



DALE CARNEGIE TRAINING®



THE IMPORTANCE OF EMPLOYEE ENGAGEMENT

Dale Carnegie Training has been increasing employee engagement for over 100 years. One recent initiative* included a comprehensive study of employee engagement in 6 largest cities of Indonesia.



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DALE CARNEGIE TRAINING®



WHY EMPLOYEE ENGAGEMENT MATTERS

Employee Engagement - the emotional and intellectual commitment of employees to deliver high performance

**COMPANIES WITH
ENGAGED EMPLOYEES
OUTPERFORM THOSE WITHOUT BY UP TO

202%



**ACTIVELY
DISENGAGEMENT COST

US\$

450-550 BILLION
A YEAR

*
71%

OF ALL EMPLOYEES ARE
NOT FULLY ENGAGED

* Source: Dale Carnegie Indonesia's 2014 Employee Engagement Survey

** Source: Gallup

19%
ARE
DISENGAGED



29%
OF WORKFORCE IS
ENGAGED

52%
ARE PARTIALLY
ENGAGED

3 KEY DRIVERS OF EMPLOYEE ENGAGEMENT

People don't leave companies -- they leave leaders. (Greg Savage)
Explore the 3 key drivers of employee engagement.



Relationship with Immediate Supervisor

100% OF EMPLOYEES **DISSATISFIED** WITH THEIR IMMEDIATE SUPERVISOR WERE **DISENGAGED**



Values

61% OF ENGAGED EMPLOYEES REPORTED THAT ALL EMPLOYEES ARE **TREATED WITH RESPECT** REGARDLESS OF THEIR POSITION



Communication

65%

OF ENGAGED EMPLOYEES REPORTED THAT THE COMPANY **ENCOURAGES OPEN COMMUNICATION** BETWEEN EMPLOYEES AND MANAGEMENT

4 TRAITS ENGAGED EMPLOYEES



CONFIDENT

Employees are sure they can achieve excellence



HOPEFUL

Employees see the future positively



VALUED

Employees are valued by the management, their superior and the company



HAPPY

Employees feel happy in their work

5 TIPS FOR EMPLOYEE ENGAGEMENT

- 1 Direct managers should foster healthy relationships with their employees.
- 2 Direct managers should show employees that they are valued as true contributors, giving them a sense of empowerment.
- 3 Senior leadership should continuously demonstrate that employees have an impact on their work environment.
- 4 Senior Leadership must articulate a clear vision to all employees.
- 5 Employees should be encouraged to communicate openly and influence the company's vision through their input.

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