

# Significant part of Swiss employees looking for new opportunity

## Employers continue to face significant exit risk

**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

## Which employees are more likely to stay but are open to offers?






- Males and Females
- All ages
- Salary of CHF 85'000 or more
- Rate salary as fair

**Warning signs:**  
Highly engaged, absence, burnout, financial struggles

## Key considerations are similar when deciding whether to stay or leave

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.