

# Productivity and employee engagement.

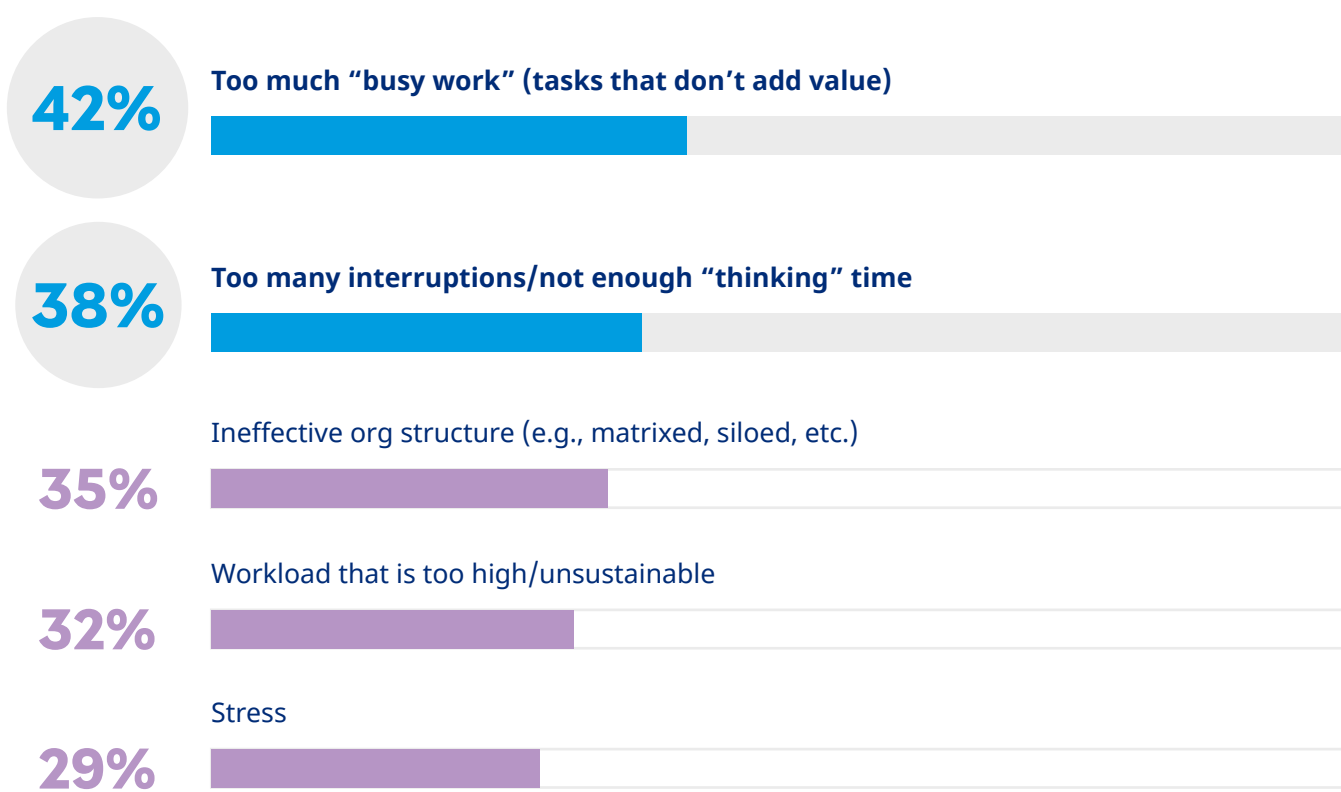
When employees are engaged, they are more likely to be motivated, satisfied and invested in their roles. This has a direct impact on productivity. Engaged employees tend to be more focused, proactive and willing to go the extra mile to achieve organizational goals.



## The biggest drains on employee productivity may also prevent engagement.

When employees were asked what hinders their productivity at work, the top two responses were excessive busy work and frequent interruptions. These factors not only impede productivity, but may also contribute to lower employee engagement. Busy work is typically unsatisfying, and interruptions can lead to frustration and overall discontent. Having a balance between work and time for employees to think is crucial. This balance allows for the emergence of new ideas and strategic opportunities that may be overlooked when there is a constant rush.

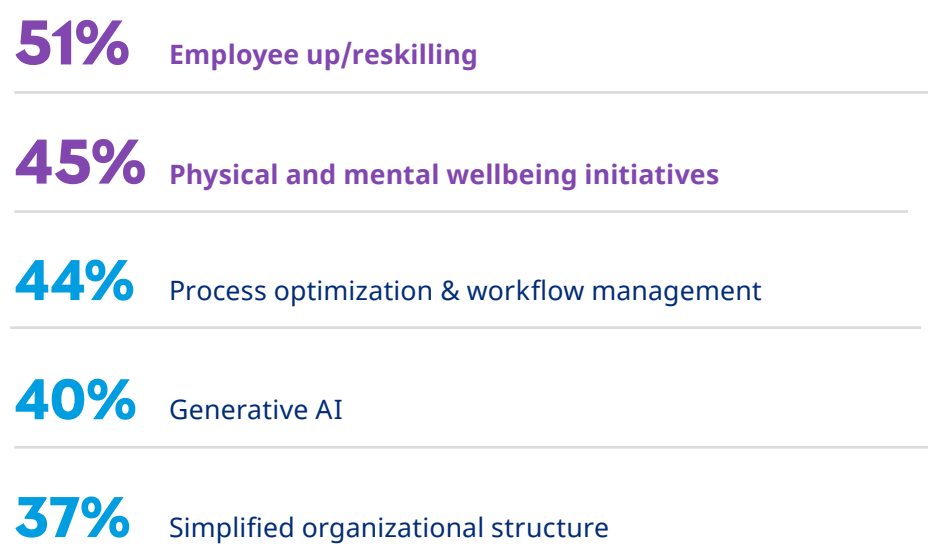
### Employee insight: Biggest drains on employee productivity



## Boosting productivity involves investing in employees and employee engagement.

According to executives, employee upskilling and reskilling is the most important investment to boost productivity, followed by physical and mental wellbeing initiatives. By investing in employees' skills, development and overall health, your organization can achieve the desired impact on productivity. These investments also contribute to increased employee engagement with their careers.

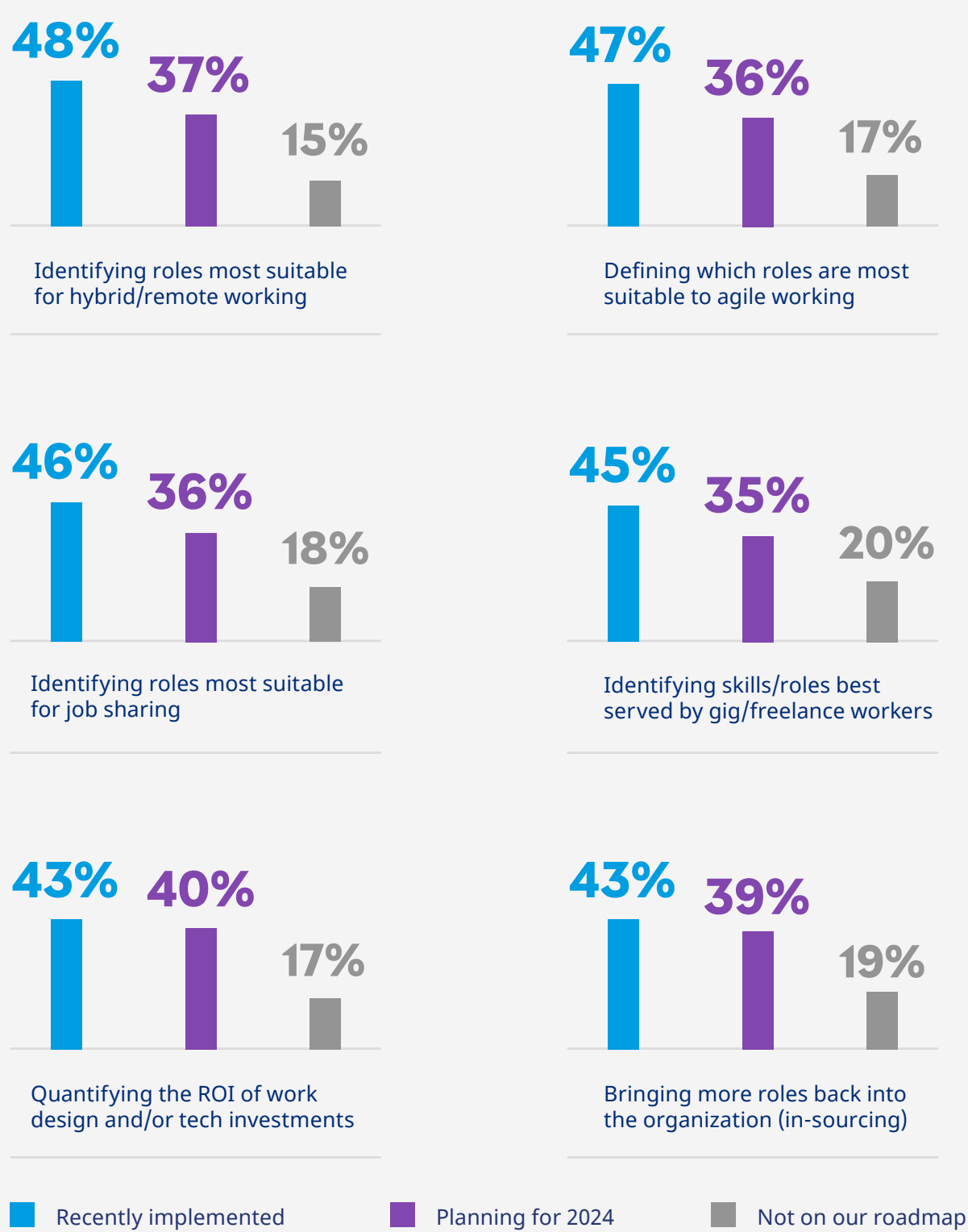
### C-suite insight: Investments that would give the biggest boost to productivity



## Intentional work design as a solution to productivity and engagement.

The introduction of AI and automation can significantly transform the way employees work and how work is structured. To increase productivity, your organization may need to seize opportunities to implement timesaving and quality-enhancing technologies. Additionally, intentional work design can foster higher employee engagement and motivation in their roles. Nearly half of surveyed HR leaders have already implemented a system to identify roles most suitable for hybrid/remote working.

### HR insight: Increasing productivity through intentional work design



There is increasing interest in measuring and improving productivity. Some of the efforts to do this are also closely connected to improving employee engagement. If you want to improve both of those metrics, your organization may need to prioritize strategies that foster both productivity and engagement to create a positive and high-performing work environment.

Source: Mercer's 2024 Global Talent Trends

Looking for more guidance? The Employee Engagement Survey Toolkit provides access to a set of recommendations, practices, techniques and templates to use as you plan your first employee engagement survey or enhance previous efforts.

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