We’re in an age of massive workforce disruption. By 2018, 192 million employees will be in job transition.1 Roughly 72% of all employees are disengaged.2 And just 49% of people see a long-term future in their job. Why are so many people so dissatisfied at work?

**WHAT’S GOING WRONG?**

We conducted a survey to see where employee experiences are falling short.

Just 51% of people reported having a career conversation in the last 12 months. Which is concerning, because 86% of people leave a job today due to a lack of career development.3

Only 42% of people receive recognition for a job well done. Just 39% said their organization promotes flexible working. 66% don’t feel their organization is concerned with their wellbeing.

**WHAT EMPLOYEES REALLY WANT.**

Our survey found three key areas where employers need to improve:

- **Flexible working**
  - By promoting flexible working: of companies reported improved productivity.
  - 83% said that offering flexibility had a positive impact of their reputation.4

- **Onboarding experiences**
  - The average lost productivity cost for replacing one employee.5
  - 58% of people say they are proud to work for their organization.

- **Strong workplace culture**
  - 51% of people say they support causes that are important to them.

**CONCLUSION**

Start delivering what your employees really want. Explore the full findings of our survey, and discover fresh insight that can help you design a compelling value proposition for your employees that withstands the onslaught of disruption and change. For more information, click here.

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