

# 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% |

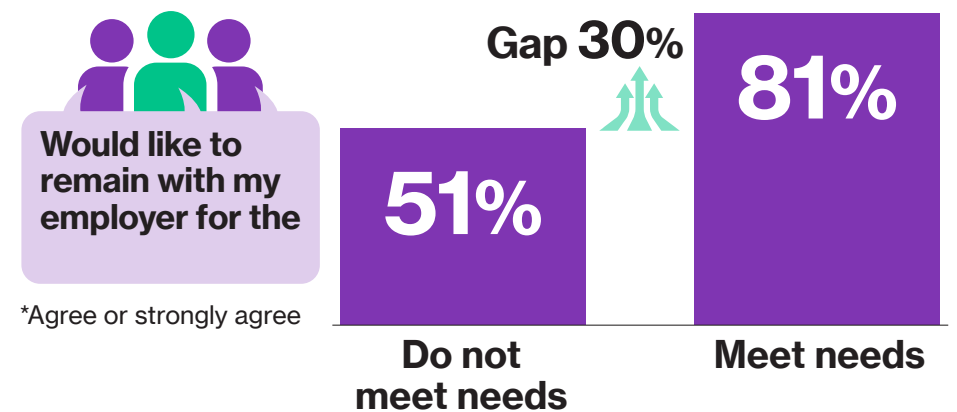


## Health and retirement benefits are growing in importance as attraction and retention tools

|                 | 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



## 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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