Evolution of Work 2.0: The Me vs. We Mindset

2/3 of employees are actively looking, or open to a new job. Yet, employers report a continual struggle to find the right talent for their organizations. What’s going on?

56% of employees feel there is “no such thing as job security today.”

In an effort to better understand what workers consider when deciding to stay at their current job or accept a new position, ADP Research Institute® (ADP RI) surveyed employees and employers in 13 countries. The responses highlight a disconnect between workers and their employers around important factors such as talent management, recruitment, retention, and corporate performance.

Openness and Transition

Of employees who said they were not “actively” looking, 42% said they were open to the idea.

Yet, employers predicted only 21% of their workforce would feel this way.

Creating Meaning, Human Connections and Advancement

Overall 82% say they want to play an important role in their company.

But in all 13 countries, employees feel more undervalued than what employers believe.

Attraction, Retention and Attrition

And money is not always a factor... 46% would consider a job that offered the same wages they receive today, or slightly less.

Yet, employers predicted only 21% of their workforce would feel this way.

Learn more at: adp.com/Research

The reasons to stay – the day-to-day environment and the work itself...

...are not the same as reasons to leave – relationships with their direct manager and corporate health.

Job satisfaction correlates with all other sentiments at work such as being motivated, valued, and full of purpose with a clear and fair path to advance.

In an era of continued modernization and technological advancement, the human connection, it seems, is as powerful as ever.

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