



MECHANICAL ENGINEERS:

DATA FOR FINDING
Career Satisfaction



Actalent

WORKPLACE FACTORS THAT IMPACT Satisfaction

As a mechanical engineer, you have a lot of choices in your career — but do you know what type of workplace and opportunity will make you happiest?

We wanted to understand what mechanical engineers value in the workplace and which factors have a measurable impact on satisfaction.

Using direct survey feedback from mechanical engineers, we analyzed trends in how they rank the importance of key job and workplace benefits, the degree to which they experience each one and the impacts on their overall job satisfaction.



TOP TAKEAWAYS FROM THE REPORT:

Our data suggest mechanical engineers may not know which workplace benefits are likely to impact their job satisfaction

1

A large gap exists between what mechanical engineers want and what their careers and employers provide

2

Contract mechanical engineers report higher satisfaction

3

UNDERSTANDING WORKPLACE Expectations VS ACTUAL Impact

To understand not just what mechanical engineers think is important for career happiness — their stated values — but which factors actually correlate with satisfaction, **the research analyzes each attribute on two dimensions:**

“EXPECTATIONS”

or stated importance

“IMPACT”

or derived importance — the correlation between workers’ experience of particular factors with overall job satisfaction



DELIGHTERS

↓ EXPECTATION ↑ IMPACT

Employees don't assume they will receive these benefits, but they have a high impact on their satisfaction when they do.

DESIRED

↑ EXPECTATION ↑ IMPACT

Employees expect to receive these benefits, and they have a high impact on job satisfaction when they're delivered.

OTHER

↓ EXPECTATION ↓ IMPACT

Employees don't expect these benefits, and they have a low impact on job satisfaction even when they get them.

EXPECTED

↑ EXPECTATION ↓ IMPACT

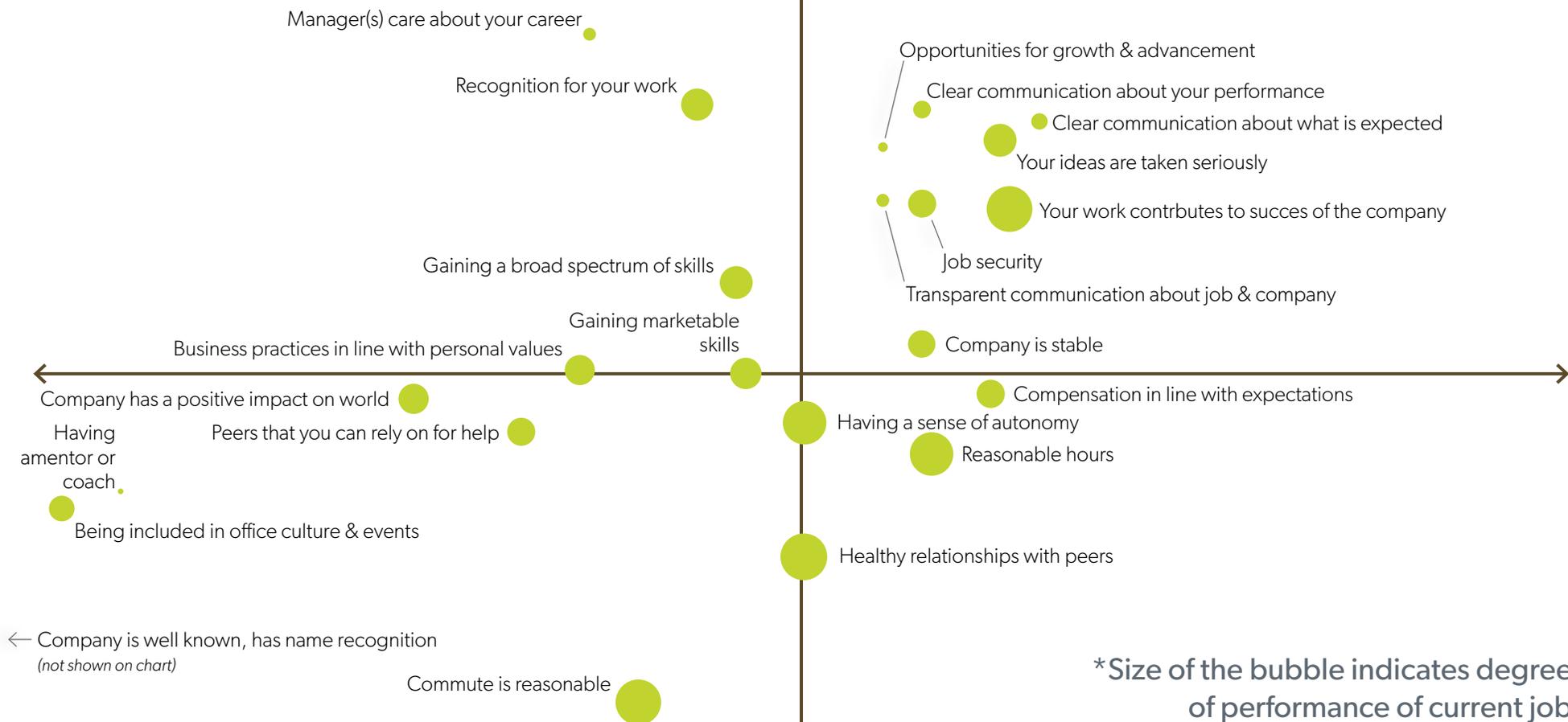
Employees expect these benefits, but when they're delivered, they don't really impact overall job satisfaction.

DELIGHTERS

↓ EXPECTATION ↑ IMPACT

DESIRED

↑ EXPECTATION ↑ IMPACT



↓ EXPECTATION ↓ IMPACT

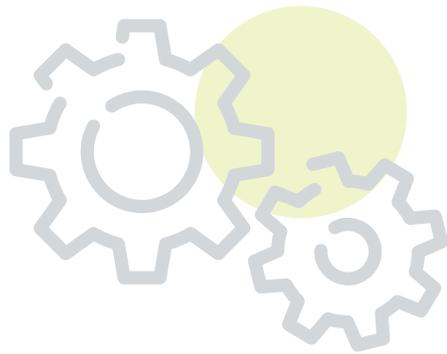
OTHER

↑ EXPECTATION ↓ IMPACT

EXPECTED



Notable FINDINGS



1

Mechanical engineers don't expect their manager to care about their career — and don't generally experience it — but when they do, it has a big impact on happiness.

2

Mechanical engineers expect appropriate compensation and reasonable work hours, but these factors had little impact on survey respondents' satisfaction.

3

Employers take note: Communication matters — and most respondents aren't satisfied with what they're getting. Engineers crave more transparency about their performance, your expectations and how your company is performing.

EMPLOYERS TODAY aren't meeting EXPECTATIONS

A significant gap exists between what's important to workers and what they're receiving

According to the research, six of the top seven factors mechanical engineers ranked as most important are those with the largest gaps between what they want and what they experience.

In other words, most jobs don't offer what really matters.

*Performance Rank was measured by using the mean score of how workers rate each benefit at their current job on a 1–5 scale.

	Importance Rank	Performance Rank	Gap
Manager(s) care about your career	1	21	-20
Recognition for your work	2	8	-6
Clear communication about your performance	3	18	-15
Clear communication about expectations	4	19	-15
Your ideas are taken seriously	5	7	-2
Opportunities for growth & advancement	6	22	-16
Transparent communication about job & company	7	20	-13
Job security	8	13	-5
Your work contributes to the success of the company	9	3	6
Gaining a broad spectrum of skills	10	6	4

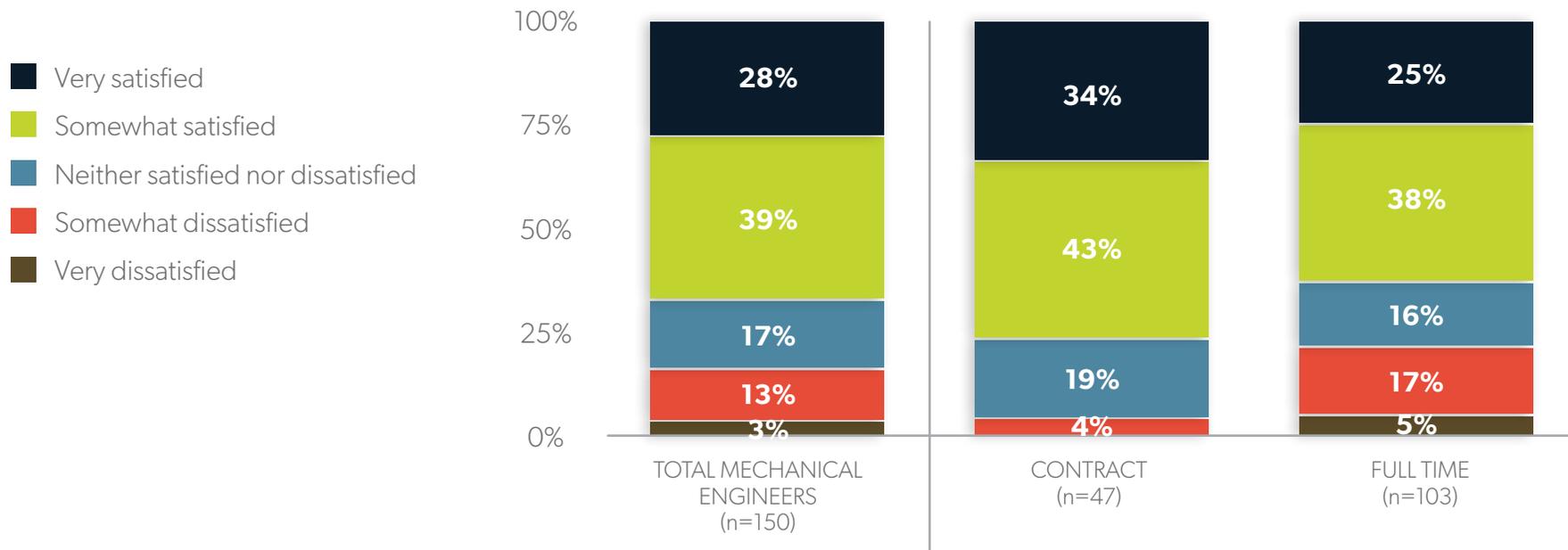
WHO IS SATISFIED — AND WHY?

Our research also explored the differences in how satisfied contract and full-time mechanical engineers are in their current job. We found that over half of all workers are at least somewhat satisfied, with contract workers more likely to indicate being both very or somewhat satisfied. The enhanced opportunity for growth and advancement — the second-most desired workplace factor — contractors typically experience may be a contributing factor.

WORKERS ARE GENERALLY SATISFIED

Mechanical engineers were most likely to report feeling “somewhat satisfied” with their current employment situation. Contract workers rated their job satisfaction higher than full-time workers.

OVERALL SATISFACTION WITH CURRENT EMPLOYMENT



METHODology



Actalent worked with **MDRG**, a market research firm, to perform in-depth surveys of **150 mechanical engineers** across several industries.

We asked the respondents to rate the importance of 23 factors and report on how well their employers were delivering on them.

We also correlated the impact of experiencing those factors with how satisfied people are in their jobs.



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