

Promoting Employee Engagement and Organizational Agility: Mentorship as a Solution

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In a 2025 survey of 5,005 employees and 500 employers in the United States, 51% of employees reported burnout due to a lack of autonomy and control over their professional futures; 60% of employers reported persistent challenges with recruitment and retention, and favored hiring new employees over training current staff. This conceptual review examines factors contributing to workers' burnout and crisis of autonomy, outlines evidence-based employer initiatives to increase engagement, and explains how mentorship may reduce burnout and enhance organizational agility.

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