

“Gallup Workforce Report 2024”



Weekly Learnings 42 / 2024

Gallup released their workforce report, some data points are a worry.

1. Stress levels are increasing in every region. Bad management makes it worse by using mental health and well-being apps.
2. The fundamental theme is that we need to "rethink the way we manage people"
3. 20% of employees globally experience loneliness on a daily basis, the number for India is 29%
4. 70 % of team engagement depends on the leader. This is high when there is clear goal setting, clear reviews and feedback, and accountability clarity
5. The global engagement average for all companies is 23%, and for best-in-class companies, it is 70%. Currently, 23% of global employees are engaged, 62% are not engaged, and 15% are actively disengaged.

I have added three slides to make the following points:

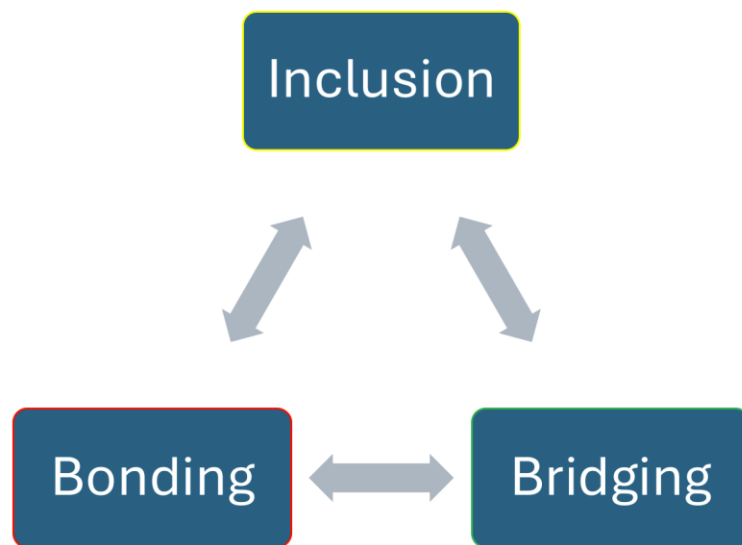
- a) We worry about where people are working from - home /office/ anywhere when in fact we should worry more about how they are working together.
- b) Bonding is within a team, bridging happens when the employee experiences engagement from outside his function or team, ie other teams. Gallup has plotted the data by country and the chart is attached in the PPT. The X axis is non manager engagement, the Y axis is manager(team leader) engagement
- c) The chart by country is very interesting. At the bottom end with low engagement both from the team manager and from other teams is Pakistan. This seems like a feudal way of working. Their cricket team is a manifestation of this. Pakistan needs to change its way of working. I think Britain and France are lost in their working hours and rules/policies. Team Leaders have abdicated their engagement responsibility to policies.
- d) India has 27 % non manager engagement and 42% manager engagement. USA is in the mid 30s on both. Agility comes when there is cross functional engagement, hierarchy works when there is manager top down initiatives. A good company needs both to see better inclusion.

There are many managers in many companies who frown if their people are seen interacting or sharing information with other teams. This is true in the Government departments, MNCs and Indian companies to the same degree. Till this changes for the better, don't expect agility.

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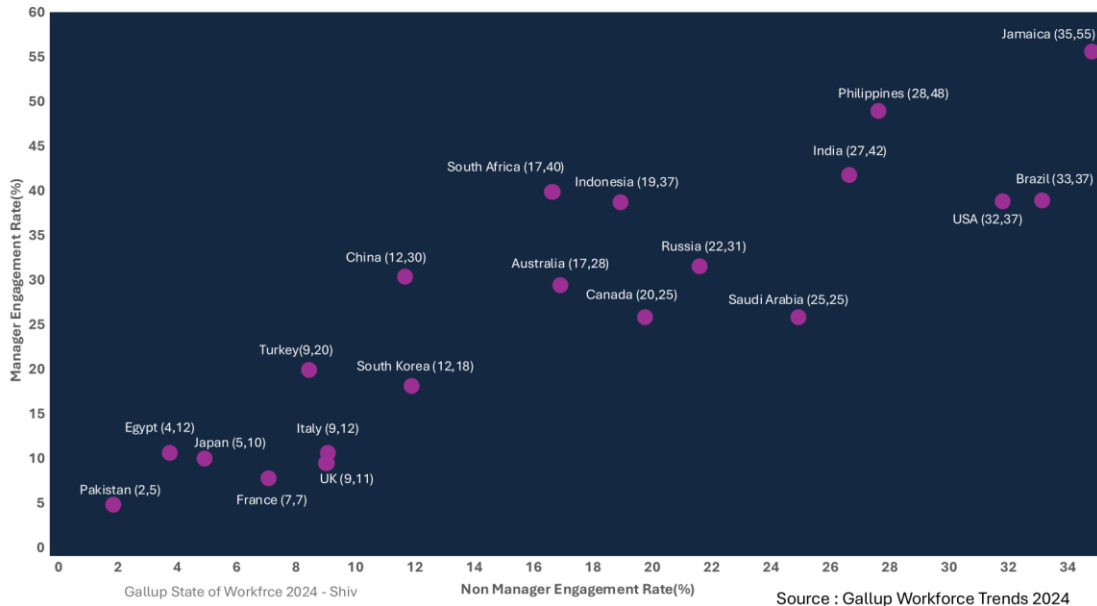
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Gallup State of Workforce 2024 - Shiv

COUNTRY WISE Manager & NON-Manager Engagement Rate



India Data

- 32 % engaged
- 32 % experience daily stress
- 35 % have daily anger
- 57 % believe there is a good job climate to look for a new job
- 52 % intent to leave in the next 12 months