

Most workers hate their jobs or have 'checked out,' Gallup says

By Ricardo Lopez

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Seven out of 10 workers have "checked out" at work or are "actively disengaged," according to a recent [Gallup survey](#).

In its ongoing survey of the American workplace, Gallup found that only 30% of workers are "were engaged, or involved in, enthusiastic about, and committed to their workplace." Although that equals the high in engagement since Gallup began studying the issue in 2000, it is overshadowed by the number of workers who aren't committed to a performing at a high level -- which Gallup says costs companies money.

The poll, [released last week](#), examined worker engagement beginning in 2010 and ending in 2012. The previous poll period covered 2008 through 2010.

PHOTO GALLERY: Infamous corporate villains

The survey classifies three types of employees among the 100 million people in America who hold full-time jobs. The first is actively engaged, which represents about 30 million workers.

The second type of worker is "not engaged," which accounts for 50 million. These employees are going through the motions at work.

The third type, labeled "actively disengaged," hates going to work. These workers -- about 20 million -- undermine their companies with their attitude, according to the report.

"The general consciousness about the importance of employee engagement seems to have increased in the past decade," said Jim Harter, Gallup's chief scientist for workplace management and well-being. "But there is a gap between knowing about engagement and doing something about it in most American workplaces."

WASHINGTON, D.C., February 10, 2009 —As the economic downturn continues, ensuring that employees are engaged is crucial to keep workplace morale and productivity high, according to Watson Wyatt, a leading global consulting firm.

Watson Wyatt's 2008/2009 WorkUSA Report found that when employees are highly engaged, their companies enjoy 26 percent higher employee productivity, have lower turnover risk and are more likely to attract top talent. Their companies have also earned 13 percent greater total returns to shareholders over the last five years.

According to the survey findings, highly engaged employees are twice as likely as their less engaged peers to be top performers. They also miss 20 percent fewer days of work and three-quarters of them exceed or far exceed expectations in their most recent performance review. Additionally, highly engaged workers tend to be more supportive of organizational change initiatives and resilient in the face of change. The report surveyed more than 13,000 full-time U.S. workers in May and June 2008, before the full advent of the financial crisis.

<http://www.watsonwyatt.com/render.asp?catid=1&id=20559>