


Job exodus trends

2017 employee sentiment poll





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

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Trends

“This year we were expecting to see British workers planning to stay put in the face of economic uncertainty. But we’ve seen exactly the opposite: a significant rise in people looking to move jobs in 2017, backed by a rise in confidence in the jobs market. Workers are telling us they want to move for better management, better pay and flexible working. This sends a clear message to British business to invest in their people or 2017 might be the year they move on.”



Paul Devoy

Paul Devoy

Head of Investors in People



Attrition

2017 – 1 in 4 employees are actively seeking a job and looking to move

2016 – 1 in 5 employees are actively seeking a job and were looking to move



Confidence

2017 – 1 in 3 employees feel the job market has improved over the last 12 months

2016 – 1 in 4 employees felt the job market had improved over the last 12 months



Happiness

2017 – Nearly 1 in 3 people are unhappy in their current job

2016 – 1 in 3 people were unhappy in their current job

Workers are getting itchy feet

59% of UK staff are considering moving jobs in 2017 – an increase of 10% since 2016, and the highest since the Investors in People poll began in 2014. Our poll¹ reveals ongoing dissatisfaction over poor management and pay. Employers are running the risk of losing valuable, skilled staff if they don't address these concerns. Our study reveals the top reasons for moving jobs and key ways to keep talented employees.

Are you considering moving jobs in the next year?

Yes



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

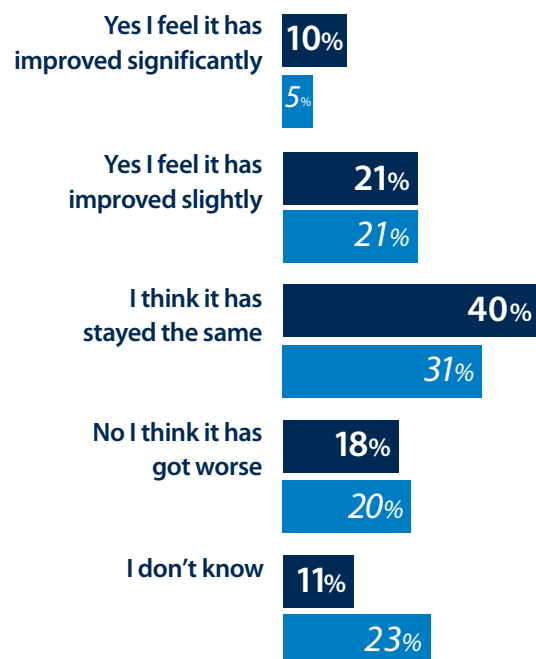
Yes, I am actively job seeking



I am not yet actively job seeking



Do you feel the job market has improved?



Year Key:

2017

2016

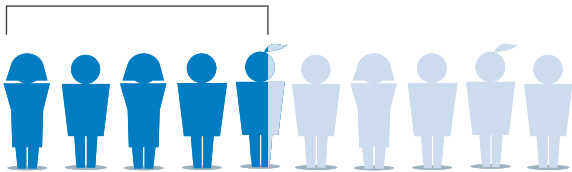
1. See "methodology" at the end of this report for details on how the poll was conducted

Headline statistics

51%

Pay is the **biggest gripe** for workers, with 51% stating they are looking to move jobs as they think they can get more money elsewhere – a 7% increase on last year.

47%



Almost half of people (47%) said that a **small pay rise** was the one thing their employer could do to **increase happiness in their job** – a 7% increase on last year.

Poor management is also having a **negative effect**, with 42% saying it was one of the main reasons they weren't happy in their current role.

Not feeling valued (34%) and **no career progression** (33%) are also key factors for workers being **unhappy** in their jobs.

Over a third (36%) said they would rather have a **more flexible** approach to **working hours** than a 3% pay rise.



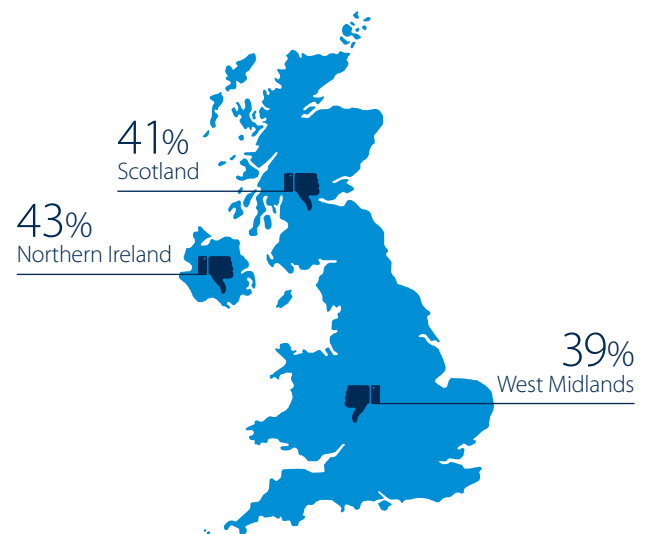
In 2017, **information technology** is the sector most at risk, with 77% of employees thinking about changing jobs, followed by **finance** (65%) and **retail** (60%).

Being part of an organisation that values its staff is particularly important to younger workers (16-29) with over a third (38%) saying it's **one of the most important qualities** they look for in a new employer.

Who is saying it?

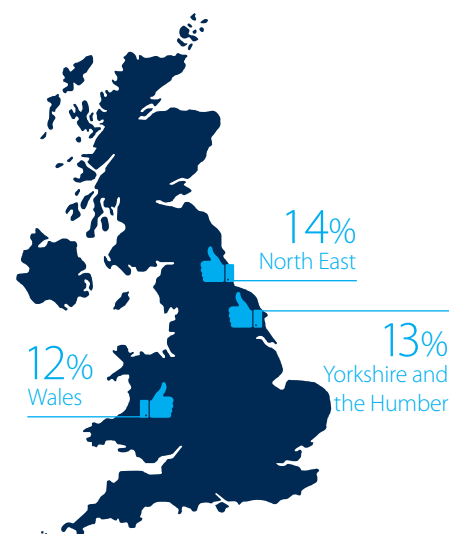
The UK paints a varied picture in terms of job satisfaction across the country.

Unhappy league table by geography



% of people who are unhappy in their current roles

Happy league table by geography



% of people who are very happy in their current roles

Jobseeker outlook

What does 2017 look like for jobseekers? Despite economic uncertainty following Britain's decision to leave the EU, we are seeing strong positive signals for workers looking to make their next move. According to The Recruitment & Employment Confederation, **23%** of businesses plan to take on more permanent staff in the next three months.²

From August to October 2016, **74.4%** of people aged **16 to 64** were in work. This is very slightly down from the joint record high of **74.5%** recorded for May to July 2016, but higher than for a year earlier (**73.9%**). The unemployment rate for August to October 2016 was **4.8%**, down from **5.2%** for a year earlier – it has not been lower since July to September 2005.



74.4%

Employment rate

(based ONS figures,
August to October 2016)³



4.8%

Unemployment rate

(based ONS figures,
August to October 2016)³



748,000

Job Vacancies

(based on ONS figures, for
September to November 2016)³

2. www.rec.uk.com/news-and-policy/press-releases/rec-responds-to-labour-market-statistics-good-news-but-challenges-remain2

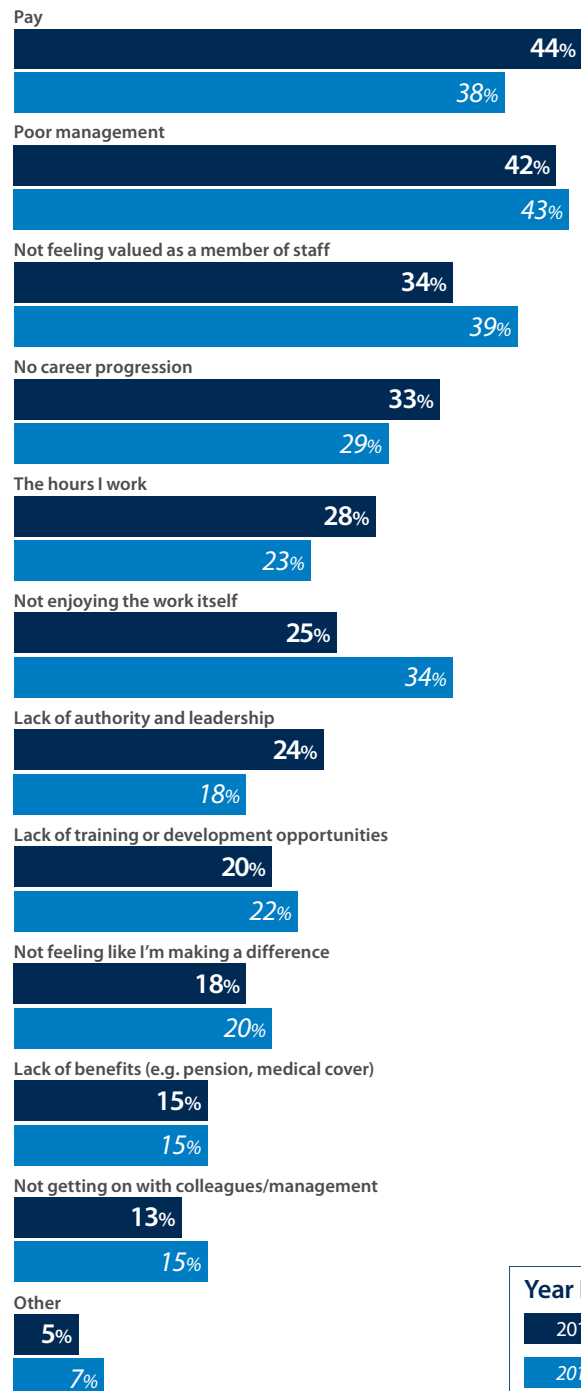
3. www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/dec2016

Why are people looking to move?

It's important to understand the key drivers behind employees' motivations. Pay tops the table as the main reason for employees being unhappy in their role (**44%**). This is unsurprising considering the recent statistics warning that Britain faces the '**longest squeeze on their earnings for 70 years**'.⁴ In the face of squeezed worker pay, the average chief executive of a FTSE 100 firm is now paid close to £5m, more than 170 times the average worker, according to the High Pay Centre.⁴

It is clear businesses need to do more to address pay in order to retain staff, although pay alone won't solve the problem. Poor management (**42%**), not feeling valued (**34%**) and no career progression (**33%**) are also key factors for workers being unhappy in their jobs.

What are the main reasons for you not being happy in your job?



Year Key:	
2017	
2016	

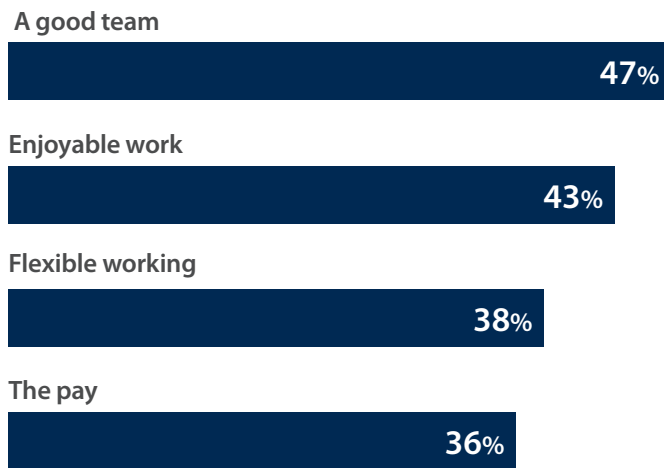
4. www.independent.co.uk/news/business/news/pay-gap-workers-executives-theresa-may-latest-announcement-inequality-green-pape-a7445606.html

What can employers do to keep and attract the best?

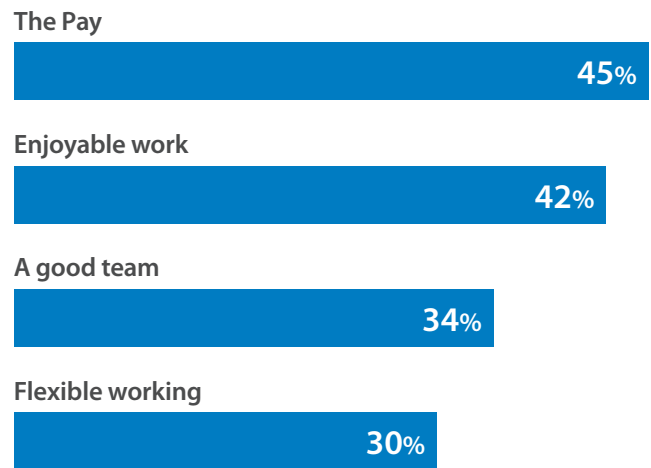
What do employees like most about their current jobs?



Female



Male



Top considerations for perspective employees

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



67%

Competitive pay



64%

Work enjoyment



44%

Good benefits



42%

Having a reputation as a good employer

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



Improve Performance with HR Standards

Standards provide clear focus, structure and an opportunity for analysis in the areas that matter to your organisation. In this ebook, we'll give you an overview of the insights gained from using HR standards and how they can help you improve your performance through people.

So what's included?

- What is a standard?
- The benefits of using HR standards to improve performance
- Explore tips for getting the most out of standards



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



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 1028 employed people in the UK was launched on 8 December 2016 and closed on 10 December 2016. A poll of 1002 unemployed people in the UK seeking work was also undertaken between 8 December and 15 December. Data was captured via an online survey carried out by research organisation Morar.

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 14,000 organisations across 75 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 is people that make the difference.



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