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keep them engaged and loyal to their organization.

Isaac M. O'Bannon • Sep. 08, 2022



A majority of employed adults (52%) are content in their roles and not engaged in a job search right now, according to a new survey by [CareerBuilder](#), which also showed 23% of Gen Z, 24% of Millennials and 14% of Gen X are among those who are actively looking for a new job. As part of the survey, employees also shared which incentives they value most that keep them engaged and loyal to their organization.

On average, the data shows that a quarter of employed adults have been at their company for three to five years with about one in 10 employees (9%) who have been working at their current company for less than a year, 22% at their company for one to two years, and 20% for six to 10 years.

“With these new survey results, we see that one out of five employees have been at

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Almost half of the workers who were surveyed say that colleagues (48%), fair pay (46%), and work-life balance (43%) are most appealing with 34% who also appreciate their health benefits. In fact, 58% of Gen Z are attracted to their job because of colleagues and work friends while men (52%) are more likely than women (39%) to be drawn to their job because they are being paid fairly.

The survey also revealed the benefits that employees look for outside of common work perks and their company's current offerings:

- 30% are seeking a four-day work week
- 28% hope to have their birthday off
- 24% seek mental health and wellness benefits
- 21% prefer to work remotely full-time
- 16% would like paid sabbatical leave
- 13% would be interested in pet insurance
- 10% look for fertility or new baby benefits

Notably, perks related to their work schedule supersede financial offerings for employees including a signing bonus (28%), student loan repayment (20%), childcare or daycare stipend (19%) and tuition reimbursement (15%).

Benefits • Payroll

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