

Review and improve benefits to retain & attract people

Employers promote jobs with learning/training opportunities & career development, etc., but 73% of employees want flexible hours & 61% want WFH.

40% would take flexible working over a pay raise.

28% don't have flexible working, of those 50% are considering changing jobs.

29% say it is a decisive factor in their decision to leave.



It's not just about benefits though, it's about who you know, or at least who you work with...



The Top 3 reasons people leave:
Bad work culture, poor leadership, pay dissatisfaction

The Top 3 reasons people stay:
Flexible working, positive work culture, work fulfilment.
46% say a positive workplace culture boosts their job performance.

Train managers, too, not just their teams...

33% have reported a manager they considered to be toxic

Over 40% have left due to dissatisfaction with management

And HR agree - nearly 70% of HR leaders feel 'bad managers' are an issue. Only 54% think their leaders are able to create successful teams.

A reason is that 82% of managers are "accidental managers", they have no formal leadership training.



because if you don't...

Only 27% rate their manager as highly effective.

Only 21% with an ineffective manager say their company is a good place to work.

And 50% of those are more likely to leave than those with a good manager.



It's about time and money, too...

If you're taking more than 5 weeks to recruit you will lose candidates to your rivals.

Let us advertise the salary for the jobs we recruit for you; here's why: For 73% salary is the main reason for looking for a new job, and 93% feel positively about companies that share salary information. But 86% are put off by job specs with a 'competitive', or no, salary.

