

# More than half of employees open to leaving employer



## Employers face substantial risk of employee departure

**49%** Actively looked or plan to look for a new job

**18%** actively looking for a new employer

**15%** looking for a change in career

**21%** not actively searching but open to offers

**58%** cited pay and bonus as a top reason they would look for a new job

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

**1 in 5** would leave for same pay

Only **1 in 4** senior managers are firmly committed to stay



## Employee considerations when weighing job options

Top reasons for staying		Top reasons for moving to new job	
Job security	45%	Pay and bonus	58%
Pay and bonus	40%	Job security	39%
Relationship with co-workers	33%	Flexible work	33%
Flexible work	29%	Work which gives me a sense of purpose	29%
Work which gives me a sense of purpose	27%	Opportunities to advance in my career	25%

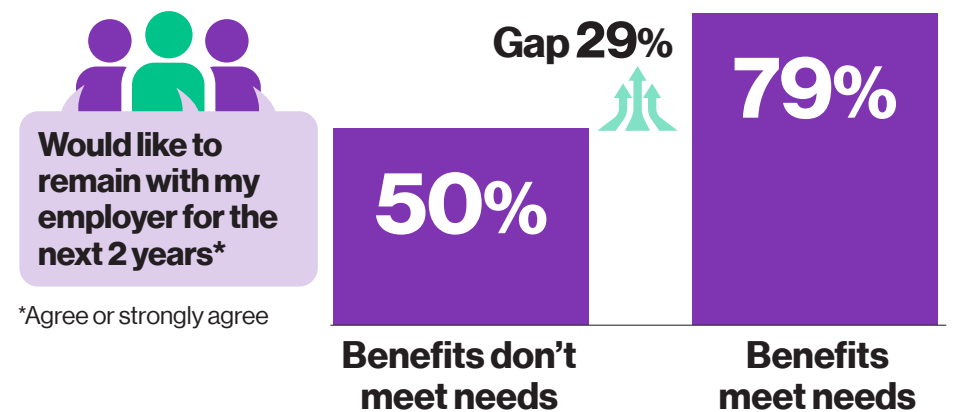


## Health and retirement benefits are growing in importance as attraction and retention tools

	An important reason to join		An important reason to stay	
	2013	2022	2013	2022
Retirement plan*	28%	32%	42%	45%
Healthcare plan**	15%	48%	24%	51%

Note: Percentages indicate "agree" or "strongly agree"  
 Sample: \* Employees with employer-provided retirement plan.  
 \*\* Employees with employer-provided healthcare plan.

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



## Actions you can take now

- Measure the competitiveness of your Total Rewards, including your benefits 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 personalised communication to demonstrate the value of Total Rewards programmes
- Assess the effectiveness of your Total Rewards, including benefit programmes, 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 4,129 U.K. employees from large and midsize private employers participated in the survey, which was conducted during December 2021 and January 2022.

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