

Leadership Intelligence

Leadership Intelligence[®]

Employee Engagement and the Hourly Employee

"Employee engagement" is different than "employee satisfaction." Engagement involves the hearts, hands, and minds of employees, working together. Satisfaction is prerequisite to engagement. DecisionWise research and analysis of over 12 million employee survey responses has identified five essential elements of employee engagement: meaning, autonomy, growth, impact, and connection. Without these five elements, no employee can be fully engaged in his or her job. However, these five elements may look different to hourly and exempt employees.

Hourly Employees Directly Affect

Production



Quality



Customer Experience



Operational Performance



