

Measuring engagement is critical to understanding your workforce and its needs. Trends in employee engagement are insightful since they're linked to many organizational performance outcomes. As you can see in the trend line above, engagement levels have varied slightly over the past five years.

In 2023, we saw engagement levels drop back to pre-pandemic levels with 50% of employees engaged and 48% disengaged or what some may consider 'quiet quitting'. When compared with 2021 peak engagement levels of 57%, employees are feeling significantly less engaged and less satisfied with their organizations year over year. Actively disengaged employees account for approximately \$3.8 trillion in lost productivity nationally.¹ Since 2020, the percentage of actively disengaged and opportunity group employees have increased by two and three percentage points respectively.

2024 EMPLOYEE ENGAGEMENT REPORT



ENGAGEMENT

Low engagement teams typically achieve business scores that are up to

43%

higher than highly engaged teams.²

Low engagement costs the global economy approximately

**\$8.8
TRILLION**

and accounts for

9%

of global GDP.³

ENGAGEMENT LEVELS



Ge Employee Engagement Report

Jin-Ying Zhang



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Table of Contents Ge Employee Engagement Report

1. Understanding the eBook Ge Employee Engagement Report
 - The Rise of Digital Reading Ge Employee Engagement Report
 - Advantages of eBooks Over Traditional Books
2. Identifying Ge Employee Engagement Report
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Ge Employee Engagement Report
 - User-Friendly Interface
4. Exploring eBook Recommendations from Ge Employee Engagement Report
 - Personalized Recommendations
 - Ge Employee Engagement Report User Reviews and Ratings
 - Ge Employee Engagement Report and Bestseller Lists
5. Accessing Ge Employee Engagement Report Free and Paid eBooks
 - Ge Employee Engagement Report Public Domain eBooks
 - Ge Employee Engagement Report eBook Subscription Services
 - Ge Employee Engagement Report Budget-Friendly Options
6. Navigating Ge Employee Engagement Report eBook Formats

- ePub, PDF, MOBI, and More
- Ge Employee Engagement Report Compatibility with Devices
- Ge Employee Engagement Report Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Ge Employee Engagement Report
 - Highlighting and Note-Taking Ge Employee Engagement Report
 - Interactive Elements Ge Employee Engagement Report
- 8. Staying Engaged with Ge Employee Engagement Report
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Ge Employee Engagement Report
- 9. Balancing eBooks and Physical Books Ge Employee Engagement Report
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Ge Employee Engagement Report
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Ge Employee Engagement Report
 - Setting Reading Goals Ge Employee Engagement Report
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Ge Employee Engagement Report
 - Fact-Checking eBook Content of Ge Employee Engagement Report
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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