

ARE U.S. MANAGERS & EMPLOYEES REALLY DISENGAGED?

In a recent article by Amy Adkins that appeared in the April 2, 2015 GALLUP® Business Journal the story highlights indicated the following:

1. 51% of managers are not engaged; 14% are actively disengaged
2. Disengaged managers create disengaged employees
3. Only 30% of U.S. workers are engaged

These statistics should be of great concern to companies since most managers interact on a daily or weekly basis with their teams and who have the greatest impact on their employees.

Gallup estimates that the “not engaged group” costs the U.S. \$77 billion to 96 billion annually. When factoring in the impact of those who are in the “actively disengaged” groups, those figures increased to \$319 billion to \$398 billion annually.

TTI Atlanta believes that “The Key To Superior Performance” lies in Job Matching. Recruiting talented candidates is not enough. It’s crucial that people are assigned to specific roles where their talents will have the greatest impact on achieving company goals — and where they are most likely to remain onboard fully engaged.

Job matching is the science of carefully defining superior performance in each position using objective non-biased criteria. It is the science and the art of carefully matching the right person to the job that’s ideally suited for them. Traditional hiring methods that use only a job description and a list of desirable technical, educational and job experiences as filters, plus a favorable interview have not worked.

WHAT IS YOUR COST OF DISENGAGED EMPLOYEES?

Multiplying these five factors, whether for an individual or a team, will result in an estimate of the cost of disengagement.

Number of full time employees:	1000
Employees’ average hourly rate:	\$25
Hours per day of disengagement:	2
Number of days worked per month:	22
Number of months worked per year:	12
TOTAL COST OF DISENGAGEMENT	\$13,200,000

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“Matching Talent to Fit the Job”

