Conclusion

When organizations increase the number of engaged employees, they improve a host of organizational outcomes.

Gallup finds strong evidence that decreasing the number of disengaged workers drives positive outcomes within organizations. In a 2024 meta-analysis, the largest study of its kind that includes data from more than 183,000 business units across 53 industries and 90 countries, Gallup has found that high-engagement business units are likely to see significantly higher employee wellbeing — as well as higher productivity, profitability and sales — than low-engagement teams.

Outcomes of Highly Engaged Business Units and Teams

Difference between top- and bottom-quartile teams/business units within a typical organization

Fewer Negative Outcomes —





in turnover for high-turnover organizations*



51%

in turnover for low-turnover organizations*



28%

in shrinkage (theft)



63%

in safety incidents (accidents)



58%

in patient safety incidents (mortality and falls)

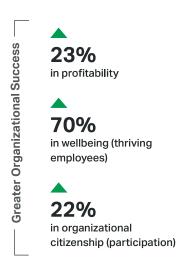


32%

in quality (defects)



records and evaluations)



Developing highly engaged teams results in **fewer negative outcomes**, **more positive outcomes** and **greater success for your organization**.

Note: Top-quartile teams on engagement achieved higher performance in positive outcomes and realized fewer negative outcomes. Bottom-quartile teams realized more negative outcomes and achieved lower performance on positive outcomes. For more information, see Appendix 2: Methodology.

*High-turnover organizations are those with more than 40% annualized turnover. Low-turnover organizations are those with 40% or lower annualized turnover.

0

Learn more about the 2024 meta-analysis