

How Non-Engaged Employees Impact Your Bottom Line

emBRAND

You know what non-engaged employees look like. They're the workers who approach their jobs as jobs. They put in their time with little enthusiasm or commitment.

The problem is, non-engaged employees are more than just "unmotivated." They're a vital, underused resource that can have a significant negative impact on your organization overall.



They're a Huge Distraction

According to recruiter.com, non-engaged employees tend to monopolize their managers' time and have more work-related accidents. Those who aren't completely disengaged kill a lot of time during the workday.

They're a Productivity Drain

Non-engaged employees are absent far more often than their coworkers; some estimates put their absenteeism rate at more than 40 percent higher.

Studies have shown the productivity loss due to their lack of engagement can be \$483 to \$605 billion per year.

They Take an Emotional Toll

Experts divide non-engaged into two groups; one group contributes more to the organization than the other.

- Non-engaged collaborators who contribute to the company but demonstrate little emotional allegiance
- Disengaged collaborators who simply aren't invested in the organization or its goals

Whatever the type of non-engaged worker you're dealing with, each has a negative impact on corporate culture. Engaged employees seek a work environment in which they can thrive. Non-engaged coworkers inhibit your ability to maintain that type of environment. This brings down overall performance. It also can have an impact on your ability to attract and keep top talent.