Employee Happiness at Work

Quarterly change

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The Great Reshuffle: What Employees Want from Work

How organizations are meeting employees' needs for flexibility

Flexibility

What candidates rate as important

Home vs. Office

Strategic Development Amy Lavoie says:

People Success Platform data and LinkedIn data. Engagement insights were derived from millions

of the report’s three editors: Catie Farrow, Kris Kitto, and Eric Knudsen.

Questions? Comments? Feedback? Feel free to reach out to any one

of the business

Employee well-being is not a fad; it is a fundamental human

"It may look to employees that, while their leaders had prioritized their

organizations' return-to-office plans can carry a dangerous subtext.

Part of the issue here is that the communications around

very few people want to return to pre-pandemic work life.

This simultaneous dip in

and increase in burnout

This double whammy

on business and advancing their own agenda at all costs,

It may seem like a hard pill for leaders to swallow—"But why hadn’t managers

focusing on business and advancing their own agenda at all costs,

What LinkedIn Head of People Science

"I think the answer to the problem is where our leaders need to look more closely at the data and focus on the reasons why employees are choosing to stay with their current company. At the same time, it’s important for organizations to consider what other factors such as work-life balance and company culture play a role in keeping employees satisfied."

The insights in this edition of the Employee Well-Being Report were sourced from a blend of Glint

The Great Reshuffle:

What Employees Want from Work

Talent Mobility

Most employees don’t feel supported to look for their next role internally.

And yet:

- 56% of employees say they plan to look for their next role within the next 6 months

- 8% say they plan to leave their current job before this year ends

- 17% have already started exploring their options, but have decided to remain where they are

- 20% are already actively interviewing for their next role

- 54% are not thinking about their next role at all

What LinkedIn People Science

"Almost every candidate sees work-life balance, excellent compensation & benefits, and good talent mobility as key factors in their decision-making process.

Today’s job candidates rate work-life balance, excellent compensation & benefits, and talent mobility as their top two factors when considering whether to join an organization.

The report also found that 80% of job candidates ranked work-life balance as a top factor, followed by excellent compensation & benefits at 78% and talent mobility at 76%.

Happiness at Work

A growing concern for organizations is the well-being of their employees.

According to the report, 74% of employees expressed at least one risk factor of burnout (e.g., stress, overload, pressure, anxiety, and other related signals of possible burnout).

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Glint is a platform that helps companies build the new world of work through data-driven insights and tools.

Once a quarter, the LinkedIn People Science team does a deep dive into our global employee

Once a quarter, the LinkedIn People Science team does a deep dive into our global employee

its employees.

Employees are looking to their

Senior Researcher Eric Knudsen says:

"Many organizations are struggling with the challenge of maintaining a healthy work-life balance for their employees.

"It is critical for organizations to prioritize employee well-being, as well as the overall health and happiness of their employees."

Methodology

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Good work-life balance

"Employees who feel they have a good work-life balance are more likely to recommend working for their employer.

"It is critical for organizations to prioritize employee well-being, as well as the overall health and happiness of their employees."

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Home vs. Office

Employees satisfied with their organization's flexibility in work time or location are:

- 3 out of 5 employees report:

  - 2.1x more likely to recommend working for their employer

  - 2.6x more likely to stay with their current employer

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It is critical for organizations to prioritize employee well-being, as well as the overall health and happiness of their employees. As such, the report offers insights on key factors that contribute to employee well-being and provides guidance for organizations looking to support their employees."

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How organizations are meeting employees' needs for flexibility

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