

**For Immediate Release**

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*Turning Data Into Action®*

**Engagement since the Recession: Case of the Disengaged**

Chicago, IL. – July 9, 2009 – It comes as no surprise that over the course of the recession, the amount of Engaged Employees has increased, as exerting extra effort and showing commitment at work have become vital to protecting one's own job security. It does come as interesting, though, that, according to HR Solutions' research, the number of Disengaged Employees has decreased by the exact same amount as the increase in Engaged Employees, while the number of Ambivalent Employees remains unchanged.

Currently, Engaged Employees make up 27 percent of the work force, a number which has risen from 25 percent since the recession began. The amount of Disengaged Employees, a group defined as showing lackluster commitment, little loyalty, and bare motivation, has also undergone a change of two percentage points, only in the opposite direction; 14 percent of employees are Disengaged now, compared to 16 percent pre-recession. The amount of Ambivalent Employees, who often work simply for a paycheck and exert minimal effort, has stayed at a consistent 59 percent.

HR Solutions' research on how the recession has also impacted job security for Disengaged Employees also makes the data interesting. Prior to the recession, 41 percent of Disengaged Employees surveyed worried about job security. Since then, the percentage of the group maintaining concern for job security has dropped by nearly half, landing at 21 percent.

Hence, when considering a group who is disinterested and defiant to begin with, and has become significantly less concerned about personal job security despite economic circumstances, it exists as interesting that the number of Disengaged Employees has decreased since the recession.

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HR Solutions' Normative Database is comprised of over 2.2 million respondents from 2,100 organizations across various industries, all surveyed by HR Solutions, Inc.

About HR Solutions, Inc.: Noted for its comprehensive research and actionable data, HR Solutions, Inc. is an international Human Capital Management Consulting firm located in Chicago, IL., specializing in Employee Engagement and Exit Survey design, implementation, and results. For more information, please visit <http://www.hrsolutionsinc.com> or call 312-863-6104.