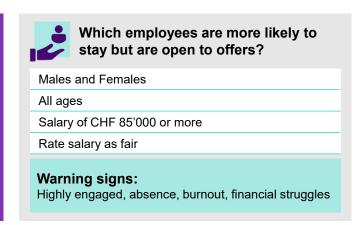
Significant part of Swiss employees looking for new opportunity

35% of employees are either actively looking for new opportunities or at risk of leaving 12% of employees plan to stay but would leave for right offer 54% plan to stay/are not open to offers



Which employees are more likely to be looking to leave for a new career or employer? 18 to 25 years old Less than 5 years of service Rate their salary poor to average Benefits package does not meet needs Warning signs: Disengagement, burnout, low social wellbeing

Top reasons for staying		Top reasons for moving to new job	
Job security	46%	Pay and bonus	61%
Pay and bonus	40%	Job security	41%
Relationships	36%	Flexible work	38%
Flexible work	33%	Meaningful work	36%

Actions you can take now



Measure competitiveness of your Total Rewards, including benefit package, against your talent competitors



Implement employee listening strategies (e.g., employee surveys, virtual focus groups) 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 package,
to identify opportunities to address personal
circumstances and support employees
in making informed benefit decisions



Review job design to uncover new, flexible 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

About the survey: A total of 774 Swiss employees from large and midsize private employers participated in the 2022 Global Benefits Attitude Survey, which was conducted during December 2021 and January 2022.