

Reimagine total rewards and workplace policies to build a better employee experience.

Our survey of more than 500 organizations from around the country showed how employers are responding to changes in the job market by broadly examining both their total rewards and workplace policies.

See how a commitment to creating a better workplace around a better employee experience can help you face your future with confidence.

Our data shows that organizations are focusing on:

Paid Time Off (PTO)

35% Report unused PTO is increasing within their organization

Nontraditional PTO options offered to employees



Donate



Sell (convert PTO to cash)



Buy (trade pay for additional PTO)

2 in 3

Increase the number of PTO days employees receive after 5 years of service

Emotional Wellbeing



68% Agree leaders are concerned about the impact of stress and burnout on the organization



67% Say their managers aren't well-equipped to refer employees to mental health support services



39% Think the emotional wellbeing of their employees has diminished over the last 90 days

Hybrid Work Environments

More than **1 in 4**

Are training managers to manage differently

Common organizational approaches to dealing with COVID-19



Encourage vaccination



Encourage masking and other safety protocols



Mandate vaccination for those returning to the office

51%

Believe employees perceive remote work arrangements as a perk instead of an entitlement

Q3 2021

**WORKFORCE TRENDS
PULSE SURVEY**