

3 5 %



US employees are "actively looking for a new job"

(Achievers, 2019)

7 1 %

would accept a CUT IN PAY for a job they enjoyed.

(Hays, 2017)

A disengaged employee costs your business



(Gallup, 2018)

\$3,400

for every \$10,000 in wages

#1 Reason employees cite for being unhappy at work: "Lack of Recognition"

1 in 5 employees report they have NEVER BEEN RECOGNIZED AT WORK



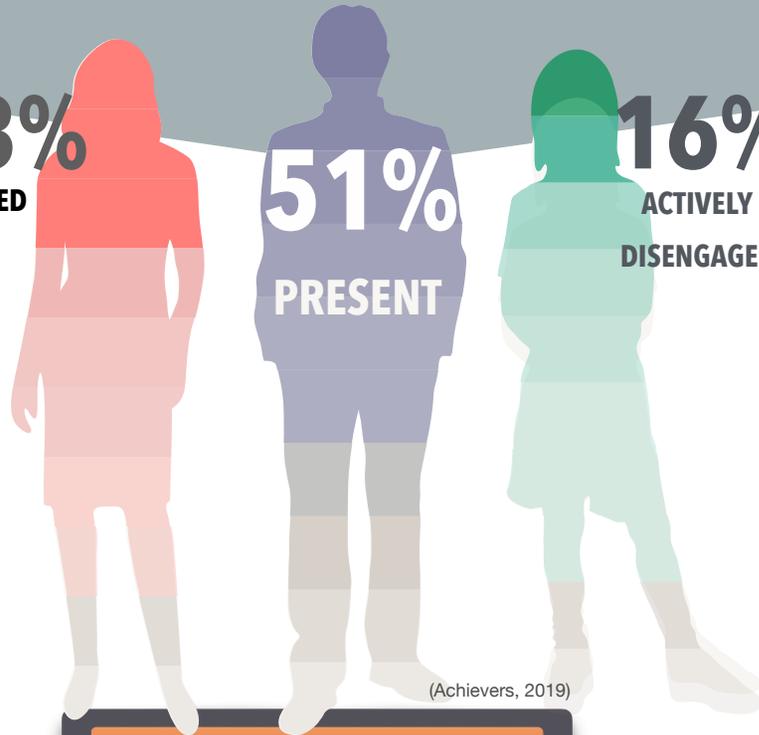
(WorkHuman, 2017)

Employee Engagement by the Numbers

33% ENGAGED

51% PRESENT

16% ACTIVELY DISENGAGED



(Achievers, 2019)

ENGAGED EMPLOYEES DELIVER



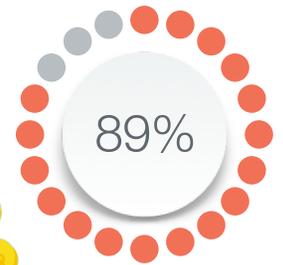
Increase in employee retention



Increase in performance and productivity



Reduction in sick leave costs



Leaders believe employees quit for MORE MONEY

(Branham, 2018)

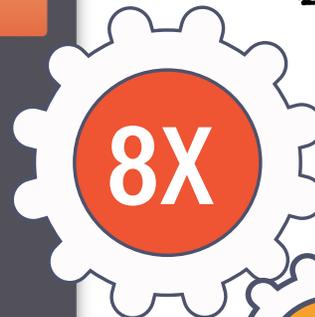


ONLY 12% actually do

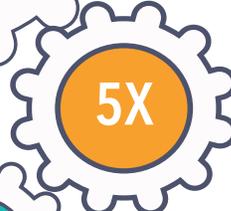
Top Reasons Employees Quit

- poor leadership
- lack of appreciation/recognition
- burnout/unfulfilling work
- poor culture
- lack of opportunities for growth

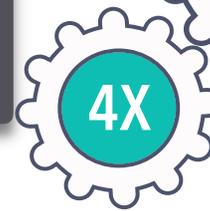
(TinyPulse, 2018)



8X more likely to stay with managers who help them manage workload



5X more likely to stay with managers who recognize and appreciate efforts



4X more likely to leave managers who demonstrate poor leadership

Hospitality Engagement Stats



ENGAGED EMPLOYEES

8%

HIGHER THAN NATIONAL AVERAGE

★★★★★

TURNOVER RATE

52%

HIGHER THAN NATIONAL AVERAGE

★☆☆☆☆

ENTRY-LEVEL EMPLOYEES

50%

CHANCE - QUIT WITHIN ONE YEAR

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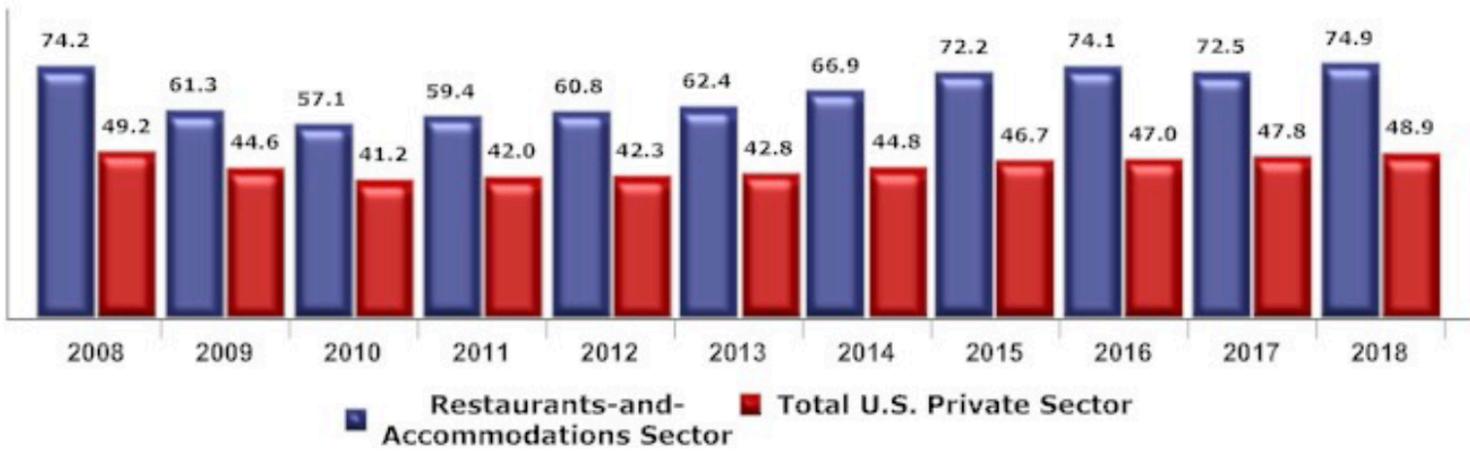
HOUSEKEEPING

higher turnover than other departments

Biggest Complaint:

NOT APPRECIATED OR VALUED FOR THE WORK THEY DO

Annual Employee Turnover Rates (%)
Restaurants-and-Accommodations Sector vs. Total Private Sector



(Sources: U.S. Bureau of Labor Statistics. CHA. International. Quantum. Deloitte. TinvPulse)