

2025 Employee Engagement Industry Benchmarks

Technology Sector - Companies 200-500 Employees

Source: HR Analytics Institute Annual Survey, Q4 2024
Sample Size: 847 technology companies across North America

Category Benchmarks

Category	25th Percentile	50th Percentile	75th Percentile	Top Quartile
Engagement	3.4	3.7	4.0	4.3+
Satisfaction	3.2	3.6	3.9	4.2+
Leadership	3.0	3.4	3.8	4.1+
Growth & Development	3.1	3.5	3.8	4.1+
Culture & Inclusion	3.5	3.8	4.1	4.4+
Wellbeing & Balance	2.9	3.3	3.7	4.0+

Response Rate Benchmarks

Company Size	Average	High Performer
50-100 employees	78%	90%+
100-200 employees	75%	88%+
200-500 employees	72%	85%+
500+ employees	68%	80%+

Key Trends in 2025

- **Leadership Trust Declining:** Across the tech sector, trust in senior leadership has dropped 0.3 points since 2023, driven by layoffs and return-to-office mandates.
- **Wellbeing Concerns Rising:** Work-life balance scores are at a 5-year low, with 42% of employees reporting unsustainable workloads.
- **Growth Opportunities Gap:** Only 38% of employees see clear career paths, down from 45% in 2022.
- **Culture Remains Bright Spot:** DEI initiatives and team culture continue to score highest across categories.
- **Compensation Sensitivity:** With inflation concerns, compensation satisfaction has become the #1 predictor of attrition.

Methodology Notes

All scores are on a 1-5 scale (Strongly Disagree to Strongly Agree). Percentile rankings are calculated against peer companies in the same size band and industry. "Top Quartile" represents scores at or above the 75th percentile. Data collected between September and November 2024. For full methodology, contact research@hranalyticsinstitute.org.