



Your Ultimate List of Employee Engagement Metrics

It is important to take the time throughout the year to gauge program progress and collect feedback, but it can be hard to know what to measure. Use this list to ensure you are monitoring all important aspects of your larger employee engagement, wellbeing, benefits, attraction, & retention strategy.

Pick the data that relates to your unique culture & goals

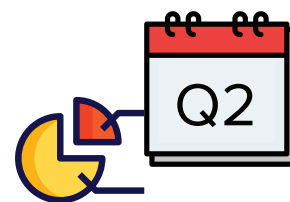
Monthly Metrics

- Total program participation rates
- Wellness program portal reports
- Attendance at company social events
- Participation in specific wellness or engagement initiatives (step challenges, lunch & learns, biometrics, etc.)



Quarterly Metrics

- Employee survey data
- Retention rate, turnover rate
- Workers comp claims
- % of absentee days
- % utilization of EAP services
- % of employees contributing to retirement accounts
- % of employees engaging in volunteer activities/charitable events



Annual Review

- Program completion rate
- Aggregate biometric & HRA data
- Cumulative or program end survey data
- Total number of internal promotions
- Use of continuing education benefits
- Unused paid time off balances
- % of employees utilizing PTO
- Examination of policies in comparison with national standards or best practices. (Such as paternity leave, childcare solutions, subsidized care, mentoring and professional development, mental health, PTO and flexible schedules.)



What metrics can you start measuring today?