

# The State of the Japanese Workplace

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## Employee Engagement

Gallup measures employee engagement with a 12 question index, the “Gallup Q12,” which is highly predictive of performance at both the workgroup and organizational level.

### Two Databases:

- **Gallup World Poll Database:** The World Poll national random survey done among the adult populations of 160 countries at least once annually (and more often in some countries). 100 core questions on a broad range of social and economic issues, including the “Gallup Q12” and a few other work related questions.
- **Client Database:** This includes the “Gallup Q12” and many other indexes and questions. 561 million responses, 3.4 million workgroups, 72 languages, 198 countries.

## Global Levels of Engagement

	Fully Engaged	Not Engaged	Actively Disengaged
<b>World</b>	<b>13%</b>	<b>67%</b>	<b>20%</b>
Japan	6%	71%	23%
Korea	4%	68%	28%
China	6%	74%	20%
Singapore	16%	74%	10%
Thailand	17%	76%	7%
Indonesia	19%	68%	13%
Malaysia	23%	66%	11%
USA	32%	51%	17%

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## Percent of Managers Who are Female (At Any Level)

<b>Global</b>	<b>43%</b>
Japan	11%
China	28%
Malaysia	31%
Korea	35%
Philippines	37%
Vietnam	38%
Singapore	40%
Yemen	10%

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## Percent of Full-Time Employed Who are Managers, by Gender

	Male	Female
Japan	10%	1%
USA	11%	10%

## Further Questions ?

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