

# Increase Wellbeing & Engagement to Attract & Retain.

**Employee turnover & engagement are the 2 metrics HR consider as most important. 61% of employers struggle with staff retention. 73% have difficulty attracting new people**  
the latest research suggests focusing on the following can help:



## Wellbeing=Engagement=Sales

- 32% of staff reported a decline in wellbeing, just 14% noted an improvement - sickness absence is at a 10 year high.

### Wellbeing helps everyone & everything...

- 61% with good wellbeing are more likely to recommend their employer
- 38% of HR leaders say health & wellbeing support is a key reason people choose to join them, 36% say it's why people stay

### ... including the bottom line

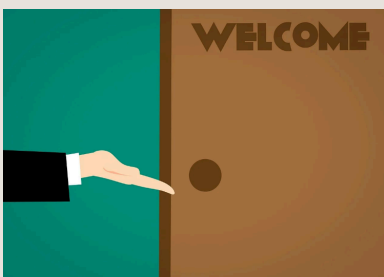
- Companies with engaged workers see 78% less absenteeism, 18% more in sales, & 23% more in profitability
- Every £1 spent on wellbeing, brings a £5 return through reduced presenteeism, absenteeism & staff turnover (Deloitte)

## R-E-S-P-E-C-T candidates

- The average time to hire is c 5 weeks
- 60% of candidates are unhappy with long hiring processes.
- 89% drop out & 65% of companies lose their preferred candidates due to the time taken
- Only 18% of workers feel 3 interviews are acceptable, only 6% will wait more than a week after a final interview before considering other jobs

### More efficiency gets results -

- Organisations that give a strong candidate experience improve the quality of their new hires by 70%
- 76% said a positive experience influenced their decision to accept an offer
- 60% of candidates have left a positive online review after a good hiring experience, but 72% have shared their bad experience with others online or in person



## Make new staff feel at home

- 30% of new employees leave within 3 months
- only 12% believe their company has a good onboarding process

### but, if onboarding is done well...

- Smooth onboarding improves new hire retention by 82% & productivity jumps by 70%

## Dynamism from Diversity

- c60% think their company should do more to increase diversity.
- 67% of job seekers want to join a diverse team

### Investing in diversity brings results...

- Companies with diverse executives are 33% more likely to see better-than-average profits & have a 70% better chance of taking more significant market share
- Those that post about diversity on LinkedIn get 26% more applications from women than those that post less
- Gender-diverse organizations are 15% more likely to outperform financially.



## Be like a squirrel, love trees

Sustainability initiatives bring positive brand recognition, increased employee engagement & improved retention.

- 43% would take a lower salary for sustainability. 93% say it's important their employer acts in a sustainable way. 30% would leave if their employer acted unsustainably.

## The Key Drivers of Employee Engagement are...

- Purpose, Development, a Caring Manager, Ongoing Conversations, a Focus on Strengths



To speak to a People First consultant about vacancies, please contact us on: 020 7796 3636 or by email:

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