

Employee Satisfaction vs Employee Engagement (vsdiff.com)

Aspect	Employee Satisfaction	Employee Engagement
Definition	Employee satisfaction refers to how content an employee is with their job, work environment, and salary.	Employee engagement represents the emotional commitment an employee has to their organization and its goals.
Focus	Primarily focuses on the employee's feelings about their job.	Concentrates on the employee's involvement and enthusiasm in their work.
Measurement	Typically measured through surveys that ask about job satisfaction factors.	Assessed through engagement surveys that evaluate motivation, commitment, and advocacy.
Outcomes	Leads to higher retention rates and reduced turnover.	Results in increased productivity, innovation, and overall company performance.
Time Frame	More short-term and often influenced by immediate job conditions.	Long-term psychological investment in the organization.
Drivers	Job perks, salary, company culture, and work-life balance.	Meaningful work, clear goals, recognition, and leadership.

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