

Workplace worries

What do employees want or are apprehensive about? Do employers worry about retaining talent? Are bosses able to gauge and address the concerns of their staff? A recent study by MetLife finds the answers



RETENTION KEEPS HUMAN RESOURCES UP AT NIGHT

46% of the employers in India say that shortage of talent will affect their business in the next 12 months

Highly challenged by retaining talent (Employer response)



INDIAN EMPLOYEES ARE NOT AS ENGAGED AS YOU THINK

Disconnect between how well employers think they are performing and how employees see them



Loyalty in India compared to other markets



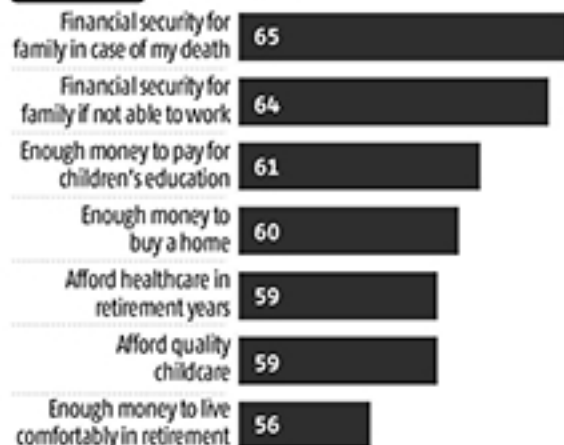
THE TOP REASONS EMPLOYEES WHO ARE CONSIDERING TO LEAVE WOULD STAY*



Question asked to those who said they hoped to be working for another employer in the next 12 months; *of the 47% employees who are thinking of leaving



LIST OF FINANCIAL CONCERNS



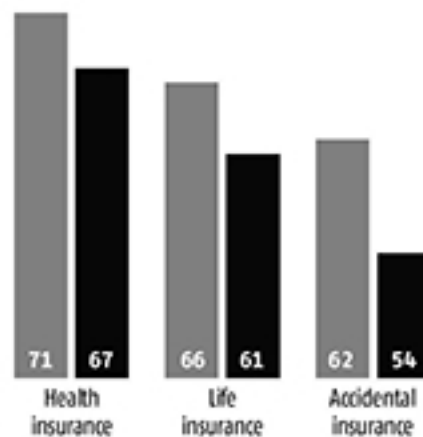
STUDY FINDS THAT EMPLOYEES ARE WILLING TO PAY FOR MORE SECURITY

Employee level of interest in voluntary benefits

74%

Top management prefers voluntary benefits due to convenience and time savings

■ Employer shares cost
■ Employee pays all costs %



RETIREMENT IS A SIGNIFICANT CONCERN



UNIVERSAL WISHFUL THINKING ON RETIREMENT

■ Planning to retire at 65 years or below
■ Progress on retirement savings; % not on track

