



Employee Perspectives

2024

www.jacksonhogg.com

  [jacksonhoggrec](#)



Contents

02

Introduction

Our Methodology

03

**Work-Life
Balance**

05

**Values, Purpose
& Reputation**

08

**Where
We Work**

10

**Benefits &
Engagement**

12

**Looking
Forward**

14

**R.E.S.P.E.C.T.
Find out what it
means to me**

Candidates want flexibility above all

Employee expectations have changed drastically over the past five years, with more and more workers expecting flexible working, enhanced benefits and innovative management structures. In this whitepaper, we will provide you with an insight into the employee experience and workplace dynamics within STEM. Our survey was conducted to understand employee perceptions, preferences, and expectations in the workplace, and deep dive into the thoughts of the average worker.

The data was collected through a digital form online and posted to our LinkedIn page, which anyone had access to. Professionals from 12 different industry sectors, from board level to shop floor participated, from all over the UK. Over 61%

respondents had 10+ years' experience, with their ages ranging from under 25 to over 55-year-olds and a gender split of 65% male and 35% female. The survey consisted of multiple-choice, open-ended short questions and a scale rating response, allowing for a comprehensive analysis of employee sentiments. It's important to note that while every effort was made to ensure the validity and reliability of the data, the survey findings are subject to inherent biases and limitations.

By understanding employee perceptions and preferences, organisations can better align their policies, practices and initiatives so that they can improve the experience for their workforces, therefore retaining employees.





Employee Perspectives

Work-Life Balance

Work-Life Balance

Our survey revealed that 56.7% of respondents rated their work-life balance an 8 or higher. Compared to pre-2020 levels, this is a marked increase, indicating that the flexible-working policies brought about during the pandemic have played a large part in increasing work-life balance..

Factors Impacting Work-Life Balance

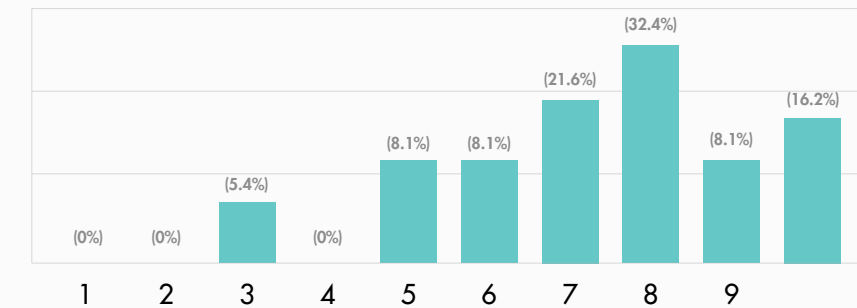
Flexibility emerged as a critical factor affecting work-life balance, with 79% of workers believing that a flexible schedule improves their personal work-life balance. 89% of an external survey of HR professionals saw increased employee retention after implementing flexible work policies. Organisations that offer a good work-life balance have 25% less employee turnover, reducing recruitment costs, improving company cohesion and improving business performance on the whole.

Strategies for Improving Work-Life Balance

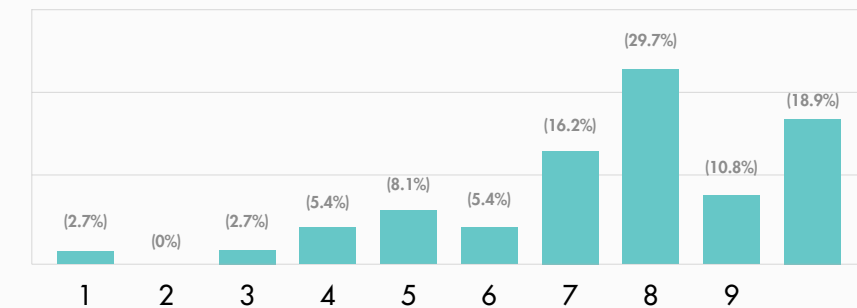
To address employees' needs in regards to work-life balance, organisations should promote initiatives such as flexible work hours, communication options with employees, and wellness programs - all proven strategies for improving work-life balance. An external survey stated that 91% of surveyed employees decided to work remotely because they wanted a better work-life balance, resulting in 90% of workers saying that this increased their morale. A further study from Deloitte showed that 75% of their employees reported that improving their well-being was a top priority. Whatever the method, it's clear that a well-thought out strategy to improve work-life balance can pay dividends.

The findings highlight the importance of prioritising

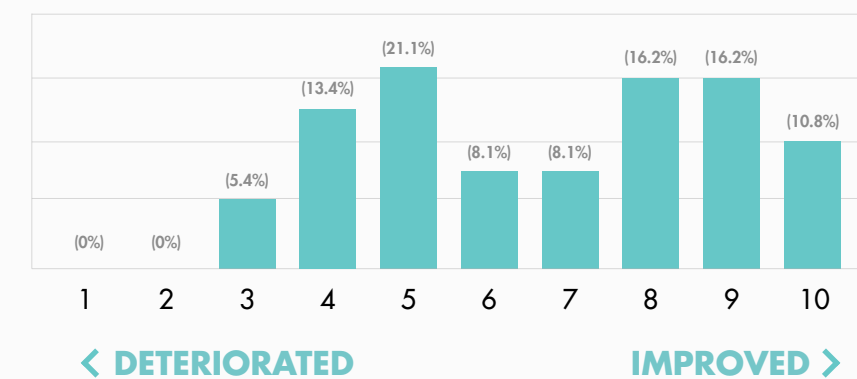
ON A SCALE OF 1-10, HOW WOULD YOU RATE YOUR OVERALL JOB SATISFACTION?



ON A SCALE OF 1-10, HOW WOULD YOU RATE YOUR WORK-LIFE BALANCE?



HAS YOUR WORK-LIFE BALANCE IMPROVED OR DETERIORATED?





Employee Perspectives

Values, Purpose & Reputation

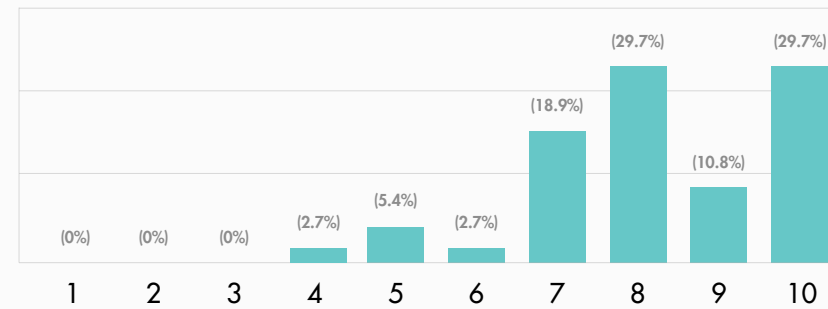
Employer's Values & Purpose

Our survey revealed that candidates in 2024 place a high value on company reputation, alignment with organisational values, sense of purpose and commitment to sustainability. Over 70% of respondents rated a potential employers values as very important (as signified by a rating of 8 or above) when considering a job opportunity, with no respondents rating the importance a 3 or below.

There has been a noticeable shift in employees' preference towards an organisation that prioritises social responsibility. In the UK 66% of companies are constantly investing in corporate social responsibility programs for their employees. Compared to previous years, employees are placing greater emphasis on the ethical and societal impact of the companies that they choose to work for.

To attract top talent, organisations must focus on strengthening their employer brand by highlighting their reputation, values, and purpose-driven initiatives. Organisations that effectively communicate their values and purpose are more likely to appeal to candidates seeking meaningful and fulfilling work experiences.

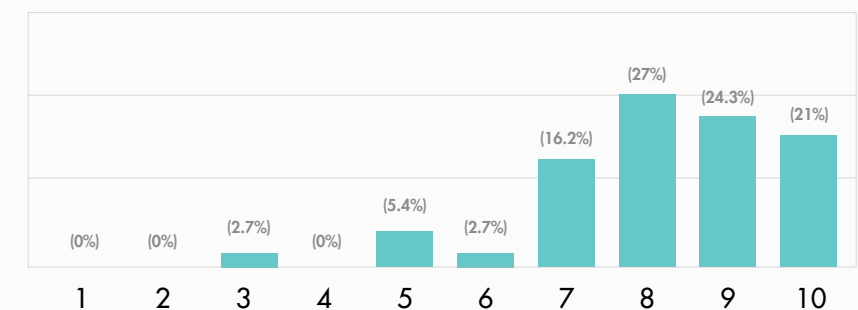
WHEN CONSIDERING A JOB OPPORTUNITY, HOW IMPORTANT ARE THE EMPLOYER'S VALUES IN YOUR DECISION-MAKING PROCESS?



29.7%

of respondents reported a 10 on a 1-10 scale regarding the organisation's values in their decision making process.

WHEN CONSIDERING A JOB OPPORTUNITY, HOW IMPORTANT IS THE COMPANY'S PURPOSE IN YOUR DECISION-MAKING PROCESS?



72.3%

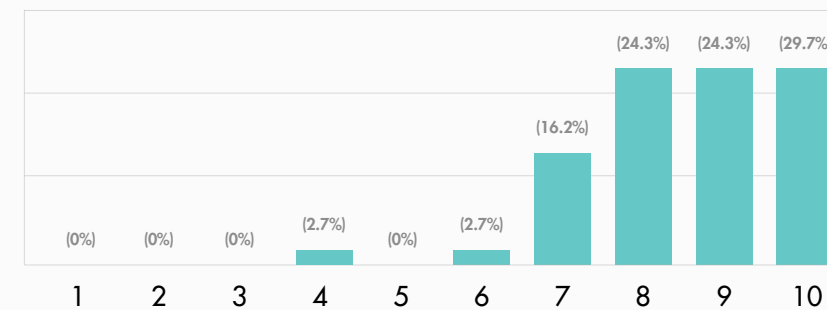
of employees voted an organisation's purpose as a significant factor in their decision-making process.

Values Must Align

To attract top talent, organisations must focus on strengthening their employer brand by highlighting their reputation, values, and purpose-driven initiatives. Organisations that effectively communicate their values and purpose are more likely to appeal to candidates seeking meaningful and fulfilling work experiences.

In today's competitive job market, organisations need to align their employer branding strategies with the evolving preferences of candidates. By showcasing a strong commitment to values, purpose and sustainability, organisations can position themselves as an employer of choice when attracting top talent in the market.

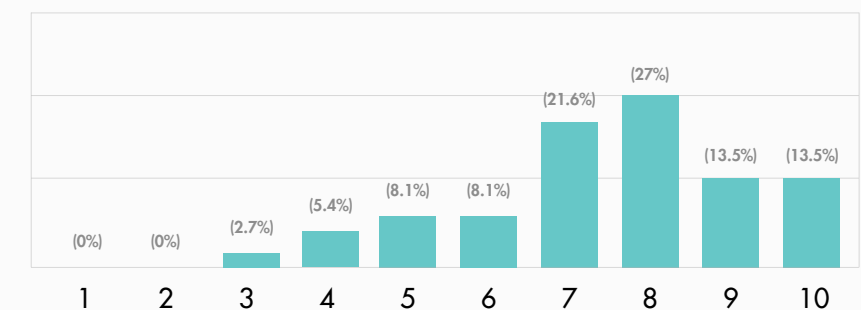
WHEN CONSIDERING A JOB OPPORTUNITY, HOW IMPORTANT IS THE EMPLOYER'S REPUTATION IN YOUR DECISION-MAKING PROCESS?



64.8%

rated reputation as a significant factor in their judgement of a potential employer

WHEN CONSIDERING A JOB OPPORTUNITY, HOW IMPORTANT ARE SUSTAINABILITY AND ENVIRONMENTAL FACTORS IN YOUR DECISION-MAKING PROCESS?



66%

of companies are constantly investing in corporate social responsibility programs for their employees.



Employee Perspectives
Where We Work

Work Environment Insights

Our survey findings indicate that the majority of employees are satisfied with the overall work environment, describing their workplaces as amazing, having a togetherness culture, considerate, supportive, and rewarding. However, some respondents described their workplace as disorganised, erratic, hectic and challenging.

Inclusive Culture and Diversity

From our survey, 72.9% of respondents submitting a rating of 7 or higher when asked whether their current workplace fosters a positive and inclusive culture, indicating that organisations are making an effort when it comes to inclusivity, culture and diversity.

Career Development Opportunities

Our survey confirmed something that everyone knows, but businesses often don't appreciate the importance of - employees overwhelmingly value opportunities for growth and advancement within the organisation, with 56.7% responding with a rating of 7 or higher for career development opportunities and support from their employer. Mentorship programs, skills training workshops and development courses are all common ways to empower employees to reach their full potential.

Direction and Vision of the Organisation

Respondents reported that they were generally aligned with their organisation's direction and vision, but there is still room for improvement, as shown by the distribution of responses. Communication is a constant battle for many companies, but transparency regarding the strategic and long-term goals of the business is vital to ensure that employees are engaged and on-board with the company's long-term goals.

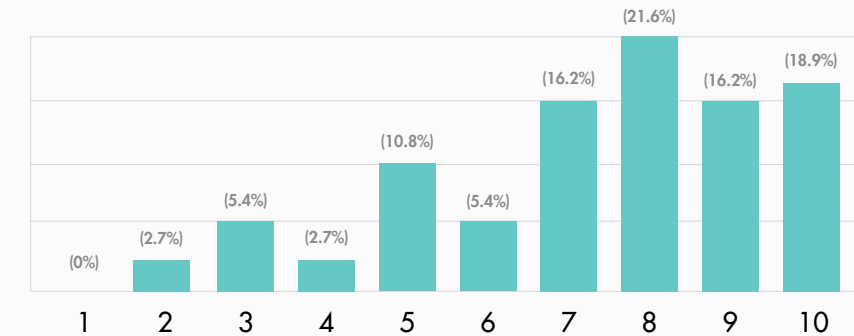
Conclusion

The current state of the workplace reflects a positive and collaborative environment, with opportunities for further improvement in areas such as diversity, inclusion, and career development. Through listening to employee feedback and implementing targeted initiatives, organisations can create a workplace that supports the growth and success of all their employees.

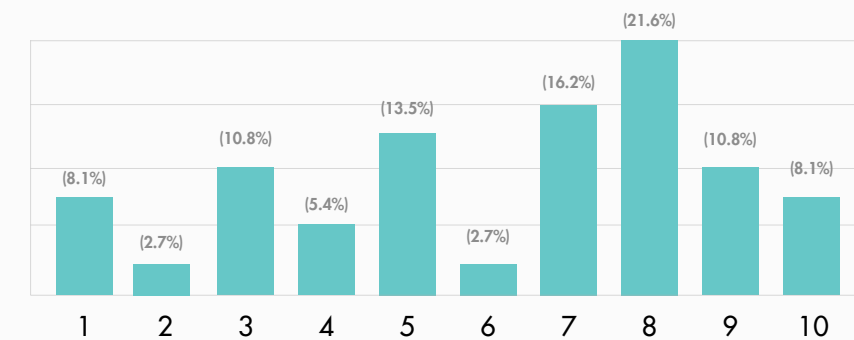
72.9%

of respondents submitted a rating of 7 or higher when asked whether their current workplace fosters a positive and inclusive culture.

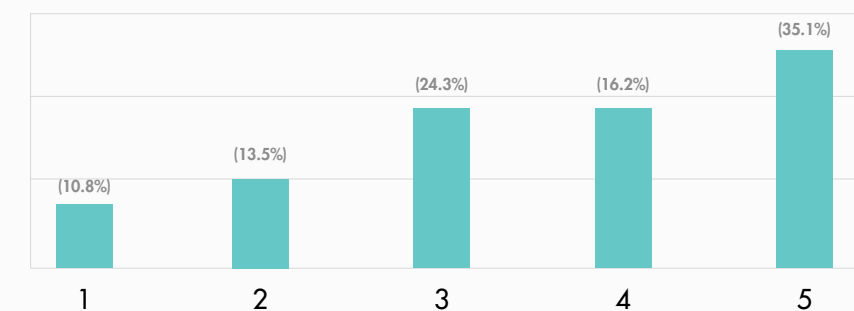
TO WHAT EXTENT DOES YOUR CURRENT WORK-PLACE FOSTER A POSITIVE AND INCLUSIVE CULTURE?



HOW SATISFIED ARE YOU WITH THE CAREER DEVELOPMENT OPPORTUNITIES PROVIDED BY YOUR CURRENT EMPLOYER?



DO YOU FEEL IN THE LOOP ABOUT YOUR EMPLOYER'S DIRECTION AND VISION?





Employee Perspectives
**Benefits &
Engagement**

Overview of Benefits Offered

Organisations provide a comprehensive range of benefits and perks aimed at supporting the well-being and satisfaction of employees. When asked how satisfied employees are with the benefits and perks offered by their organisation, respondents returned a mixed message. The most common benefits packages included health insurance, retirement plans, paid time off and wellness programs, whilst the most desired benefits were flexible work arrangements and childcare programs.

Perceived Value of Benefits

Benefits are often seen as one of the most valuable and important factors in the overall compensation package. Forbes reports that 40% of employers believe workers leave their jobs to find employment that offers better benefits. Over the past five years there has been a growing trend for additional benefits focussed on altering work-life balance, such as flexible work arrangements and parental leave policies.

Impact of Benefits on Employee Engagement

Access to comprehensive benefits positively impacts employee engagement and satisfaction, leading to higher levels of loyalty, productivity, and overall

job satisfaction. Employees who feel supported and valued through benefits packages are more likely to be committed to their work, therefore positively impacting the overall organisation.

Effective Communication of Benefits

Effective communication is essential to ensure that employees are aware of and understand the full range of offerings available to them. Regular communication through channels such as employee handbooks and online portals helps to increase awareness and utilization of benefits among employees.

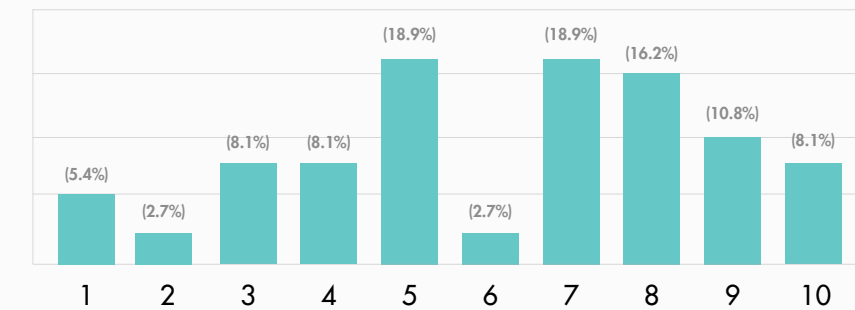
Conclusion

The benefits offered by an organisation play a crucial role in supporting the well-being and satisfaction of employees. Organisations can attract and retain top talent and foster a positive and inclusive workplace culture, to do this they must evaluate and enhance benefits packages so that they meet the needs and preferences of employees.

56.7%

of respondents responded with a rating of 7 or higher for career development opportunities and support from their employer.

HOW SATISFIED ARE YOU WITH THE BENEFITS AND PERKS OFFERED BY YOUR CURRENT EMPLOYER?





Employee Perspectives
Looking Forward

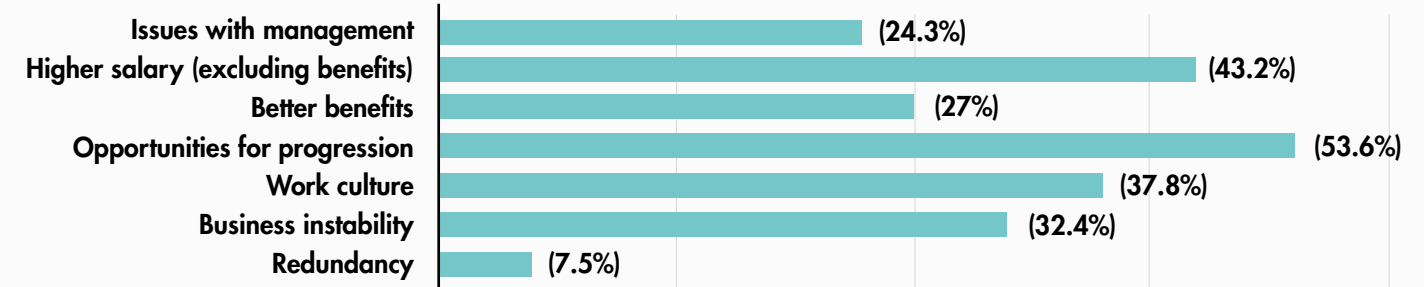
Reasons for Seeking New Opportunities

From our survey, we found that employees cite various reasons for considering a change in employment, 48.6% state opportunities for progression as the most important factor with a higher salary coming in second with 43.2%.

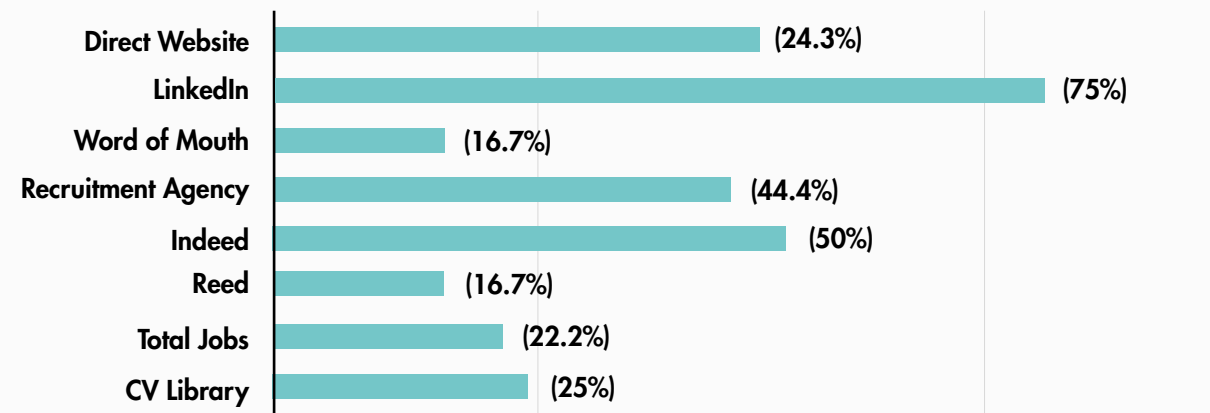
Job Search Channels and Methods

Employees utilise a variety of channels and methods when searching for a new job opportunity, including online job boards, professional networks, recruiters, and referrals from colleagues. Our survey found that LinkedIn is the most popular channel with 75% reporting it as a place where they find new roles, the next was Indeed with 50%.

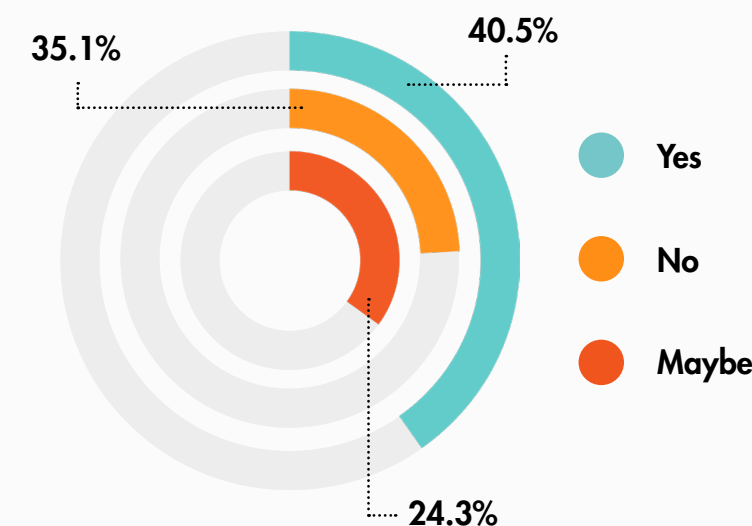
IN YOUR LAST JOB SEARCH, WHAT MADE YOU CONSIDER FINDING A NEW ROLE?



HOW DID YOU FIND OUT ABOUT THE ROLES YOU APPLIED TO IN THE LAST 12 MONTHS?



DO YOU FORESEE STAYING WITH YOUR CURRENT EMPLOYER FOR 2 YEARS OR MORE?



Conclusion

Understanding employees' motivations for seeking a new job is essential for identifying areas of improvement, allowing organisations to implement effective retention strategies to retain their current employees. By prioritising employee engagement, satisfaction and well-being organisations can create a positive and supportive work environment where employees feel valued, motivated, and supported so that they want to work for their organisation.



R.E.S.P.E.C.T. Find out what it means to me

By Victoria Kneafsey
HR Manager

“My manager is toxic, incompetent, gaslighting me, bullying me” are just some of the top autocomplete suggestions when typing ‘my manager is...’ into Google. A recent Insight survey conducted by Jackson Hogg also revealed that shockingly only 36% of respondents were satisfied with the respect shown to them by their manager. This seems extraordinarily low in a market where companies claim to understand that the war for talent is only becoming increasingly challenging. So, what difference does a bad line manager actually make? Unfortunately, their impact can even stretch beyond the world of work with a recent survey by the CIPD revealing that employees who rate their line managers’ people management skills poorly are more likely to experience negative mental health in their lives as a whole.

Surely respect in the workplace should be a given right, so what is going wrong?

To what extent can we simply blame the ineffective managers? Dr. Laurence J. Peter's 'Peter Principle', first published in 1969, centres on the premise that in hierarchical organisations individuals are promoted until they reach their level of incompetence. This means that they continue to be promoted until they reach a position where they are no longer effective due to their lack of competence in that role. Perhaps this perceived lack of management respect is actually somewhat due to a line manager's personal insecurity in their new role?

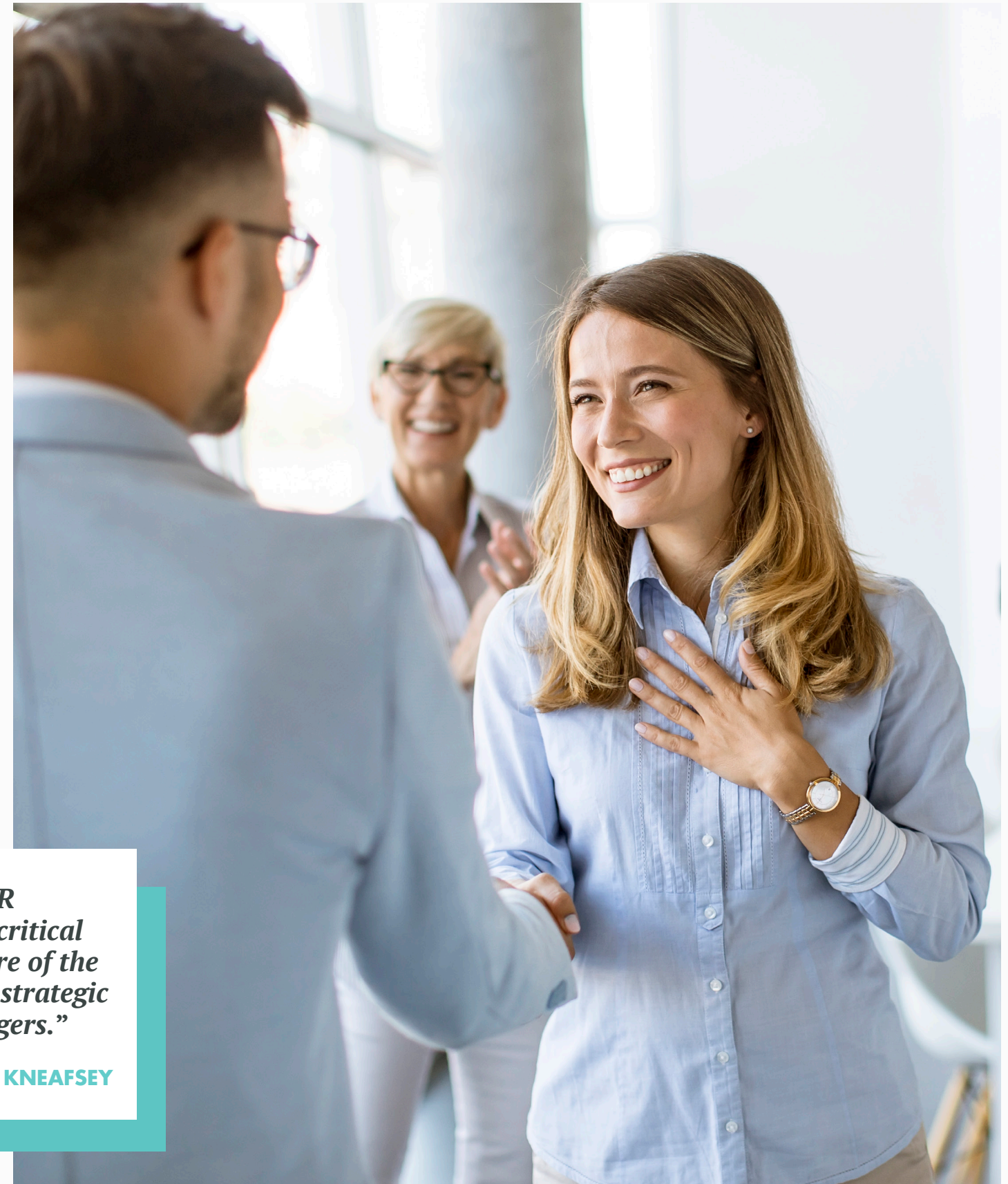
In my 20 years of HR experience, I believe this theory to be as relevant today as it was in 1969. All too often we see excellent employees promoted into the role of manager simply for being the best at the task they will be managing employees to do. Unfortunately, the skills required to be an excellent line manager differ massively from those required to excel in a technical skill. Promoting beyond competence without support or training creates the perfect conditions for bad management practices to thrive. I believe an effective HR Department can play a critical role in shaping the future of the organisation through a strategic focus on first line managers.

In a world where every company is striving to create the illusive 'amazing' company culture, The ideal starting place is not a swanky office, the best coffee or a stunning social media presence. Unless an organisation focuses on its line managers, in my experience the rest will prove to be ineffective. In the book 'The Corporate Mystic' Gruenter and Whitaker state - "A company's culture is defined by the worst behaviour the company is willing to tolerate". This highlights the idea that the behaviours that are allowed or ignored within a company ultimately shape its culture, regardless of an organisation's stated values or intentions. I would argue that line managers are therefore the first respondents in the battle to protect a company's culture and identify and deal with poor behaviours. Furthermore, their own behaviour is even more important in defining company culture.

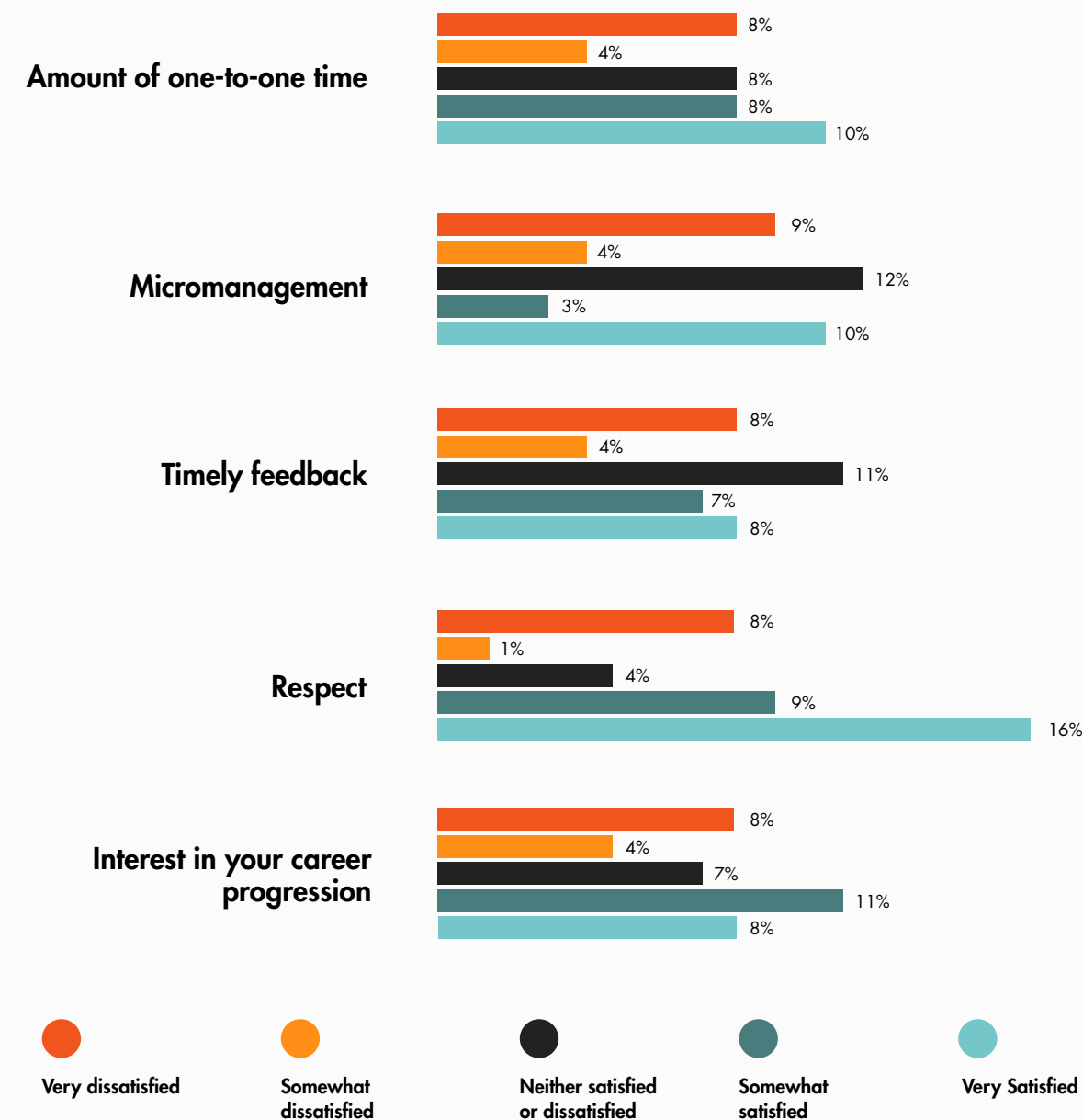


"I believe an effective HR Department can play a critical role in shaping the future of the organisation through a strategic focus on first line managers."

VICTORIA KNEAFSEY



HOW SATISFIED ARE YOU WITH DIFFERENT FACETS OF YOUR MANAGER'S MANAGEMENT STYLE?



To be an excellent manager there is a delicate balance of empathy, communication and leadership skills required. First line managers provide the vital link between the Senior Leadership Team and employees. Rather than dropping new line managers into a sink or swim situation, I would therefore suggest a strategic approach to succession planning. Ensure your line managers of the future have had a chance to shadow a manager that the organisation considers to be a living representation of the values they prize most. I would encourage you to be an organisation that applauds self-reflection and also prioritises the importance of emotional intelligence when appraising and, crucially, when promoting its employees. An organisational strategy for well-being and stress management will also help deal with poor behaviours and bad decisions which are typical of employees at all levels when the pressure becomes too much.

An organisation also needs to equip line managers with the practical skills required to manage their team. There is little point in having an easily accessible suite of sexy, modern policies, if line managers do not feel confident in their practical application in the workplace. I believe a core skill of an effective HR Department is the ability to empower line managers with everything they need to apply company policies with confidence whilst always, always treating employees with the respect that they deserve.

Coaching on the art of having difficult conversations will be crucial in ensuring this respectful approach. The same Jackson Hogg survey also revealed that only 23% of respondents felt satisfied with the amount of 1-2-1 time they received with their managers. By simply ensuring line managers understand that an organisation places importance on regular catch ups over a cup of coffee, employees may start to feel more valued and respected.

So, R.E.S.P.E.C.T - what does it mean? It may mean the difference between retaining an employee or not. Our survey revealed that only 35% of respondents saw themselves as staying with their current employer for 2 years or more. At Jackson Hogg, we believe everyone deserves to love what they do, and this is a useful mantra Bearing this in mind for both line managers and employees to ensure an organisation creates a respectful, productive culture which allows its employees to flourish.



Find your people

Whether you're looking for help to find the best talent or you're a candidate looking to take the next steps in your career, get in touch with us today.



🌐 +44 (0)191 580 0495

✉ info@jacksonhogg.com

📞 www.jacksonhogg.com

