

5 Top Drivers of Employee Productivity in 2024



What drives productivity for Aussie employees?

Our research report, The Workplace Engagement Index, pinpoints the top five elements that make employees feel more productive at work.

1 Fulfilling job responsibilities 41%

It's clear that an engaging and interesting work scope is crucial for productivity. Unfortunately, 37% of Aussie employees are concerned about their work scope and responsibilities (this hits 50% for Baby Boomers and 46% for frontline workers).



2 A strong and supportive manager/leader 38%

Supportive and effective people managers are critical to a team's success and productivity. Unfortunately, 22% of employees say they're concerned about their manager.

31% of employees say they only feel supported by their managers occasionally, while 15% rarely or never feel supported at all.

3 Receiving recognition and rewards 33%

Employees need to feel appreciated and valued, so it's no surprise that this is a key driver of productivity. Recognition and rewards have a big impact on retention as well:

1 in 4 employees say they rarely feel appreciated or recognised

35% of employees say that a lack of recognition is why they're thinking of leaving their employer



4 Competitive compensation 26%

You might think salary would take the top spot, but it's only at no. 4, demonstrating the need for a holistic approach to your Employee Value Proposition.

5 Seeing the contribution of their work 26%

This ties into appreciation and recognition, demonstrating how individual actions contribute to your organisation's mission and goals is crucial.

Baby Boomers are more productive when they see the impact of their contributions at work (ranking second for this group at 38%).



Employees who aren't engaged cost global businesses \$8.8 trillion in lost productivity (Gallup, 2023).

Drive productivity and boost engagement by making the most of the levers above.

Want to discover more productivity and engagement insights?

Download The Workplace Engagement Index at rg.co/wei now.



Reach out to our friendly team to see how you can drive employee engagement and productivity: engage@rewardgateway.com