

More than half of employees open to leaving employer



Employers face substantial risk of employee departure

53% are either actively looking for new opportunities or at risk of leaving

13% plan to leave/looking for a career change

15% plan to leave/looking for a new employer

25% plan to stay but feel stuck/would leave for right offer

47% plan to stay/not open to offers



Two-fifths of employees would leave for a 5% pay increase

1 in 5 would leave for same pay

Employee considerations when weighing job options



Top reasons for staying

Pay and bonus	39%
Job security	38%
Health benefits	34%
Flexible work	29%

Top reasons for moving to new job

Pay and bonus	56%
Health benefits	39%
Job security	33%
Flexible work	31%

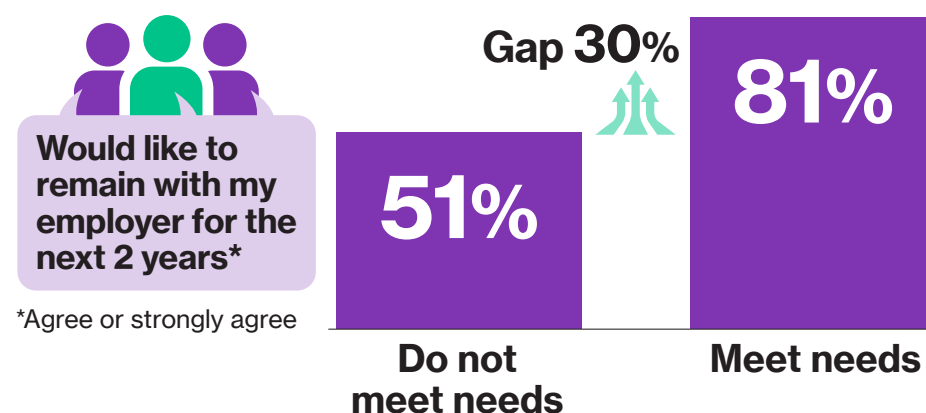


Health and retirement benefits are growing in importance as attraction and retention tools

	An important reason to join		An important reason to stay	
	2010	2022	2010	2022
Retirement plan	25%	47%	41%	60%
Healthcare plan	32%	48%	50%	60%

Note: Percentages indicate "agree" or "strongly agree"

When benefits meet employee needs, employers see a boost in retention



*Agree or strongly agree

Actions you can take now

- Measure the competitiveness of your Total Rewards, including benefit package, especially retirement and healthcare plans, against that of your talent competitors
- Implement employee listening strategies to gather insights to understand the perceptions and needs of employees and develop strategies to retain highly valued and at-risk talent
- Boost employee communication to promote the employee value proposition. Deliver personalized communication to demonstrate the value of Total Rewards programs
- Assess the effectiveness of your Total Rewards, including benefit programs, to identify opportunities to address personal circumstances and support employees in making informed benefit decisions
- Review job design to define new ways of working and define the combination of remote, hybrid and onsite work that both managers and employees regard as effective; use this model to establish clear work boundaries and methods for building team connections

Source: 2022 Global Benefits Attitude Survey

About the survey: A total of 9,658 U.S. employees from large and midsize private employers participated in the survey, which was conducted during December 2021 and January 2022.

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