Employee confidence in the broader business environment continued to increase steadily for the seventh consecutive quarter. Employees’ perceptions of available job opportunities decreased across all regions except North America. Employees’ intent to stay with their current employer as well as their discretionary effort also decreased in fourth quarter of 2017, suggesting employees are less engaged overall. Compensation, work-life balance and stability remained top priorities for those workers considering making a switch to a new employer.

Global perceptions of job opportunities decreased slightly at the global level in 4Q17, while contrary to this global trend, North American employees reported increased perceptions.

Where are employees most and least optimistic about their job prospects, and how actively are they seeking new opportunities?

Intent to Stay
An employee’s desire to stay with the organization

Discretionary Effort
Employee willingness to go above and beyond

Employee Priorities Remain Compensation, Work-Life Balance, and Future Career Opportunity When Evaluating Jobs

Employees focus on specific attributes when deciding whether to accept a job (attraction) or whether to leave their current job for a new one (attrition).

Top Three Global Drivers of Attraction
- Compensation
- Work-Life Balance
- Stability

Top Three Global Drivers of Attrition
- Future Career Opportunity
- Compensation
- People Management