

WHY EMPLOYEE ENGAGEMENT IS IMPORTANT FOR JOB SATISFACTION

by:
Ashley Danielle M. Ancheta

The relationship between employee engagement and job satisfaction implies to be one of those chicken-and-egg scenarios. To simply put that thought out, employee engagement sparks job satisfaction. For this reason, without engagement at work, employees are most not likely to be satisfied with their jobs. According to the report issued by LinkedIn showed almost 9 out of 10 millennials surveyed would take a decrease in paycheck to join an organization that aligns with their personal values. They would likely choose to be part of an organization that they can feel connected to. Like everyone else, an employee wants to feel good about their organization. There are several benefits to why employee engagement is important for job satisfaction, which will be discussed in this article.

First on the note is, less engaged employees are likely to feel more stressed and unmotivated in their field. And for that matter, it decreases engagement. It can also lead to burnout, which pertains to a lack of motivation and hard to reconnect with one's work. Improvement in employee engagement can help keep the organization from reaching that state.

Second is employees who feel on board with their work and put in more effort and time to produce a better output. This has major implications for both the profit and longevity of the organization. Moreover, the employees are more likely to be committed to the future of their field which has a huge impact on the organization specifically when its necessary to train new employees and develop more efficient processes.

Lastly, the importance of employee engagement leads to a safer workplace. Nowadays, the security of an individual can be put in a critical manner. Creating a safer environment is crucial, especially in an organization that you will be part of. Workplace accidents can have tragic consequences and can affect the reputation of the company, as well as a hang-on financial risk. On that note, engaged employees tend to feel more empowered to speak up about their personal concerns, as well as their attention to their work is closer. This lessens the risk of tragic consequences and company losses. In conclusion, engaged employees are a powerful asset for job satisfaction.

References:

Why Employee Engagement is Important in Today's Workplace: 16 Benefits

By: Emeritus

Job Satisfaction is Built on Strong Employee Engagement – and With the Right Tools

By: Hubengage