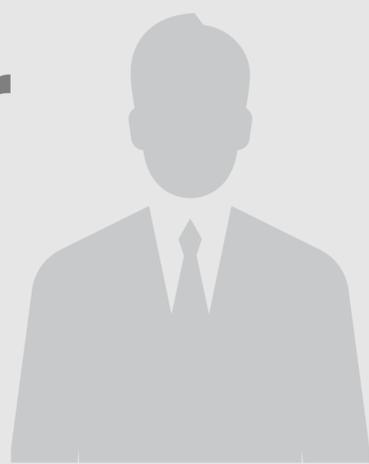


What Do Your Employees Really Want?



Human capital management in the age of accelerations.

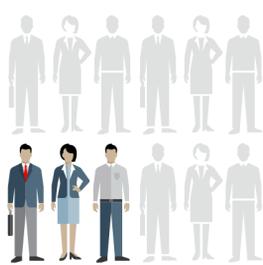
OVERCOME WORKFORCE DISRUPTION.

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?

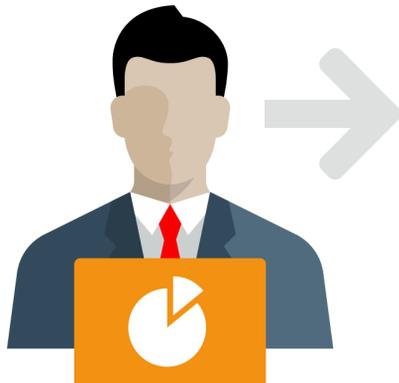
WHAT'S GOING WRONG?

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:

83% of companies reported
improved productivity.

58% said that offering flexibility
had a positive impact
of their reputation.⁴

**Onboarding
experiences**

\$120,900

The average lost productivity cost for
replacing one employee.⁵

To reduce the risk of attrition, you need
to set expectations from day one.

**Strong
workplace
culture**

51% of people say they are proud
to work for their organization.

But just
35% say their company supports
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 deliver a compelling value proposition for your employees that withstands the onslaught of disruption and change.

For more information, click [here](#).

Join our communities



¹ Universum, "New Global Workforce Happiness Index from Universum Captures Keys to Retaining Experienced Talent," universumglobal.com/articles/2015/11/new-global-workforce-happiness-index-universum-captures-keys-retaining-experienced-talent.

² Gallup, "The Worldwide Employee Engagement Crisis," gallup.com/businessjournal/188033/worldwide-employee-engagement-crisis.aspx.

³ Deloitte, "Talent 2020: Surveying the Talent Paradox from the Employee Perspective," deloitte.com/us/en/pages/human-capital/articles/talent-2020.html.

⁴ Vodafone, "Vodafone Study: 75 Percent of Global Companies Leverage Flexible Working Policies," vodafone.com/business/global-enterprise/vodafone-study-75-percent-of-global-companies-leverage-flexible-working-policies-2016-02-08.

⁵ Bersin by Deloitte, "The Cost of Voluntary Turnover," September 2016.