

Employee Benefits & **Workplace Satisfaction** Survey 2021



We asked 2,000 workers at the UK's SMEs questions on a range of topics including how COVID-19 has impacted them and their work.

How Have SMEs Reacted to COVID-19?



47.4% of SMEs have introduced employee benefits to support staff since the COVID-19 outbreak.



Employers have sent 44.5% of employees who would normally be in their offices home to do their work from there.

How Have Employees Responded?



39.3% of workers said their mental health had improved since they'd started working from home.



49.7% of workers said they'd either become more productive or far more productive since working from home.

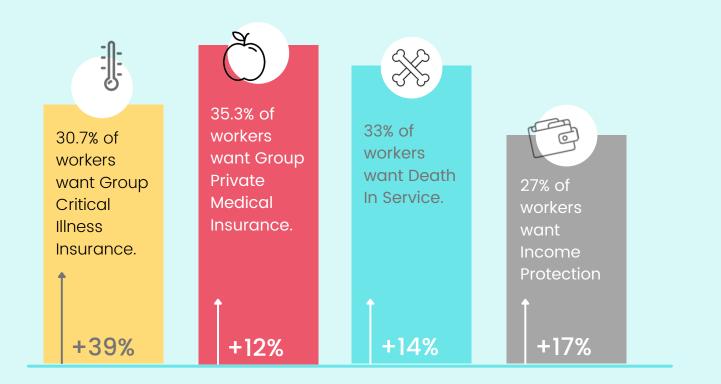


21.9% said their mental health had got worse or much worse as a result.



69.7% of those whose mental health had suffered said it was due to a lack of social interaction. 35.4% said it was due to a lack work / life balance.

SMEs Face Rise In Demand for Benefits From Staff 📈



What Else Do Employees Want Post Pandemic?

Other Benefits



46.4% of employees want to see their employer offer benefits that help train or educate them in line with their career goals.



51.1% of workers said they'd like to see their company introduce benefits that help them manage their health and wellbeing.



40.4% of workers would like employers to offer gifts and rewards they can use outside of work such as high street discounts.

Working From Home

However, they don't want to do so full-time — just 13.5% wanted to go back to 5 full days in the office.



Most popular

45.7% of workers said they were either fairly keen or very keen to return to their workplace.

option workers chose was 3 days in the office and 2 days working from home.

When looking for a new job?



Sharp decrease in people seeking a new job in the next 12 months (down 19.5 percentage points).



61.7% of workers said salary was a big factor for them.



Working hours were a main factor for 54.9% of SME staff members when they were looking for a new job.



Location was a major factor for 54.4% of people when they were seeking a new job.

Employee Satisfaction With Work / Life Balance



62.3% of workers somewhat happy or very happy in their current job.



Work / Life balance rises to second-most important factor keeping employees happy at work, up from 4th previously.



51.6% of staff said their colleagues made them happy at work.



For those unhappy at work, 48.8% of respondents said it was due to a lack of recognition for their efforts.

Similarly, a lack of general support from managers / coworkers caused workplace unhappiness for 40.3% of workers.

17%

Of women said they were less productive at home compared to 11% of men

Women said they

were very keen to continue working from home

compared to

men

Men more likely to say their company had introduced EBs since COVID except for WFH flexibility

0.3%

Of men said they were far less productive at home compared to 2.8% of women

Women are more

likely to want their

company to offer flexible working and

WFH options

Women more likely to feel isolated and be missing social interaction

Of women compared to 15% men said their mental health had got worse since WFH due to COVID

27%

Despite this, 56.8% of men said they were keen to return to their workplace compared to 38.4% of women.



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