

# Factors Impacting Employees' Desire to Remain With Their Organization



## Trust in management is key to employee retention.

Workers who want to **stay with their current employer** are more than twice as likely as those who are eager to leave to say they **trust the management** of their company (89% versus 40%).

**89%** versus **40%**

## Recognition is important.

Just 41% of employees who say they are urgently looking for a new job believe their company **values their contributions**, compared with **92%** of workers who plan to **remain with their current employer**.

**92%** 

## Career opportunities build loyalty.

Workers who feel there are opportunities for career advancement are more than **2.5 times** as likely to want to stay at their current employer.

 **2.5x**

## Flexibility is a priority.

Nearly **half of employees** in the insurance and financial services sector say a **flexible work schedule** or the ability to **work remotely** are among the **top factors** they would look for in a potential employer.

**1/2** 

## Commitment to diversity and inclusion is essential.

**92%** of workers who plan to **stay in their job** believe their employer is committed to supporting **diversity, equity, and inclusion**, compared with just half of those eagerly looking for a new position.

**94%** 



## A good relationship with a direct supervisor is important.

**94%** of employees who would like to **stay with their employer** have a **good relationship with their supervisor** as opposed to 54% who want to leave as soon as possible and are actively looking for a new position.



Source: 2022 BEAT Study: Benefits and Employee Attitude Tracker, LIMRA.