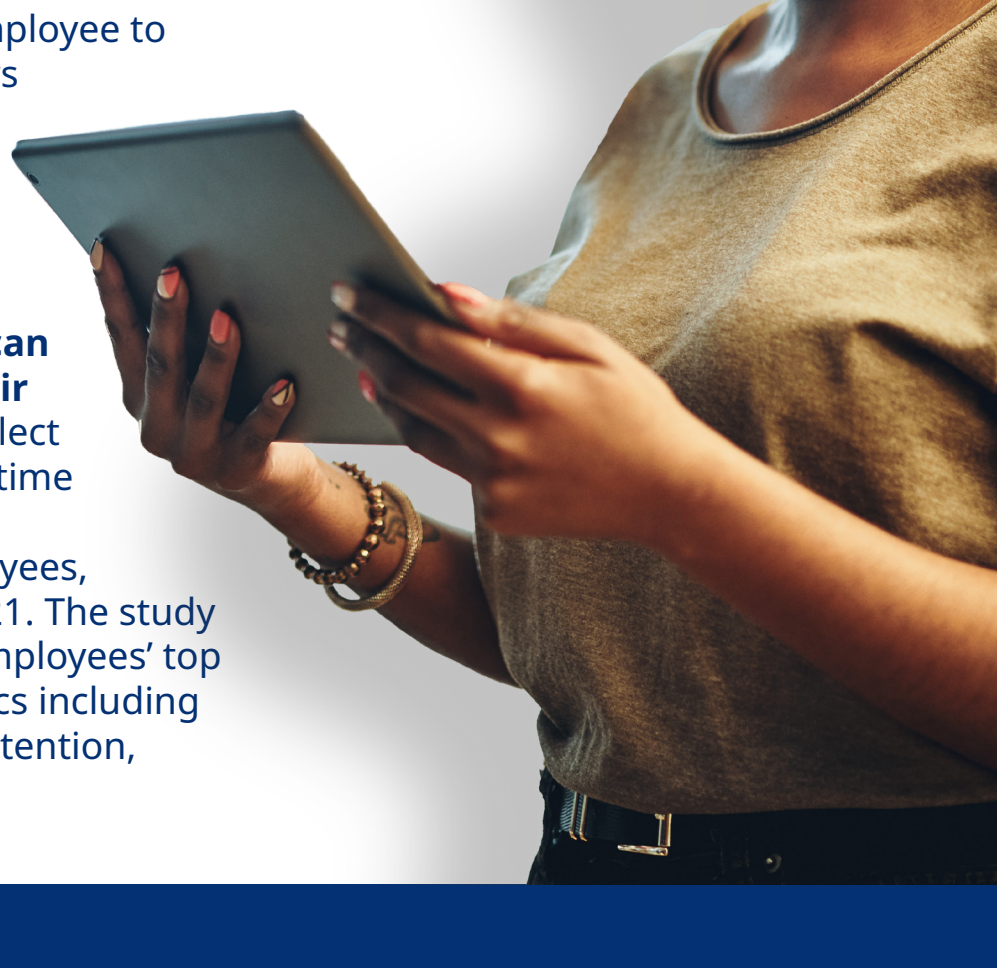


are you giving your people what they want?

Inside Employees' Minds

2021 Study Findings

As the US market rebounds from the economic impact of the pandemic, employers are struggling to attract and retain the workforce they need. Employers who wish to differentiate their employee value proposition can start with listening to the voice of the employee to identify potential value creators for their workforce. **Mercer's proprietary research program, Inside Employees' Minds, explored views on work and the workplace to understand how employers can better meet the needs of their employees.** These findings reflect the responses of 2,000 US full-time workers, hourly and salaried, at companies with 500+ employees, fielded from August 20-30, 2021. The study included a conjoint study of employees' top concerns, as well as other topics including engagement, attraction and retention, and COVID-19.



Great resignation – fact or fiction?

The US labor market has experienced record-breaking levels of turnover during the Spring and Summer – but what can we expect in this Fall and beyond? **Overall, 3 in 10 employees are considering leaving their employer – which is consistent with historical norms, both during the pandemic and prior.**

“At the present time, I am not seriously considering leaving my company”



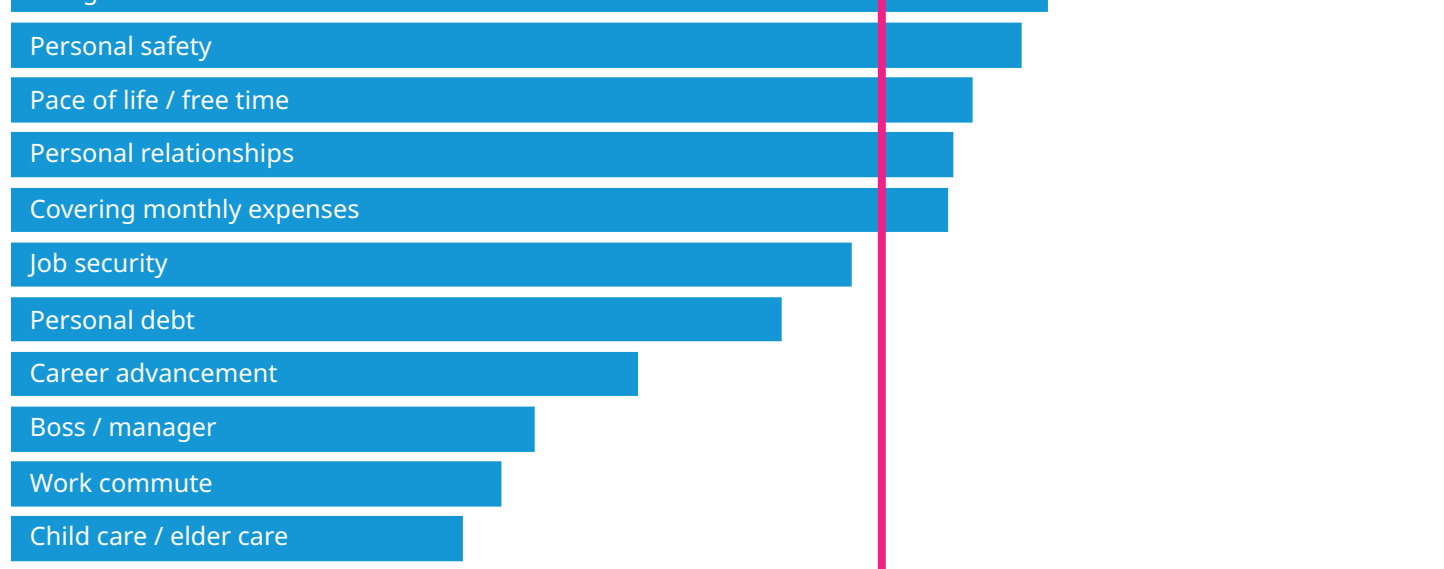
However, front-line, low wage and minority workers are much more likely to be considering leaving – and at rates considerably higher than historical patterns.

(% of employees neutral to disagree)

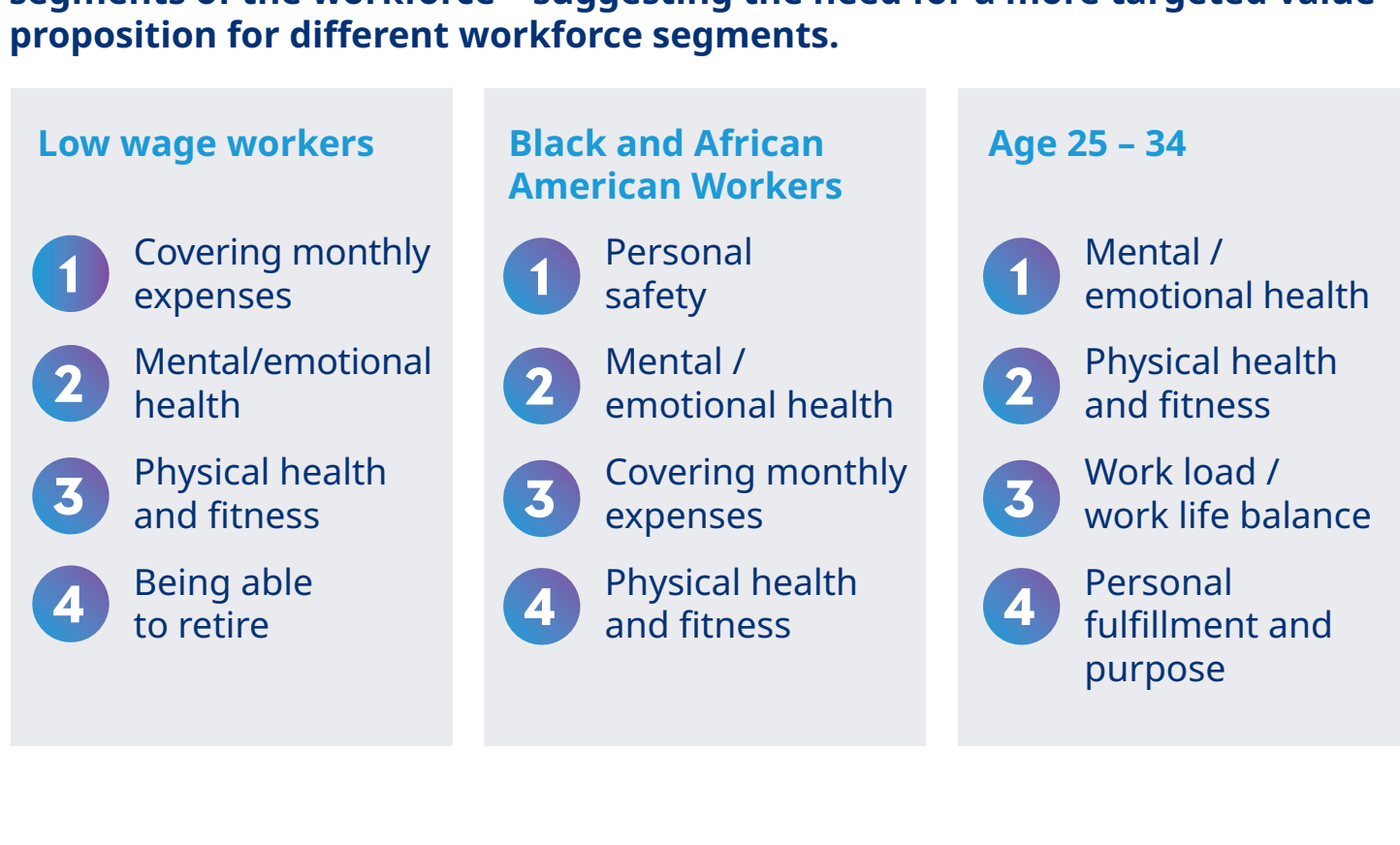


What's top of mind for employees?

Employers can seek to understand the **unmet needs of their workforce** by examining their top concerns both inside and outside of work. **This study examined the relative concerns of workers across 16 items, and found that overall, physical health concerns top the list – no surprise during a pandemic – but work life balance and mental health take the number two and three spots.**



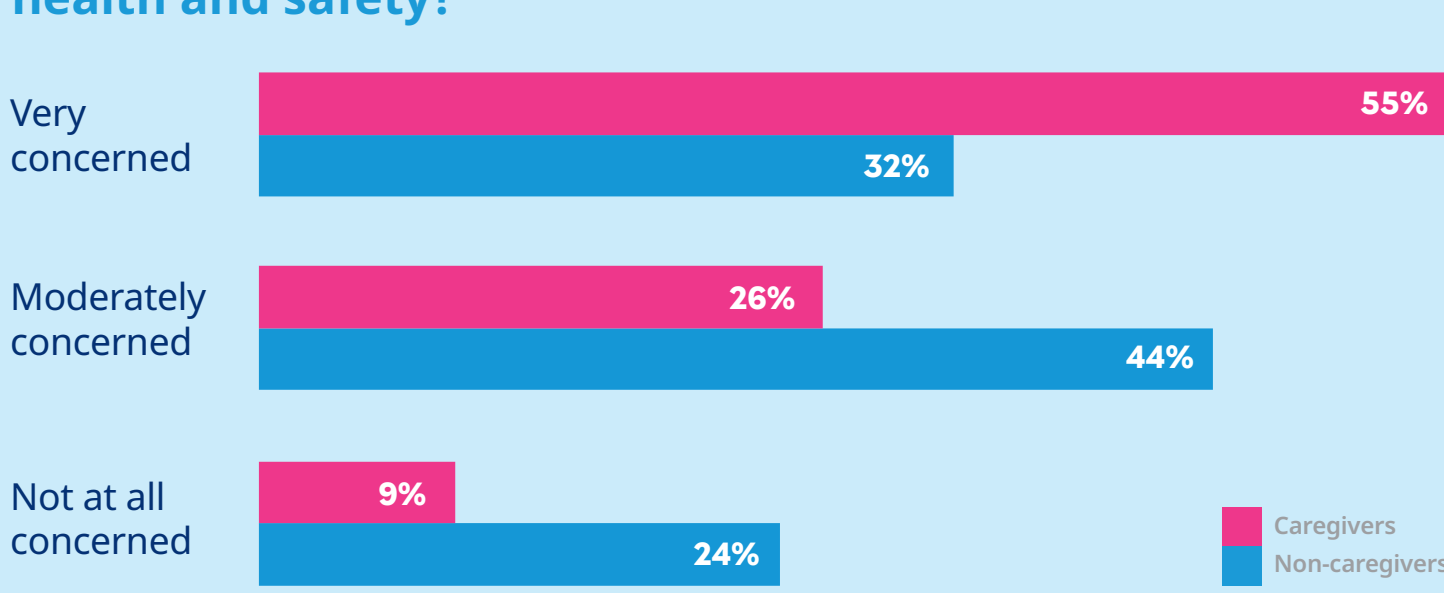
Digging deeper, we see that the top concerns vary widely amongst different segments of the workforce – suggesting the need for a more targeted value proposition for different workforce segments.



How concerned are workers about COVID-19?

Employees who are working remotely are also concerned about their physical health when considering returning to offices – but concern levels are much more pronounced amongst caregivers, than non-caregivers. Employers will need to continue to be flexible, as we navigate this latest surge in COVID-19, particularly for working parents and others caring for vulnerable populations.

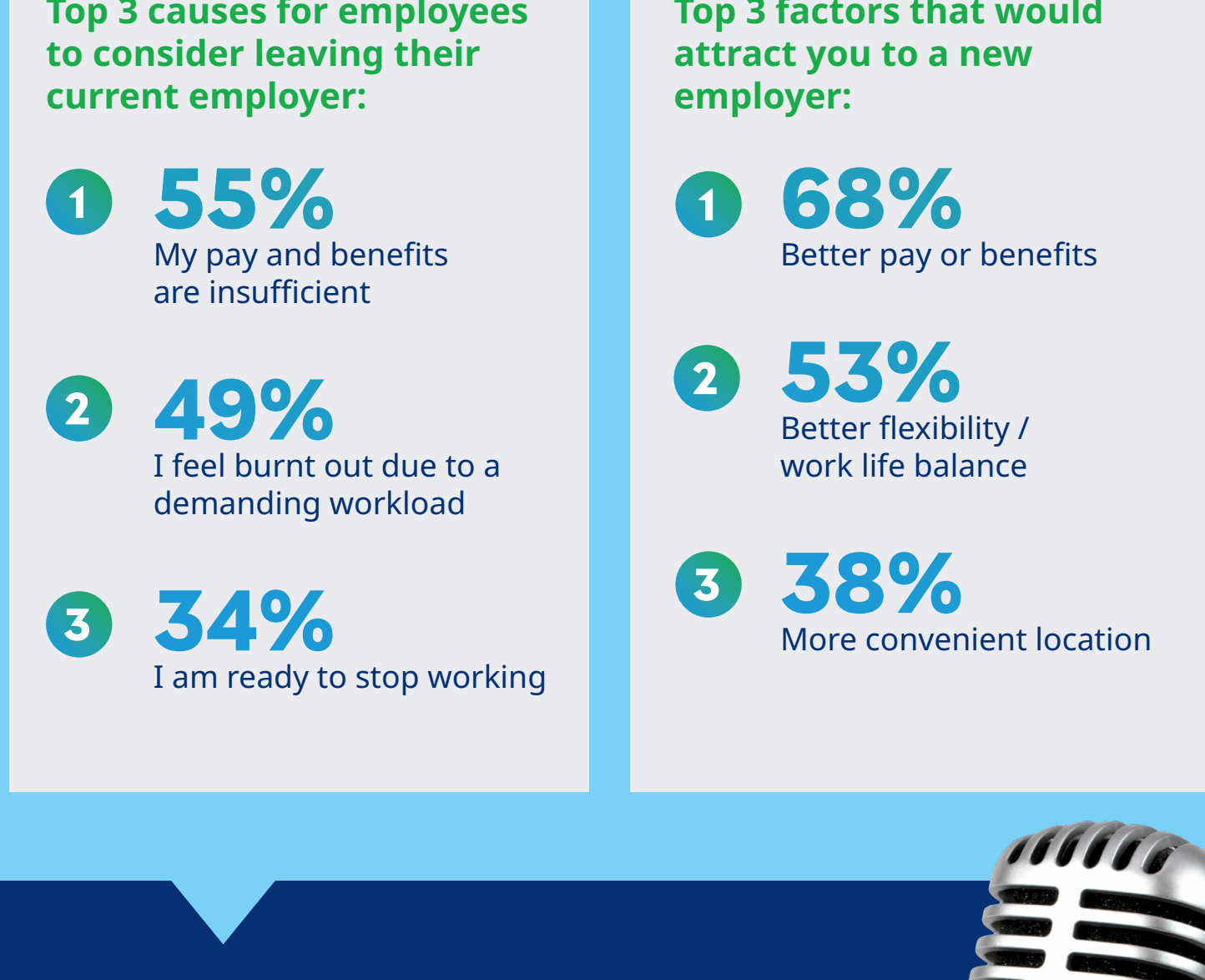
If your employer were to require you to return to the office, how concerned would you be for your health and safety?



Caregiver was defined as someone caring for a child under the age of 18, elderly individuals, or individuals with a disability.

What can employers do to attract and retain the workforce they need?

Compensation and benefits are clear priorities amongst all workers – but employees are also feeling the effects of burnout, and are looking for a more **flexible future**. Employers who address these priorities will gain an advantage when attracting and retaining workers.



Contact us to speak to a consultant about how to understand the needs of your workforce in order to foster greater engagement, and create an employee value proposition that will attract and retain the talent you need.

