

Making Work Meaningful: The Key to Engaging Employees in Today's Workplace

INTRODUCTION

Company culture has a significant impact on employee engagement, as it sets the tone for how employees perceive their work environment. The 2023 Lighthouse Research & Advisory Performance, Engagement and Culture Enablement Study of 1,000 workers uncovered some key insights that every employer should know.

Will They Stay or Will They Go?

Companies are searching for ways to keep employees engaged and performing at a high level, but how well are we listening to what really matters?

	CURRENTLY HAPPY WITH CURRENT POSITION	PLANNING TO QUIT IN THE NEXT SIX MONTHS
THE WORKPLACE CULTURE AT MY COMPANY IS FUNCTIONAL AND SUPPORTIVE	77%	44%
MY MANAGER HELPS AND SUPPORTS ME TO PERFORM AT MY BEST	70%	34%
I FEEL APPRECIATED ON A REGULAR BASIS FOR MY CONTRIBUTIONS TO THE COMPANY	52%	25%
MY COMPANY FREQUENTLY PROVIDES OPPORTUNITIES FOR RECOGNITION AND APPRECIATION FOR MY WORK	61%	33%

A Great Place To Work

Employees that would recommend their employer as a great place to work are:



12.5X MORE
likely to say that their company encourages and supports creative problem solving on the job.



6.5X MORE
likely to say that their company provides opportunities for recognition and appreciation of their work.



12.5X MORE
comfortable giving feedback to their supervisor or manager.



9X MORE
likely to feel appreciated for their contributions to the company.



The research shows that employees who would recommend their employer as a great place to work are more likely to be engaged and productive – that's what we call the compound interest of a great employee.

CONCLUSION

Companies that encourage and support creative problem-solving, appreciate employee contributions, provide opportunities for recognition and appreciation, and create a culture of trust and openness are more likely to have engaged employees. However, it is important to note that some employees may feel uncomfortable giving feedback, which can hinder the company's ability to improve and grow.

Check out all of our research and learn more about how it can support your organization's talent, HR, and learning objectives.
[LHRA.io/research](https://lhra.io/research)

ABOUT THE RESEARCH

The Lighthouse Research & Advisory 2023 Performance, Engagement And Culture Enablement study was gathered via online surveys in Q2 2023 from 1,000 global employers and 1,000 currently employed workers.