

Employee Engagement Calculator

Introduction

This calculator is developed to portray the financial effect of employee disengagement in an organisation. We can now estimate how much money disengaged employees are costing the business, which in return can motivate business owners to implement our employee engagement model. This tool can be used as an additional, visual representation to enhance your sales pitch while meeting with the clients.

The calculator estimates the followings:

- ✚ The percentage of the overall employee performance potential in the organisation, according to their engagement levels
- ✚ The value or the cost in £ of employee performance upon the average annual salary of the total client staff
- ✚ The tangible value of our benefits value proposition to estimate the potential generated savings for the client's business annually

Instructions

There are three calculators that you can use during your client meetings:

1. Standard Annual Salary: Employee Engagement calculator using the average employee annual salary (in case the client doesn't want to share their details)
2. Other Annual Salary: Employee Engagement calculator using their employees' average annual salary (which is unique for every sector).
3. Benefits Annual Savings: Employee Benefits Savings Calculator to estimate the annual savings per employee per annum.

Standard Annual Salary Calculation

Calculate by using the Standard Annual Salary £20K

The first question is aiming at identifying the client's staff engagement levels, as the Human Capital Institute suggest with the following questions:

Human Capital Institute: the levels of Employee Engagement

Level 4: Fully engaged employees return 120% of their salary in value
Level 3: Engaged employees return 100% of their salary in value
Level 2: Somewhat disengaged employees return 80% of their salary in value
Level 1: Disengaged employees return 60% of their salary in value

So, if the client picks one of the following options:

- Employees bring passion to the organization and purpose to their work
- Are willing to go the extra mile as long as they can also satisfy their goals
- Do what they have to do to get through the day
- Act out their unhappiness by actively undermining the company

Then, the calculator automatically measures the potential employee performance in %:

- If employees bring passion to the organization and purpose to their work, their potential performance is 120% upon their average annual salary
- If employees are willing to go the extra mile as long as they can also satisfy their goals, their potential performance is 100% upon their average annual salary, meaning their value equals their return to business.
- If employees do what they have to do to get through the day, their potential performance is 80% upon their average annual salary, meaning they return **20%less** of their potential performance compared to their salary.
- If employees act out their unhappiness by actively undermining the company, their potential performance is 60% upon their average annual salary, meaning they return **40% less** of their potential performance compared to their salary.

In the first two options, the calculator indicates **engagement (positive) results**, so the client can see the tangible value to the business annually *when employing potentially highly engaged employees*.

However, in the last two options the calculator shows **disengagement (negative) results**, so the client is able to see the cost to the business *when employing potentially disengaged employees* and therefore starts to realise the connection between employee engagement and money loss.

By additionally applying the average annual salary per person to the calculator, clients can measure how much money each employee is returning (or not) to the organisation at a given engagement level.

The Employee Engagement Formula explained:

Number of Staff x Annual Average Salary x The % in potential performance as derived from the question = Engagement or Disengagement result in £

The calculations behind the formula per employee:

Fully engaged: £20K x 120% = £24K or +£4K value annually

Engaged: £20K x 100% = £20K or even in value

Somewhat disengaged: £20K x 80% = £16K or -£4K in value

Disengaged: £20K x 60% = £12K or -£8K in value

Let's take an example with 1,000 employees:

If a client employs 1,000 staff

The formula will be like this:

1000 x £20,000 x 120% their potential performance¹ annually = £24,000,000, meaning they contribute additionally **+£4 million** to the business with their potential performance levels.

If the client picks the answer: "Most of my employees bring passion and purpose to their work", their performance potential is 120% upon their annual salary".

Other options of the same formula

1000 x £20,000 x 100% their potential performance annually = £20,000,000, meaning they contribute exactly the same as their salary expects to do so.

1000 x £20,000 x 80% their potential performance annually = £16,000,000, meaning they contribute less than expected, meaning -£4 million annually

1000 x £20,000 x 60% their potential performance annually = £12,000,000, meaning they contribute less than expected, meaning -£8 million annually

That's a lot of money that could be saved by enhancing the employee experience!



Standard Annual Salary Calculation

Calculate by using the Standard Annual Salary £20K

Most of your employees:*

bring passion and purpose to their work and serve the greater good for your orga ▼

No of staff*

1000

Annual Average Salary *

£20,000.00

Performance in % upon the average annual salary *

120% ▼

Engagement diagnosed

£24000000

No of Staff x Annual Average Salary x 120%

Other Annual Salary Calculation

Employee Engagement Calculator by using a client customised number of employee annual salary

This is exactly the same calculator but this time the clients can use their own details in relation to their staff's annual salary figures.



The screenshot shows a web application interface for an "Employee Engagement Calculator". At the top left is a logo with the letters "EED" in a green square. At the top right are search and menu icons. Below the header, there is a section titled "Most of your employees: *" with a dropdown menu currently set to "act out their unhappiness by actively undermining the company, and denigrating :". Below this is a large box containing several input fields and calculations:

- No of staff***: Input field with the value "1000".
- Client Annual Average Salary ***: Input field with the value "7996". Below this is a small note: "Use a number between 7000 and 60000".
- Performance in % upon the average annual salary**: A dropdown menu set to "60%".
- Disengagement diagnosed**: A red text label.
- £4797600**: A text label representing a calculated value.
- Gross annual payroll all employees**: Input field with the value "£7996000".
- No of staff x Client Annual Average Salary**: A small text label.
- Business Cost (-£) from disengaged employees annually**: Input field with the value "£4797600".
- No of Staff x Client Annual Average Salary x 60%**: A small text label.
- Total disengagement cost to the business***: Input field with the value "£~3198400".
- Business returns from engaged employees - Gross Annual Payroll for all employees**: A small text label.

In this case we took a disengagement example would cost £3,200,000 to the client business. If a client employs 1,000 staff with annual average salary of £8000 per employee per annum, and with 60% potential employee performance, the calculator indicates that it

Annual Savings in benefits

Annual Employee Savings by using the benefits

This tool helps the client estimate the annual benefits savings for their employees which is actually experienced as a pay rise.

Let's see an example:

If a client employs 1,000 staff, by multiplying the headcount with the minimum annual savings which is £1,200 per employee per annum, then the **total annual savings** for their staff is **£120,000 annually**



The screenshot shows a web application interface for calculating annual savings in benefits. It features a header with a logo and navigation icons. The main title is 'Annual Savings in benefits', followed by a subtitle 'Annual Employee Savings by using the benefits'. The form is titled 'Employee annual savings in benefits' and contains three input fields: 'No of staff*' with the value '100', 'Annual Savings per employee per year*' with the value '1200', and a note 'Type annual savings amount £1200'. The result is displayed as 'Total annual savings to your employees annually from the benefits' with the value '£120000'. A formula 'No of staff x Annual Savings per employee' is shown at the bottom.

Input	Value
No of staff*	100
Annual Savings per employee per year*	1200
Total annual savings to your employees annually from the benefits	£120000