



Employee Engagement & Satisfaction in Focus (Part I)

The shortage of skilled workers is a problem shared by companies of all sectors and sizes. Since the pandemic, there is a new climate in the labour market, which brings with it a strong wind of shortages. Companies are scrambling to find skilled staff and try to retain their existing employees. For employees, however, the pandemic has resulted in an evaluation and reprioritisation of their values and has also called many things into question on a professional level. For employees, one thing is clear: they want change. But what can companies do?

Companies need to understand the change in values

90 percent of HR managers report a severe shortage of skilled workers in their company!

71 percent of employees ...

... prioritise a healthy and
and stable work-life balance.

68 percent of employees ...

... prioritise fair market remuneration
for their work.

68 percent of employees ...

... prioritise a flexible organisation of
their working hours.

60 percent of employees ...

... prioritise the possibility of working
independently of location.

Here's what HR leaders can do to retain staff

- 1.** Better salaries and more employee benefits
- 2.** More recognition and appreciation at the workplace
- 3.** More offers for professional & private development
- 4.** Tools for a better work-life balance
- 5.** More flexibility in the organisation of working hours and location



45 percent

of German SME
employees would
quit their job in the
next 12 months

Are you looking for highly qualified experts? We are happy to help with selection and activation.

