

## Employee Engagement vs Job Satisfaction (vsdiff.com)

Feature	Employee Engagement	Job Satisfaction
<b>Definition</b>	Employee engagement refers to the emotional commitment an employee has to their organization and its goals.	Job satisfaction is the level of contentment employees feel about their work, including pay, responsibilities, and work conditions.
<b>Emotional Aspect</b>	Highly emotional; involves passion and enthusiasm for work.	Less emotional; more about feelings of contentment and happiness.
<b>Impact on Performance</b>	Leads to higher productivity and innovation.	Can lead to adequate performance, but may not drive extra effort.
<b>Measurement</b>	Measured through surveys focusing on feelings of connection to the organization.	Measured through surveys regarding contentment with job roles and responsibilities.
<b>Retention Rate</b>	Higher retention rates as engaged employees feel valued.	Job satisfaction can lead to retention, but not necessarily engagement.
<b>Focus</b>	Focuses on organizational goals and employees' contributions to them.	Focuses on the individual employee's experience.

Source: <https://vsdiff.com/employee-engagement-vs-job-satisfaction/>