

How to Measure Employee Engagement

Beyond an annual survey.

Measuring engagement should happen throughout the full employee lifecycle. These metrics can give you an all-year-round picture of your people experience.

Recruitment

Referral rate | How many candidates are referred by existing employees?
What percentage of your new hires are referrals?

Candidate feedback | How efficient and effective is your recruitment process?
How engaged with your organisation are your new hires?

Onboarding

New hire turnover | What is your turnover rate in the first 3-6 months?
What are the reasons people are leaving?

Ramp-up Speed | How quickly are your new starters adding value? How long does it take them to meet the KPIs of their role?

Performance

Performance Review | How well are people performing?
What percentage of your people are meeting their targets?

Internal Mobility | How many internal applicants do you get for each role?
How many people are moving into new roles internally?

Development

Learning Participation | How much time/money/effort are people spending on L&D?
How many people are achieving their development goals?

Growth Perception | How many people have career goals they're actively working towards?

Recognition

Recognition Frequency | How often are people being recognised?
How many people are recognising their colleagues?

Sense of Belonging | How many people agree to the question "I feel respected, valued and included at work"?

