

# What do employees think about work?



The world of work is evolving. Since the start of the pandemic, employees have been rethinking what they want from their jobs and what they expect from employers. LIMRA's first annual BEAT Study: Benefits and Employee Attitude Tracker takes a closer look from the employee point of view.

**78%**  
of employees  
**SAY**

“Overall, I'm happy with my job.”



**7** in **10** are at least somewhat likely to **recommend their company** as a good place to work.

But **2** in every **10** employees are actively **looking** for a new position.



For **Gen Z** employees it's more than **1** in **3**.



## SO, WHAT MAKES EMPLOYEES MORE LIKELY TO **STAY**?

### EMPLOYEES WHO BELIEVE:



They have opportunities for career advancement

**7.5x** more likely to stay



Their employer cares about them

**7.4x** more likely to stay



Management listens to employees

**7.0x** more likely to stay

## AND WHAT MAKES THEM MORE LIKELY TO **LEAVE**?

### EMPLOYEES WHO BELIEVE:



Their employer is **NOT** committed to supporting diversity, equity, and inclusion (DEI)

**6.8x** more likely to leave



Their job responsibilities are **NOT** clearly defined

**5.3x** more likely to leave



Their employer does **NOT** value their contributions

**4.4x** more likely to leave

## SALARY IS IMPORTANT — BUT IT'S NOT THE ONLY FACTOR



**82%**

of employees rank **salary** among their **top five** considerations when deciding whether to **stay or go...**



...but only **37%** say **salary** is their **#1** consideration.

### THE **5** MOST IMPORTANT FACTORS

**1**

Salary/income



**2**

Medical benefits



**3**

Work-life balance



**4**

Flexible work schedule



**5**

Paid time off



**Flexibility makes a difference**

**80%** of employees working **hybrid schedules** (a combination of in-person and remote work) feel their **employer cares for them.**

ONLY **65%** of employees working **in-person** (rarely or never work remotely) **say the same.**

Take a more detailed look at what influences employee attitudes about work.

Download LIMRA's 2022 BEAT Study: Benefits and Employee Attitude Tracker.