



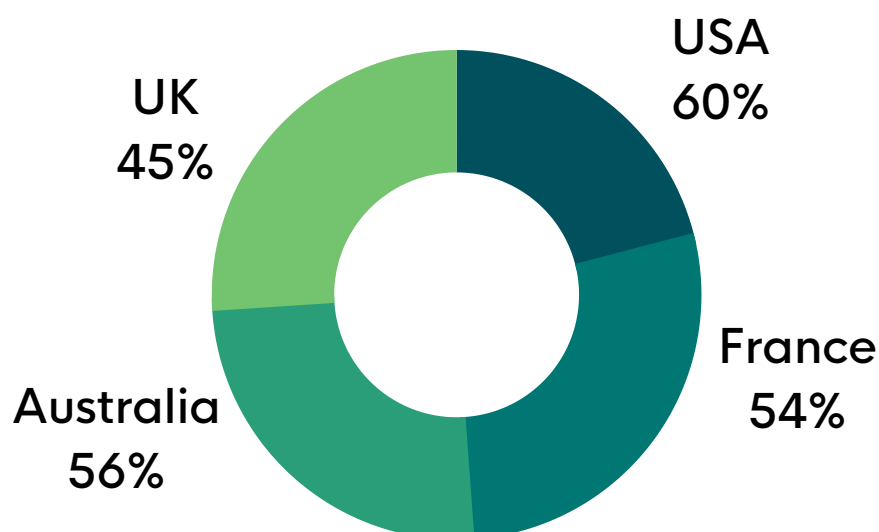
Employee Engagement

Statistics 2020/2021



Employee Engagement Score

According to a survey conducted by Engage Employee, which surveyed more than 4,500 workers, the UK has an average employee engagement score of just 45%. The USA scored the highest, with an average of 60%.

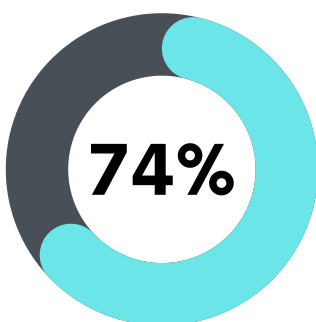




Remote Working Effect

The effects of remote working have been positive for the majority in the wake of Covid-19, however, not all workers have found it easy. With the future of traditional office uncertain, it's very likely that flexible working will be part of the setup for businesses and employees.

The perks of working remotely certainly outweigh the disadvantages, but there are aspects of working in the office environment that cannot be replaced and be as effective. Having face-to-face meetings in person can be seen as more convenient than trying to avoid technical mishaps. Research from PwC show there is a disconnect between what employees want and that of their employers.



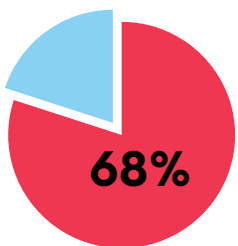
of employees said they would like to work from home and less than 1 in 5 employees said they want to return to the offices as it was pre-pandemic.



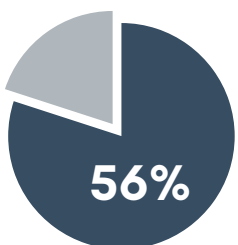
Recognition

Employee recognition is one of the biggest factors when it comes to retaining employees. The feeling of being appreciated and recognised for your work, leaves a positive feeling. Employees who feel valued and recognised for their work, are likely to stay with a business. On the flip side, employees who feel less appreciated are not likely to stay with a business.

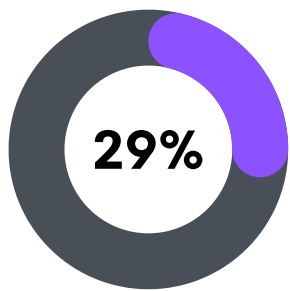
According to a survey from The Society for Human Resource management (SHRM), recognition can help create a positive workplace culture and employee experience.



say their programme positively affects retention



say their programme positively affects recruitment



of employed millennials feel engaged at work, according to a survey survey by Gallup.



of HR professionals agree that ongoing peer feedback can have a positive impact on employees. ([Globoforce](#))



According to a survey by LinkedIn, 83% of job seekers cited that a negative interview experience can make them change their positive opinion about a company they liked in the past. ([LinkedIn](#))



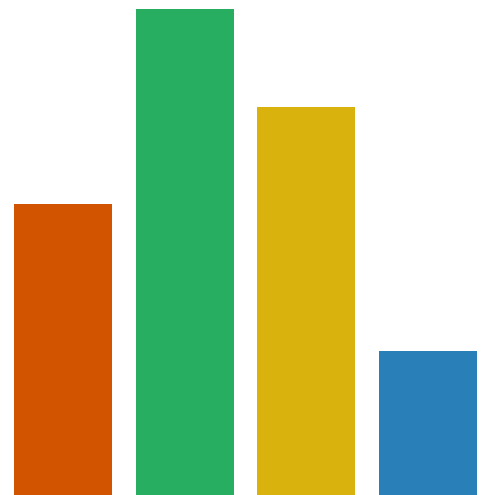
Upskilling Employees

Having employees who possess the 'skills in demand', is crucial for businesses at this current time. Employees who have multiple skillsets and that can contribute to various areas of the business, bring tremendous value. This also brings a business financial gain. Spending money training and replacing staff won't be needed.

An additional benefit of upskilled employees is the increase in productivity. If you're confident and assured in your skillset, this also sends confidence throughout the team; and also allows employees to master their current positions.

54% of all HR leaders cited that poor or outdated technology and infrastructure is the main reason why companies can't perform effectively whilst working from home.

Source: **Gartner**





Employee Experience

The employee experience is often defined by what employees encounter, feel and observe during their time with a company. Aspects such as the office space and the work-life balance, are often taken into account by employees.

In today's digital world and the transparency brought by the possibility of a digital workplace, employees now expect a productive, engaging and enjoyable working experience. The employee experience becomes crucial for a business who are looking to expand and retain talent.

Companies who invested heavily in their employee experience are included 11.5x more often in Glassdoor's Best Places to Work and 28x more often listed among Fast Company's Most Innovative Companies (Jacob Morgan)





Employee Wellbeing

As the message about mental health spreads, various sectors and industries are creating awareness about the subject. We've seen a rise in campaigns with the aim of getting businesses to recognise the importance of employee health and wellbeing. There are many personal factors which can affect an employee's wellbeing. These include their circumstances, home environment, and personal characteristics.

As well as personal factors, there are also factors contributed by an employer which can equally influence wellbeing. Job responsibilities, work culture and support training are important towards how employees feel about the workplace and their jobs. In forward-thinking workplaces, focusing on employee wellbeing involves initiatives to improve the health and happiness of employees; even outside the workplace completely.

These include: Gym memberships, cycle to work schemes, regular team activities etc.

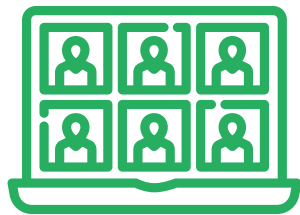
Workplace Predictions

A survey of more than 700 global HR leaders, conducted by Reward Gateway, identified trends for 2021 and beyond:

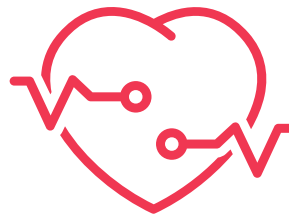
What can we expect more of in 2021?



Digital
Transformation



Remote
Working

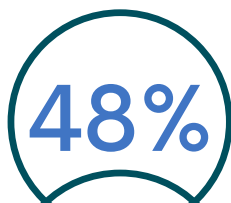


Employee
Wellbeing



Diversity &
Inclusion

What else did the survey find?



48%

predict that HR teams will use technology to create an enhanced and streamlined employee experience.

48%

think remote working will become a standard practice.

45%

believe that employees will rely on their employer more than ever to support their wellbeing.

36%

predict that diversity and inclusion will increase importance.

34%

believe that employees will determine how and where they want to work.

Source: Reward Gateway