The annual Investors in People employee sentiment poll reveals major trends across the UK workforce. By establishing the likelihood that people are looking to move jobs, unpicking the reasons they intend to do so, and setting out the most attractive benefits that employers offer, this report provides advice for organisations to retain and recruit the best talent.
Trends

“...This year, 47% of British workers are looking to move jobs. Despite the reduction in the proportion of those considering a job move from last year’s findings, there are still nearly 1 in 4 workers feeling unhappy at work, citing poor management as the core reason for wanting to move jobs.

In a year where unemployment has reached its lowest level since 1975, but wages have stagnated, the improvements to the labour market have failed to translate to the pockets of UK workers. With 49% of workers citing poor management as the main reason they’re considering looking for a new job next year, management strategies must evolve to meet the demands of employees if organisations are to retain staff.”

Paul Devoy
Head of Investors in People
Nearly half of workers are on the move

47% of UK workers are considering moving jobs in 2018, a reduction of 12% on last year’s survey findings. This year we’ve found that workers are happiest with the level of enjoyment they get from their work, with flexible working and a good team all contributing to satisfaction. Pay continues to be a driver of discontentedness in the workplace, a feeling exacerbated by lack of career progression. Employers must address these concerns if they wish to retain the skills and talents of employees.

Top three things workers like most about their current jobs

- Enjoyable work
- A good team
- Flexible working

Three things workers like least about their current jobs

- The pay
- Working hours
- No career progression

Are you considering moving jobs in the next year?

Yes.

<table>
<thead>
<tr>
<th>Year</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>47%</td>
<td>59%</td>
</tr>
</tbody>
</table>

If you are considering a move, are you actively job seeking?

Yes.

<table>
<thead>
<tr>
<th>Year</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>18%</td>
<td>25%</td>
</tr>
</tbody>
</table>
Headline statistics

49%
Poor management is the biggest grievance for workers, an increase of 7% since last year, suggesting that management is the biggest driver of job satisfaction.

44%
of people said that a small pay rise was the one thing their employer could do to increase happiness in their job, a 3% decrease on last year, whilst 10% of people said a simple ‘thank you’ from a manager would be enough to increase their contentedness in their current role.

Lack of career progression (20%), pay (23%) and working hours (20%) were the 3 things employees liked least about their current job.

Poor management (49%) and pay (40%) were the top reasons workers gave for not being happy in their roles.

1 in 3 of people would rather have improved job security than a 3% pay rise.

More than 1 in 4 workers aged 55 and over are unhappy in their current job.

Those aged 45-54 are happiest in their current jobs (51%), with 11% claiming to be ‘very happy’ where they are.

Top 5 sectors at risk of employee attrition:

- Hospitality and events management
- Energy and utilities
- Marketing, advertising and PR
- Creative arts and design
- Publishing and journalism
Regional perceptions

This year’s results paint a varied picture of perceptions across the UK. Workers in Scotland are most pessimistic about the impact of Brexit on their job security, whilst the majority of those in the South East believe it will have no impact on them. Those in East Anglia are on the move in droves, with 59% looking for a job change, motivated by the belief that they can get more job satisfaction elsewhere.

What do workers in different regions like most about their current roles?

| Flexible working: East Anglia, London, North East, South West and Wales |
| Enjoyable work: East Midlands, Scotland and South East |
| Good team: North West, Northern Ireland and West Midlands |

Happy and unhappy league tables by geography

| Unhappy league table by geography |
| Happy league table by geography |
| Scotland 36% |
| North West 57% |
| North East 28% |
| East Anglia 37% |
| London 50% |
| South East 59% |

% of people who are happy or unhappy in their current roles
Jobseeker outlook

Despite the economic and political uncertainty stemming from Brexit negotiations, unemployment has fallen to pre-financial crisis levels. With 780,000 job vacancies up 24,000 compared with last year, there are options out there for those workers looking for new opportunities.

In the last year, the employment rate has risen by 0.6% compared with last year and now rests at 75%. Similar improvement has occurred with the reduction of the unemployment rate to 4.3% from 4.8% last year. However the optimistic growth in the labour market is not reflected in terms of real wages which have fallen 0.4% since last year1.

What’s driving the half of workers seeking new opportunities?

The results of this year’s employee sentiment poll have revealed that poor management is the main reason that employees aren’t happy in their current role (49%). Research shows that employee disengagement could be costing the UK £340 billion a year.\(^2\)

Given that UK productivity lags at around 20% behind that of the majority of our G7 counterparts, leadership and management is a vital area where improvements could yield tangible benefits both within the workplace and across the economy.\(^3\)

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Job exodus trends – 2018 employee sentiment poll
What can employers do to keep and attract the best?

**How can employers attract and retain the best talent?**

**Female**
- Flexible working: 35%
- A good team: 34%
- Enjoyable work: 34%
- The Pay: 27%

**Male**
- Enjoyable work: 35%
- A good team: 31%
- Flexible working: 30%
- The Pay: 26%

**Top considerations for prospective employees**

When asked what the most important qualities are in a new employer, workers said:

- Competitive pay: 57%
- Enjoyable work: 50%
- Good benefits: 28%
- Job security: 22%

**Compared to last year, job security has overtaken reputation in terms of attractiveness to potential new recruits.** Given the uncertainty posed by Brexit and job automation this is not a surprising development and it points to employees becoming increasingly preoccupied with how secure their position is.

**What employer characteristics are most important for jobseekers?**

- Pay: 39%
- Enjoyable work: 55%
- Job security: 29%
How has Britain’s decision to leave the EU affected the workforce?

This year’s employee sentiment poll included new questions designed to gain insight into how the UK’s workforce feels about the potential ramifications of Britain’s decision to leave the EU.

Our results showed that 18-24 year olds are most anxious, with 33% reporting that they fear Brexit will have a negative impact on their job security. Similarly, there was a marked pessimism in Scotland about the effects that Brexit will have on the job market.

Brexit pessimism by region:

- 30% of Scottish workers think Brexit will negatively impact their job security.
- 61% of workers in the south east believe it will have no impact.

1 in 4 private sector workers think Brexit will negatively impact their job security compared to 1 in 5 public sector workers.

The creative art & design sector is also the most anxious about the impact of Brexit, with 73% of employees believing that Brexit will probably impact their job security.

28% of jobseekers believe that Brexit has made it less likely that they’ll find a job in the next year.
Recommended next steps

**Benchmark Your Management Practices**
Understand how your management practices compare against the standard for people management. It’s a simple tool to explore how well your people are led, managed and supported. See how you compare, find new opportunities to improve and understand where you sit against the nine indicators of the IIP Standard.

– Leave a few details
– Take 10 minutes
– Explore your results

**Improving Performance with Workplace Wellbeing**
Wellbeing is a simple, people-centred way of looking at how organisations and individuals can improve productivity, quality of life and satisfaction at work. Because it’s based on an understanding of what makes us human, wellbeing is a powerful way of making a real difference in the workplace.

Our ebook explores four key performance problems and how to tackle them through wellbeing:

– People must do more with less
– Personal lives are more stressful
– Technology has side effects
– More energy is needed to succeed at work

**Introduction to the sixth generation Investors in People Standard**
Investors in People is the Standard for People Management. Based on 25 years of leading practice, the sixth generation Standard reflects the very latest workplace trends, to help every organisation be the best they can be, by retaining and developing their people. From leadership to vision and values; this guide sets out the steps to achieving accreditation as an Investor in People.

In this free download:

– An overview of the sixth generation
– An example indicator to illustrate the features of the best organisations
– The benefits of Investors in People

www.investorsinpeople.com
Start your journey

Take a dry run. **Start a self-assessment** online today and measure your performance against the standard for people management.

**Self-assessment** – compare your performance and identify how close you are to meeting the Investors in People Standard

**Tools and resources** – access information on what it takes to be an Investor in People

**Attend events** – join a workshop to better understand the benefits for your organisation.
Methodology

A poll of 1000 employed people in the UK was launched on 21 November 2017, closing on 27 November 2017. A poll of 1000 unemployed people in the UK seeking work was also undertaken over the same period. Data was captured via an online survey carried out by research organisation One Poll.

For more information about this survey, or to access additional data sources and press information, please contact press@investorsinpeople.com or call 0300 303 3033.

About us

Investors in People is the Standard for people management. The international Standard defines what it takes to lead, support and manage people well for sustainable results.

Investors in People works with thousands of top businesses across the world, from Allianz Insurance, McDonald’s restaurants, to Brompton Bikes. With a community of 10,000 organisations across 58 countries, successful accreditation against the Standard is the sign of a great employer, an outperforming place to work and a clear commitment to sustained success.

Based on a tried and tested framework and a rigorous process of assessment, organisations that meet the Investors in People Standard proudly display their accreditation to the world because they understand that it’s people that make the difference.

To find out more about Investors in People visit www.investorsinpeople.com.
Get accredited with Investors in People

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