

shifting values

employee sentiment survey

COVID-19 changed everything overnight. The effects of the pandemic continue to develop as do its impacts on society. AECOM and Mercer have combined forces to understand how those societal impacts will affect our value systems and perceptions around work.

Key statistics from 218 employees across 25 industries are shown below.

What employees are looking for post pandemic

56% of employees would consider switching employers if flexibility was not an option.



Preferences differ by age group

We asked, "As you think about flexibility in the future, once the pandemic has passed, how important is it to you?"

Very important

56%

"I would consider switching employers if it was not an option for me."

Somewhat important

38%

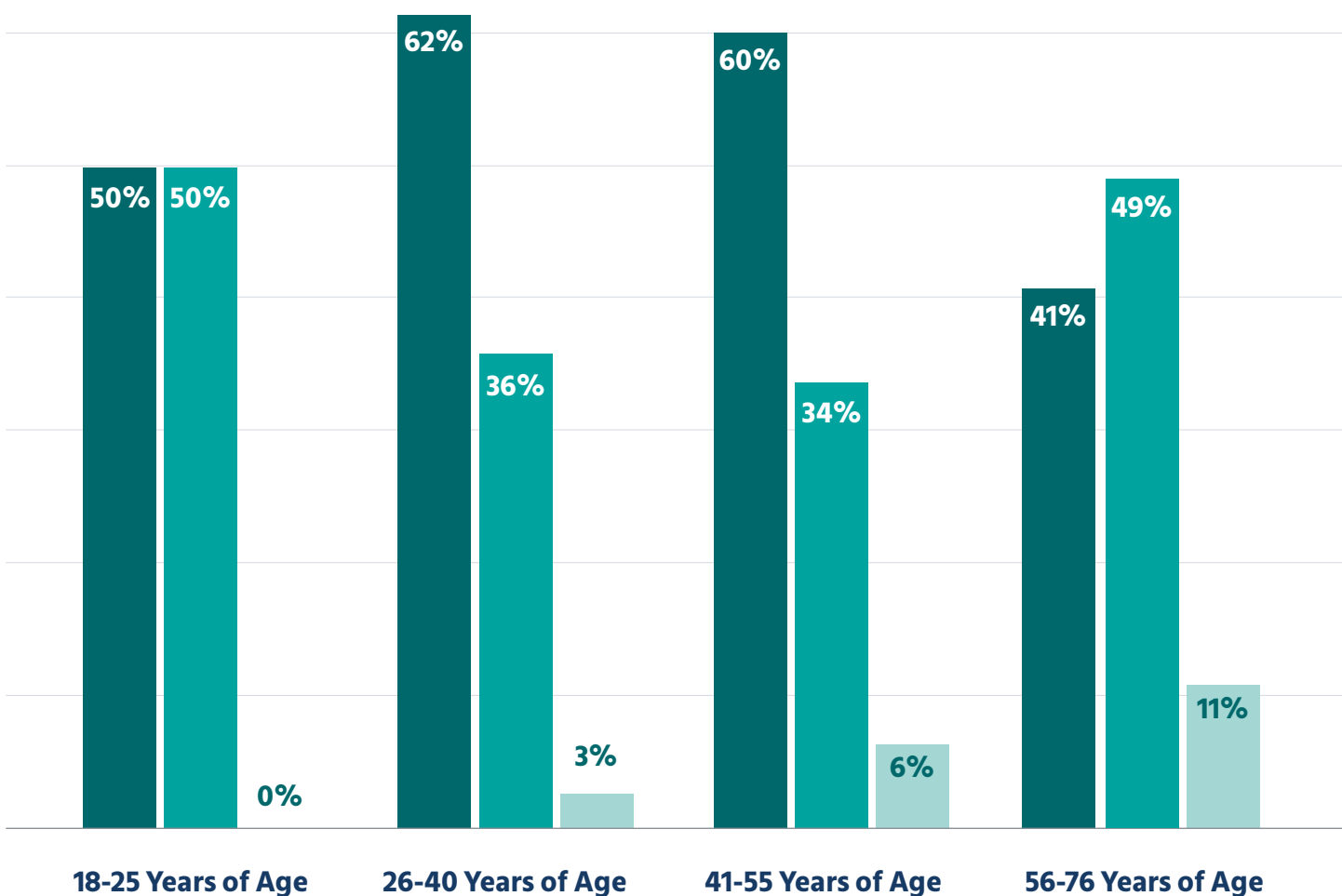
"It would improve my job satisfaction, but I would not seek a different employer."

Not a priority

6%

"This is not a priority for me."

Flexibility is of highest importance to Millennials and Gen X, as compared to other generations.



Impact of COVID-19 on employee expectations

COVID-19 is dramatically reshaping employee expectations and values, which is bound to bring a reshuffling of talent as hiring picks up. Organizations that fail to respond to these shifts will risk losing talent and may have difficulty attracting and retaining their future workforce.

71%

of respondents said that, in terms of where they live, what they value most has changed. A greater number now values proximity to family, nature and amenities. Pre-COVID, proximity to work was valued highest.

57%

of employees would consider or plan to relocate if flexibility became permanent.

52%

would work remotely on a regular basis (i.e., 2-3 days per week) and 24% would work remotely full-time.

Contact us to discover how AECOM and Mercer can help you support your workforce through the pandemic.