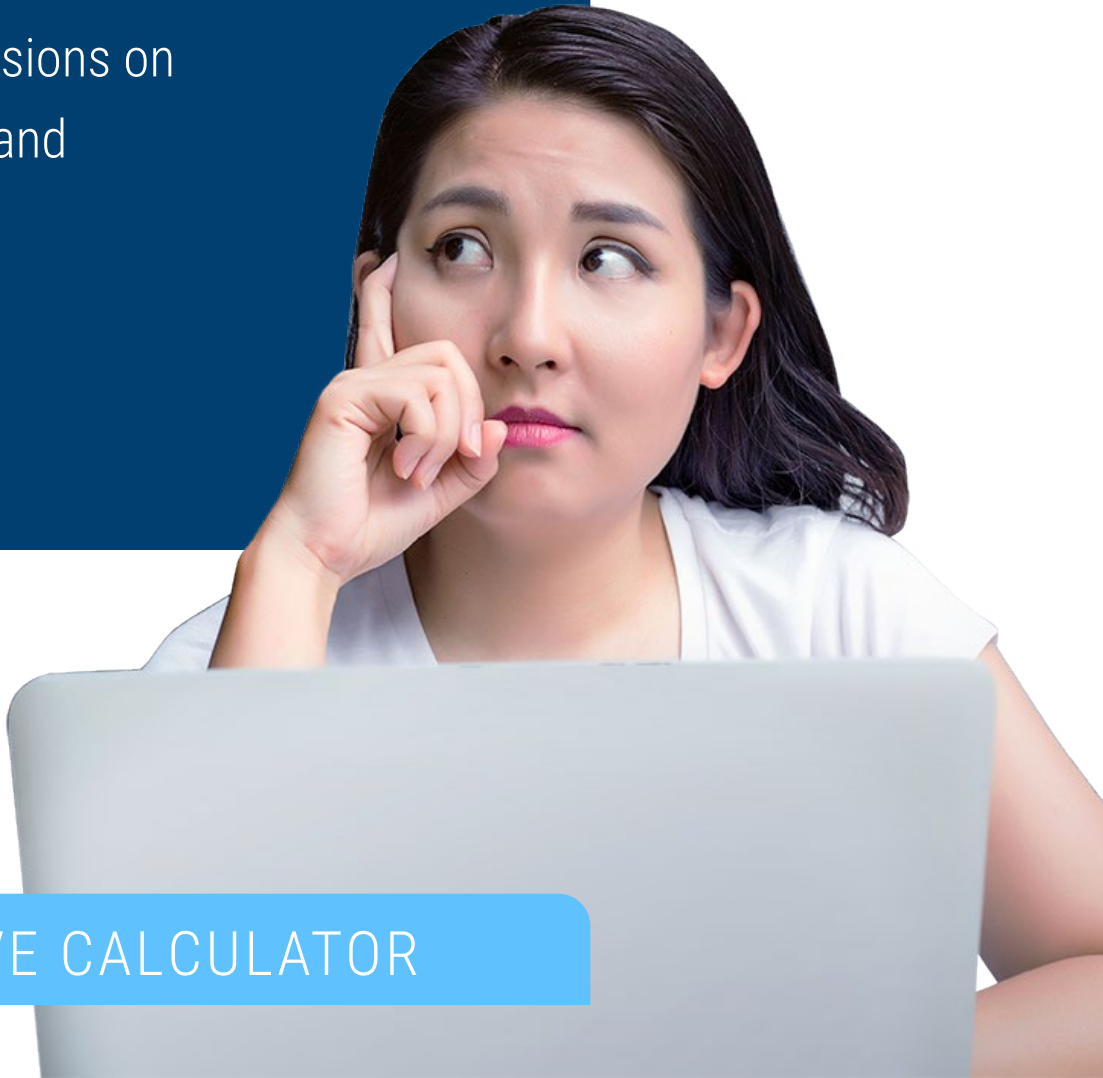


Calculating the Cost of **Employee Disengagement**

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

A woman with dark hair, wearing a white shirt, is sitting at a desk with a laptop. She has her hand to her chin and is looking upwards and to the side with a thoughtful expression.

INTERACTIVE CALCULATOR



18%

of employees are
disengaged

80%

say learning new
skills would help
with engagement

Discover How Important Employee Engagement is to 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. A study by Udemy, showed 80% of respondents said learning new skills would make them more engaged. And, it's important to provide training for all areas of the employee experience, not just technical skills. Leadership, decision making, and personal development are all areas that build engagement. Employees engage more when they gain valuable workplace skills and feel connected to the company's mission.

Just converting a small percentage of disengaged employees to engaged employees has a significant impact on an organization's financials. 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 annual salary. When multiplied across the entire organization, it results in significant costs!

Disengagement Rate Defined:

Gallup estimates 18% of an organization’s workforce is actively disengaged. Disengagement is due to several factors, including how clearly employees understand expectations, knowing their opinions matter, and 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 an Employee’s Annual Salary?

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

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

Increased Absenteeism: Disengaged employees take an average of 3.5 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)

Negative Impact on Company Safety: Disengaged employees are not overly concerned with their performance. Their lack of attention leads to 49% more accidents than engaged workers. (EHS Today)



Employee Count

Disengagement Rate

x 18%

Number of Disengaged Employees

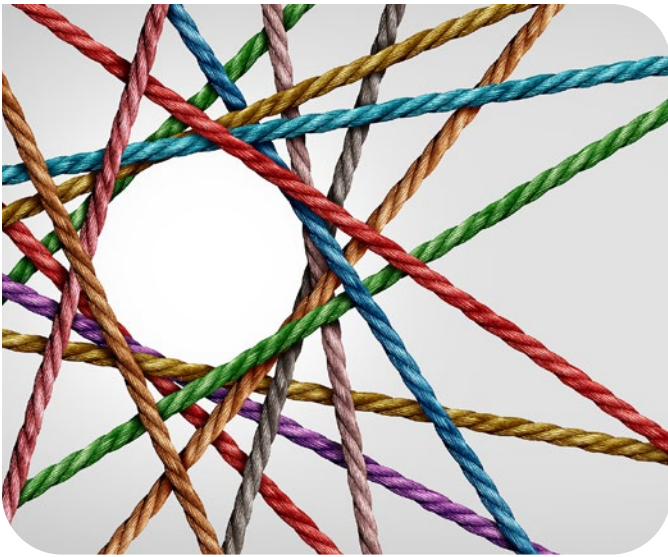
Median Annual Salary

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.com.