

# Employee Satisfaction ≠ Employee Engagement

High

**Satisfaction**

<p><b>High Satisfaction Low Engagement</b></p> <p><b>WIN-LOSE</b></p> <p>Employee is satisfied but Not involved in improvement activities</p>	<p><b>High Satisfaction High Engagement</b></p> <p><b>WIN-WIN</b></p> <p>Win-Win for Organization And Employee Employee Satisfied and involved in improvement activities</p>
<p><b>Low Satisfaction Low Engagement</b></p> <p><b>LOSE-LOSE</b></p> <p>Employee is neither satisfied nor involved in improvement activities</p>	<p><b>Low Satisfaction High Engagement</b></p> <p><b>LOSE-WIN</b></p> <p>Employee is involved in improvement activities but organization environment is not supportive.</p>

Low

**Engagement**

High

**Satisfied Employee** :Happy employee Does His/Her work fully/partially and no improvements  
**Engaged (Involved) Employee**: Does his/her work + Contribute for improvements consistently

