

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

