



JOB EXODUS TRENDS

2019 employee sentiment research



INVESTORS
IN PEOPLE

Trends 2019

“ This year, nearly half of UK workers will be looking for a new job, showing a downward trend over the last three years. However, with half the workforce job-seeking and simultaneously wanting job security, there’s a conflicting message.

Why would people leave their jobs to seek security? People are telling us they’re leaving jobs because they don’t trust their leaders and that they’re too stressed at work and need a better a work-life balance.

Despite a decade or more of research looking at the economic benefits of happiness, it’s frustrating that all too often, wellbeing at work focuses on reducing stress not increasing happiness. Yet we know that humans want to be engaged in meaningful relationships, feel valued and useful. And that in this environment people are both happier and more productive.

Empirical analysis and experience have shown that increasing happiness has anything from a 12% to 14% *effect on productivity. Some estimate that for every £1 that an organisation invests in mental wellbeing support, they can expect £9 return on investment.**

If organisations are to attract and retain talent, then leaders need to respond to this area of employee experience and increase the happiness of their people. ”



Paul Devoy
Paul Devoy

Head of Investors in People

Happiness

65% of respondents are happy in their roles compared to 48% last year



Workplace stress

1 in 5 people cited workplace stress as the worst thing about their job



Sunday night blues

1 in 5 people are looking for work to eradicate Sunday night blues



Part-time work

Nearly three times as many women are working part time than their male counterparts



Are you considering moving jobs in the next year?

Yes.



* Research from Jackson Organisation

** Thriving at Work: a review of mental health and employers

Nearly half of workers are on the move

In an age of job uncertainty, growing competition and rising workplace stress and anxiety, **one in three** workers report being unhappy at work which with **45% of workers looking to move jobs in 2019**.

The top three reasons that people are changing jobs is because they want **better pay (25%)**, **don't feel valued (16%)** and have **work-related stress (16%)**.

But paying your people more isn't the best way to retain valuable team members. In fact, instead workers stay in jobs where there is a **good work-life balance (37%)** and a **good team (34%)**.



Top considerations for prospective employees

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

Competitive pay



Enjoyable work



Good benefits



Job security



Regional perceptions

These results paint a varied picture of what it's like to work in the UK with more than double as many people enjoying their work in East Anglia (33%) as those in the East Midlands (16%).

Being happy at work isn't enough to stop people job searching. Those in Yorkshire and the Humber are the happiest in the UK (71%) and are looking for work at the same rate as those in the South East & East Anglia.

Perception of management quality varies across the UK with 17% of Welsh workers telling us bad management tops the list for why they're not happy at work compared to only 8% in East Anglia.

Other than a payrise, what can leaders do for their workforce? In Northern Ireland nearly 1 in 5 (19%) want to be told 'thank you' more often and in East Anglia 15% of workers would be happier with more flexible working.

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



Work-life balance:
North East & East Midlands



Feeling appreciated:
Northern Ireland & Scotland



Good team:
East Anglia & Scotland

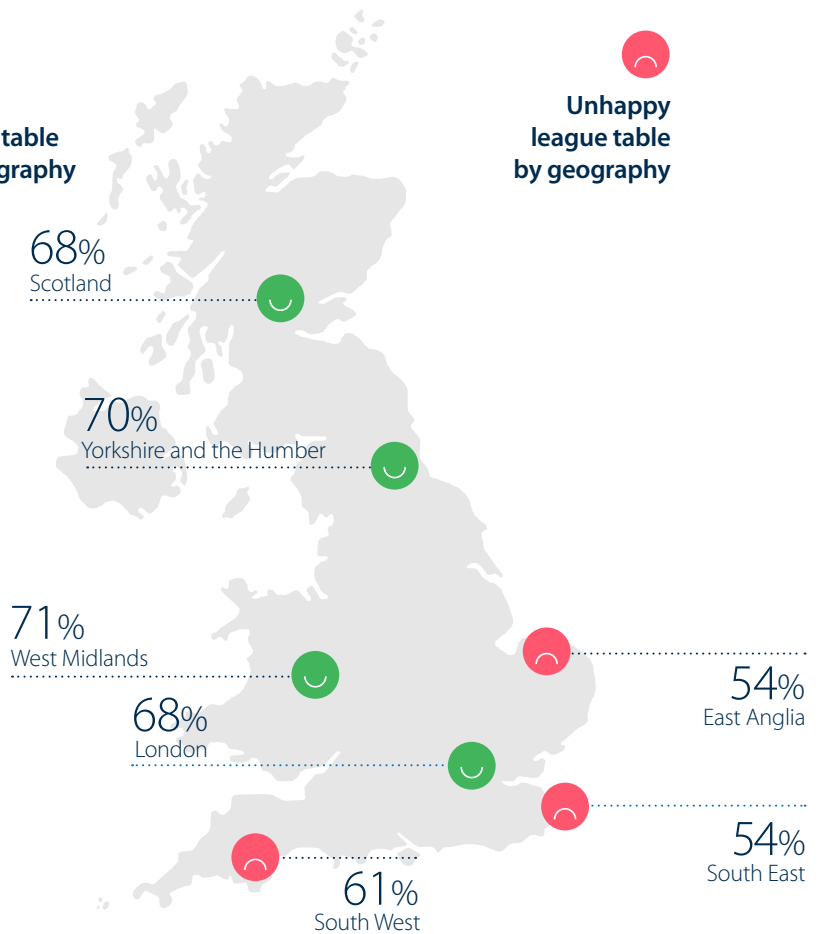
Happiness and unhappiness in the UK



Happy league table by geography



Unhappy league table by geography



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

Jobseeker outlook

Despite unemployment being at 4.1%, an all-time low since 1971, the picture is uncertain for the estimated 1.38 million unemployed people.

Total vacancies being advertised for September sits at 1,143,386, and full-time vacancies are down 7% YOY. Perhaps due to insecurity over Brexit, this shows a real reluctance from employers to commit to hiring.

There is some good news, with competition for roles down to 0.38, marking the lowest job competition levels for jobs since 2011*

2019



76%

Employment rate

The highest estimate since 1971 & an improvement of 0.06% based on the figure this time last year**



4.1%

Unemployment rate

Decrease of 0.2% since this time last year**



3.5%

Increase in earnings

compared to this time last year**

2018



75%

Employment rate

An improvement of 0.6% on the figure for this time last year***



4.3%

Unemployment rate

An improvement of 0.5% on the same figure for last year***



0.4%

Fall in average weekly earnings

compared to this time last year***

* Adzuna employment research

** Based on ONS figures released on December 2018

*** Based on ONS figures on November 2017

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

Despite **craving job security** (44%) workers are prepared to cause **short-term disruption** for **long-term security** and **nearly half of all** respondents looking for a new job this year.

Sometimes hailed as the answer to flexible working and 'worker empowerment' the gig economy has earned a reputation as the foregone conclusion of the future of work. Bucking this trend, this research shows that people want to work with **good teams** and **good people** and that they want their **talents harnessed** and to **feel valued**.

When looking for a new employer, the three most important qualities respondents look for are:

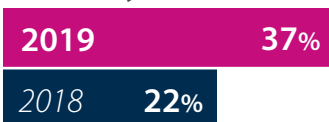
Enjoying the work



Competitive pay



Job security



What are people looking for in a new job?

Better Salary



More enjoyable work



Better use of my talents and skills



Better hours



Better work-life balance



Get rid of Sunday night blues



Change in career direction



My current job is having a negative impact on my health



I want to work in a different kind of organisation i.e start-up or corporate



Good opportunities at the moment



I don't like my colleagues/team



Other



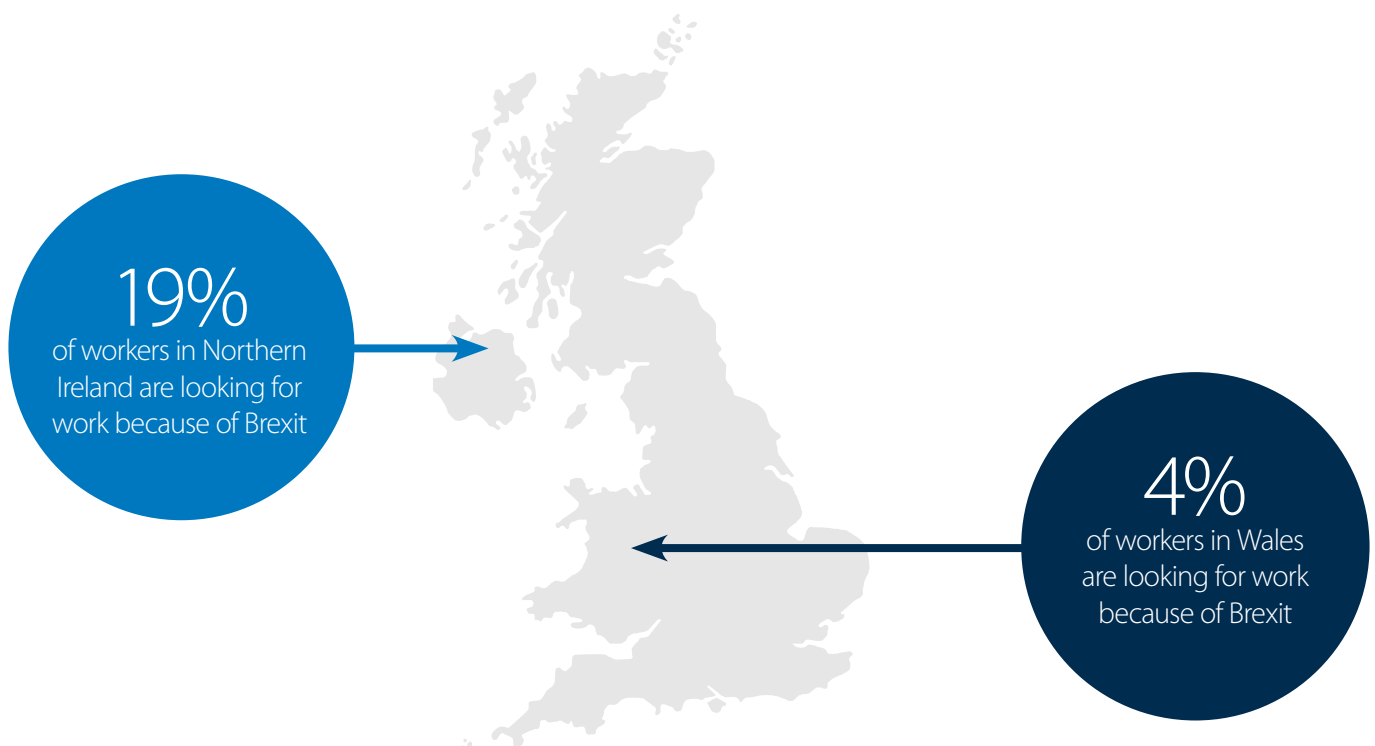
How has Britain's decision to leave the EU affected the workforce?

With no clarity about what the UK workforce can expect from the Brexit negotiations it's not a surprise that people's attitudes remain negative about what impact leaving Europe might have on their job security.

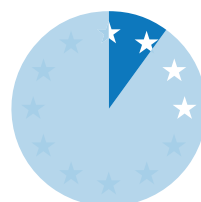
In last year's report 18-24 year olds reported particularly high levels of anxiety about the impact of Brexit on their job security. This insecurity may well still be fuelling their job search as 16% of this age group told us that leaving the EU makes them more likely to look for a new job.

There is some positivity about the effect of leaving the EU on job security and men are 25% more likely to see the bright side!

Who's on the move because of Brexit?



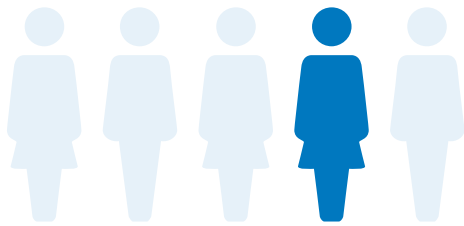
1 in 4 workers believe that **leaving the EU** will **negatively impact** the security of their job



Across the UK **10% of workers** are **looking for work** as a result of **leaving the EU**

Wellbeing

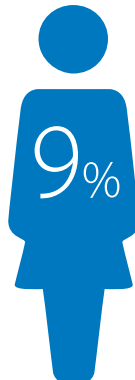
1 in 5 workers told us that workplace stress is the worst thing about their jobs



16% of job seekers cite workplace stress as their primary reason to change jobs

44%

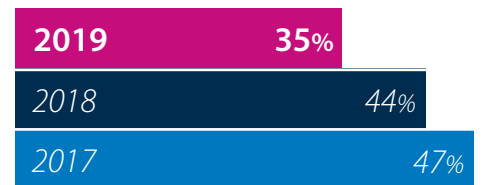
of workers would choose **job security** over a 3% payrise



of workers **don't like anything** about their current role

Pay isn't king

What's the one thing employers could do to increase your happiness?



Five generations in the workplace



3 in 4 Gen Z told us they're **happy at work**, making them the **happiest generation** in the workplace

75%

of Millennials want to work in organisations with a **clear purpose**



Gen Z are **three times** as likely to look for work as a **result of Brexit** as Baby Boomers and Traditionalists

Methodology

Since 2015 Investors in People have carried out an annual survey to provide trend and sentiment analysis from working age people across the UK. By showing the likelihood that people are looking to move jobs and unpicking the reasons why this report and research provides advice for organisations to retain and recruit the best talent

Research here was delivered by One Poll, who surveyed 2000 people in the UK in December 2018.

About us

Investors in People, a community interest company and an agent of change, calling for a movement that puts people first for the benefit of every person in every workplace, for increased productivity across organisations, and for a stronger, healthier and happier society.



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