

PULSOLOGY

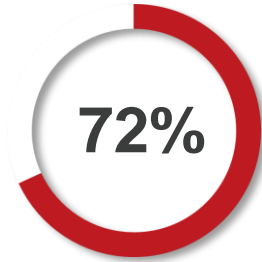
**HOW MOTIVATED ARE WE IN OUR
CURRENT JOB?**

April 2021.

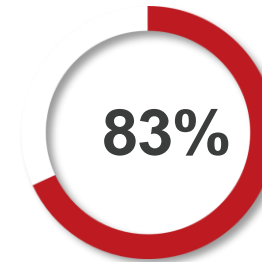


How motivated are we in our current job?

Motivation of employees is one of the most important business success factors, so we wanted to know how motivated employees are in this moment. We will especially look into the motivation of employees who do not have a sense of belonging to their organization.



of employees don't feel motivated in their current job



of employees who have a sense of belonging to their organization feel motivated in their current job



of employees who DO NOT have a sense of belonging to their organization feel motivated in their current job



What satisfies us the most, and what the least?

Satisfaction with different aspects of work leads to general sense of satisfaction, which influences employees' decision about staying in the company or searching a new job. People are most often not satisfied with bonuses and benefits, while they are most satisfied with cooperation and support they receive from their colleagues.



50% of employees is satisfied with bonuses they receive.



50% of employees is satisfied with additional benefits their company offers



95% of employees is satisfied with their relations/cooperation with their **colleagues**



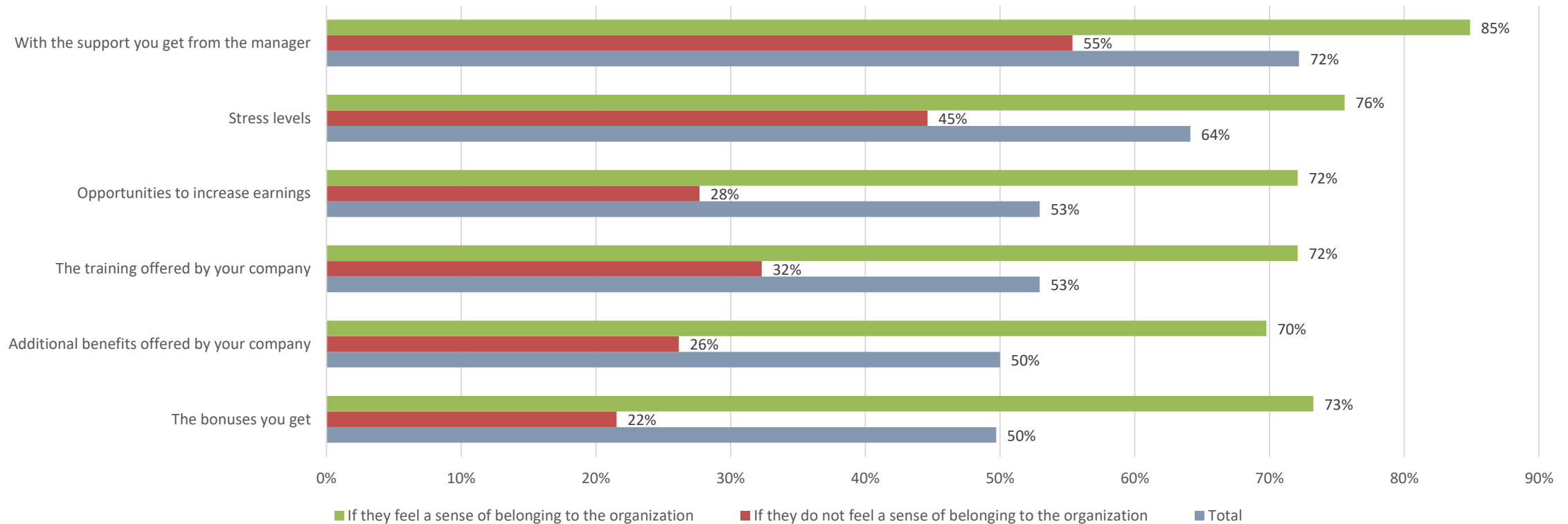
89% of employees is satisfied with support they receive from their **colleagues**.



What are the biggest sources of dissatisfaction?

Beside a general sense of satisfaction we need to look into what are the sources of satisfaction of those who do not feel that they belong to the organization. This is precisely the group of employees who might be already thinking about leaving their company.

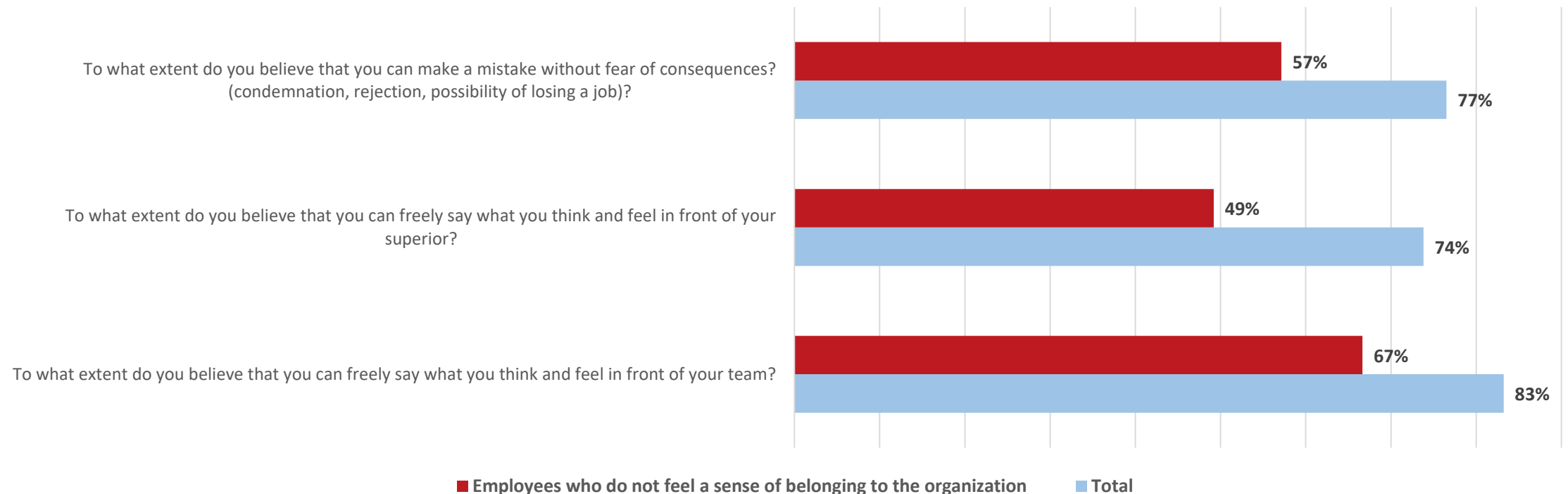
How satisfied are you with following aspects of your job?





How safe do we feel at work?

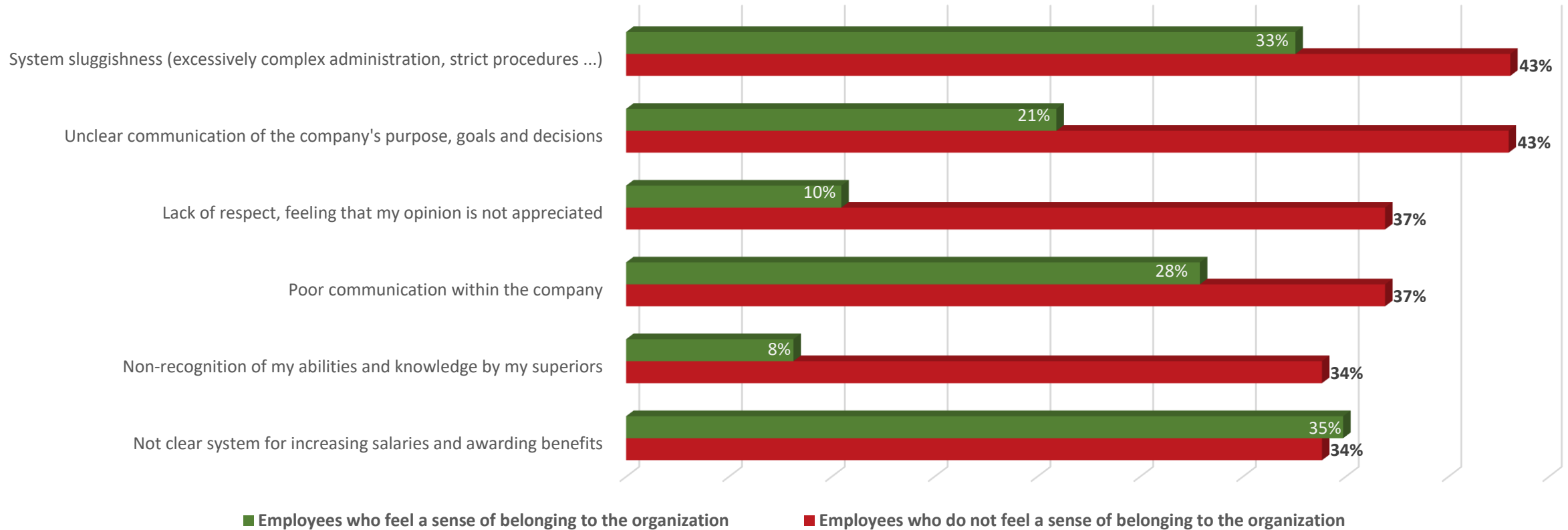
Belief that we will not be shamed, rejected or punished if we speak our mind in our team or in front of our superiors, i.e. **sense of psychological safety** is a very important factor of employees' motivation. A significant component of the feeling of psychological safety is also our conviction that we can't make a mistake without fear of consequences. Our research shows that employees who don't have a sense of belonging to the organization have a significantly lower feeling of psychological safety.





Why do we sometimes feel demotivated?

Besides sense of security, it is important to identify what other things especially motivate us at work. Next to 4 dominant factors which contribute to the lower levels of motivation amongst the employees, there is an additional one - lack of respect and not recognizing personal capabilities that people who don't feel as a part of their organization have.





What would serve as an additional motivator?

In order to find potential solutions, we asked participants what would motivate employees more. Beside bigger compensation and bonuses, things such as personal development and especially shorter working week came up as significant motivators. When we look into employees who don't feel as a part of the organization, it turned out that recognition and respect for their knowledge would have motivating effect on them as well.

60%

bigger salary or bonus

51%

bigger possibilities for
personal development

44%

shorter working week

40%

of employees who don't feel as if they belong to their organization would be additionally motivated if company could show personal recognition and respect for their knowledge.



What might be additional motivators?

Suggestions from survey takers:

Better operational effectiveness / internal organization

Flexible working hours

Management's openness to employees' suggestions, showing respect towards employees

Work from home

Clear strategy and company goals

More flexibility / independence in work

Introducing of the part-time working option

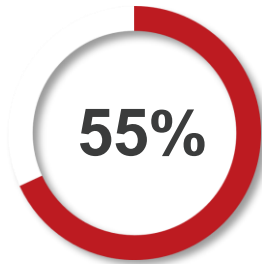
Possibility of working on projects

A more transparent compensation & bonus scheme



Employees' benefits

As our previous Pulsology research has shown, benefits are one of the most significant motivational factors when people think of moving to another company. Having this in mind, we asked what is the level of satisfaction of employees with their current benefit scheme, how well do they understand it and would they like to create their own benefit package.



of employees are satisfied with benefits their company offers



of employees understand which benefits their company offers



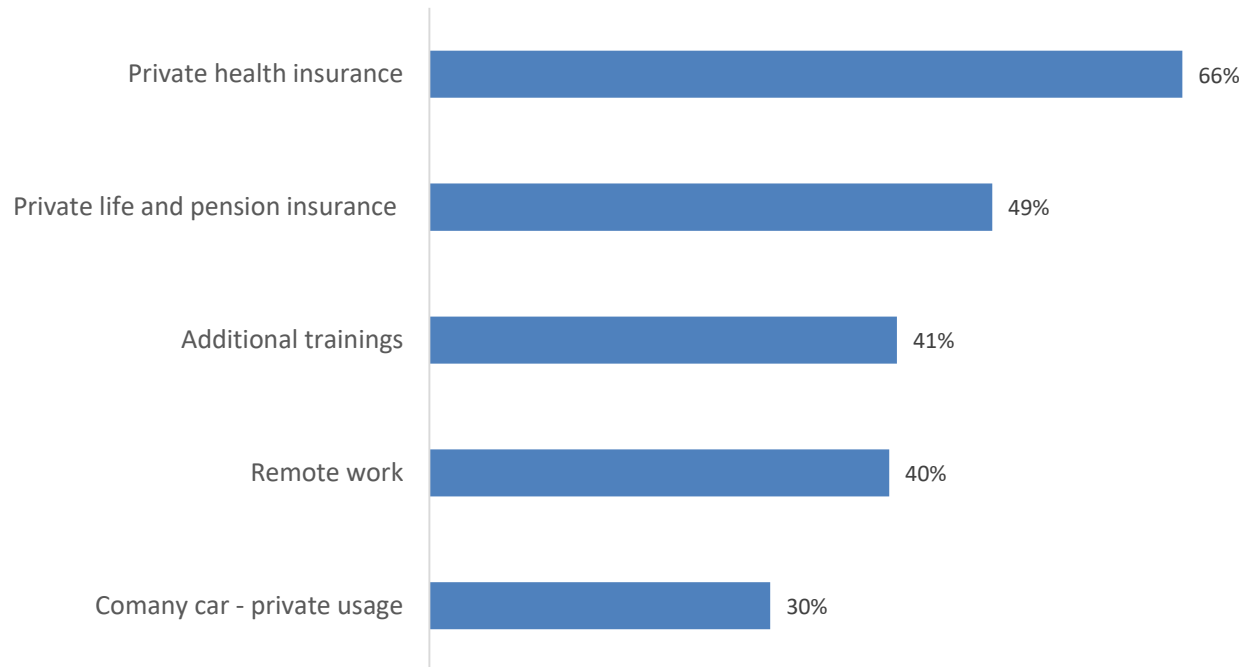
of employees thinks that having the option of creating own benefit package based on allocated company budget would suit them.



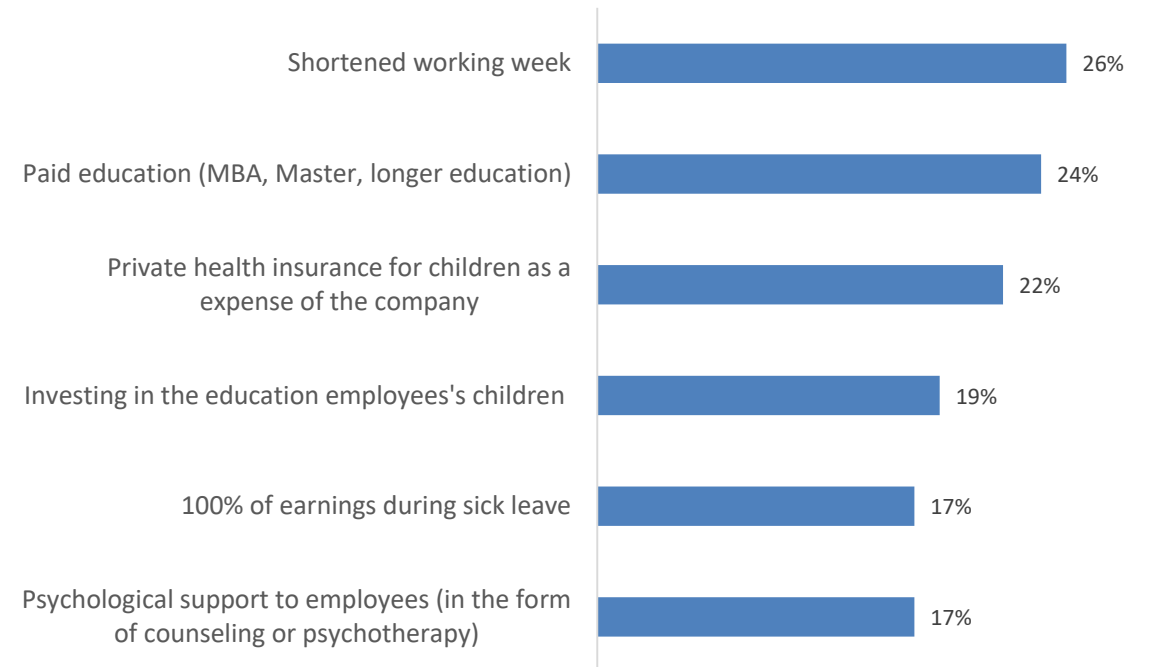
TOP benefits among employees

Companies offer various benefits, however, it is especially significant to check which benefits are really important and useful to the employees. Knowing this, companies could invest in those benefits which really can enhance levels of satisfaction of current employees on one side, and raise the level of attractiveness to potentially new hires on another.

5 benefits which are mean the most to the emplyees and the compnies often offer them



6 benefits that would mean to employees, and companies don't usually offer them





What actions can companies take in order to enable higher levels of motivation in their employees?



- **Development of bonus strategies** in accordance with changes in company strategy and market changes.
- **Development of flexible benefit schemes** having in mind ever-changing trends and employees' needs.



- **Education of managers** about topics of employees' development through delegation of tasks and responsibilities.
- **Improving organizational effectiveness** – reducing administrative tasks through process automation and digitalization.



- **Development of organizational culture** which promotes sharing and acknowledging opinions of every employee and creates a sense of psychological safety for all employees.
- **Clear communication of company strategy** and to enable employees can to have an overview of the business and develop own opinions.

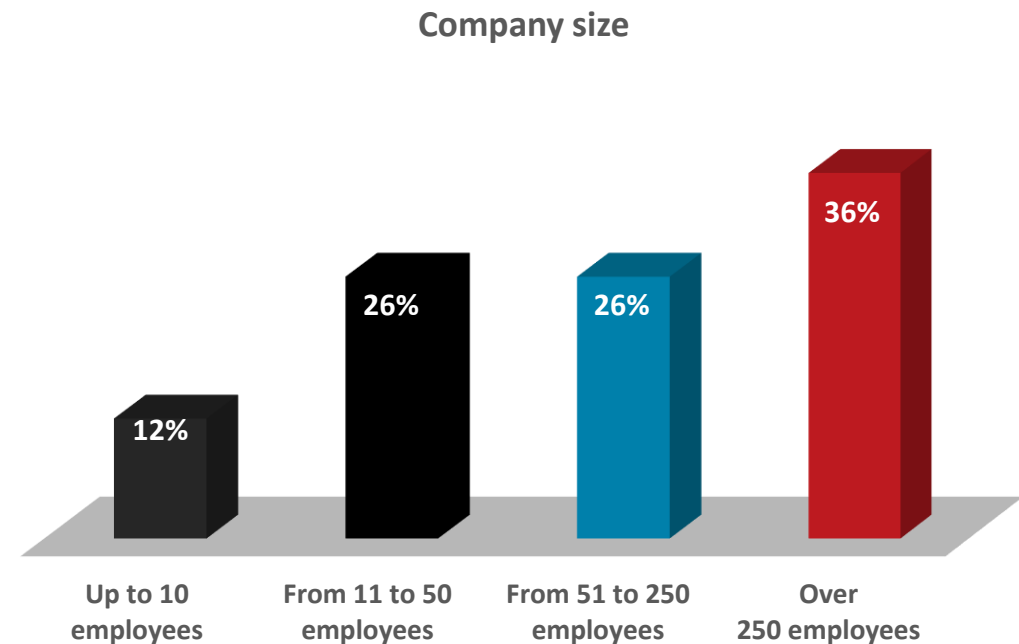
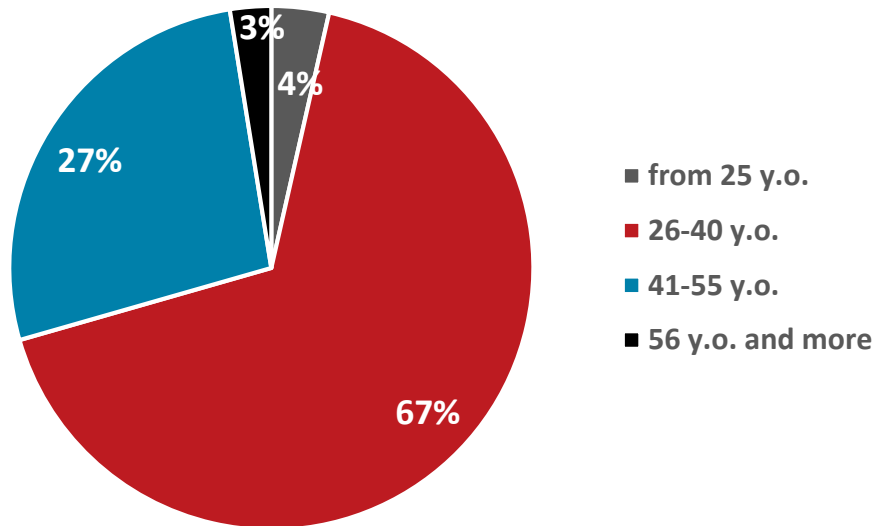
DEMOGRAPHICS

PULSOLOGY



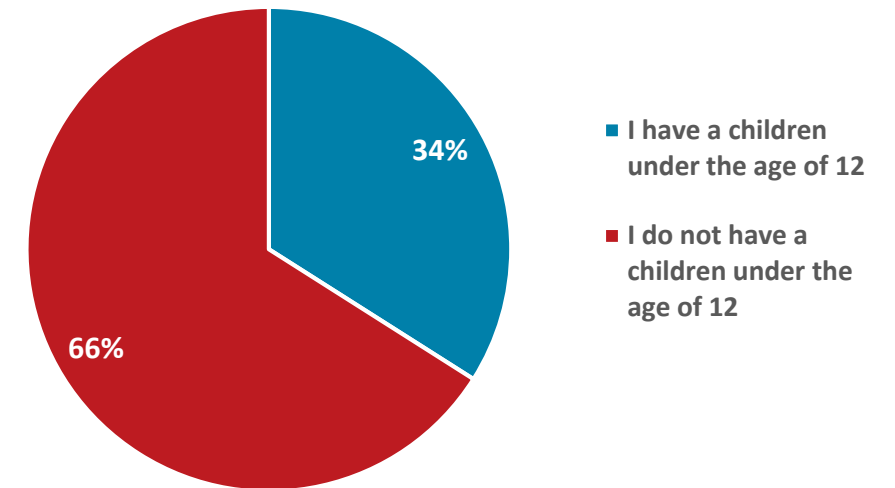
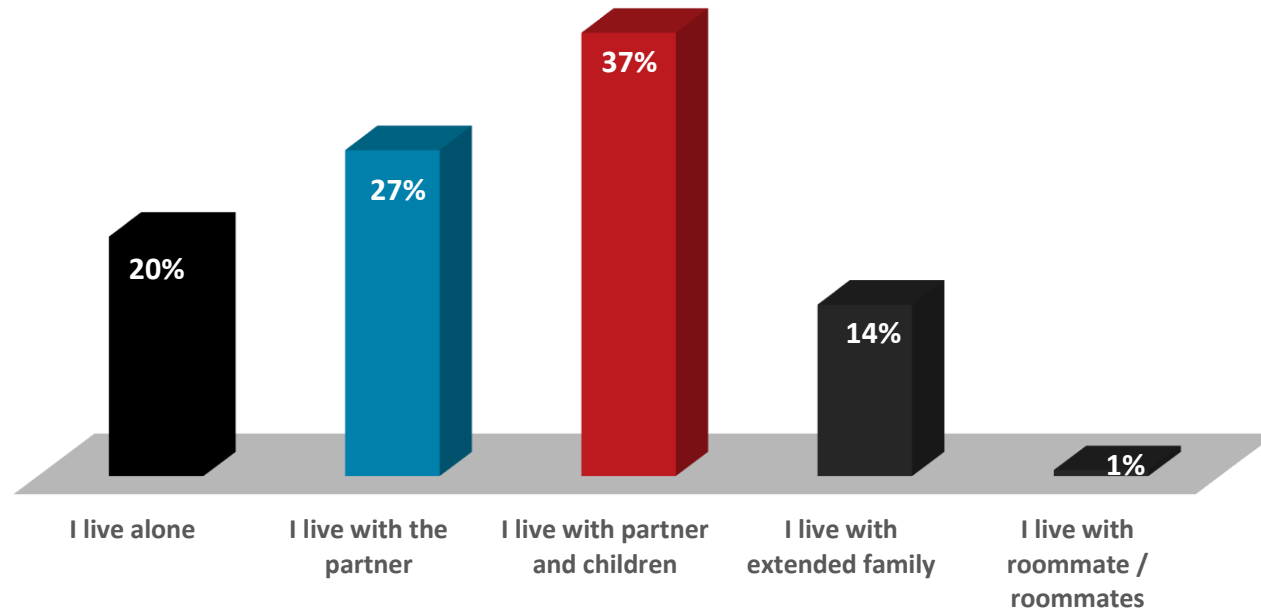
Demographics

Our research was conducted in the period of 26th of February till 17th of March 2021, and we received reply from 200 participants in total. From that number majority of respondents were employed people who were the focus of the survey.





Demographics





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