

Report: 1/4 of Employees Would Quit for a 10% Raise

2015 Employee Engagement Report: The Era of Personal & Peer Accountability reveals the impact of employees taking more responsibility for their happiness at work

SEATTLE – A sign that employers may face rising attrition in 2016, a new TINYpulse report on employee engagement found that 23% of all workers said they would quit their current job if they were offered a position at another company that paid just 10% more.

That finding was one of seven trends affecting workplaces according to the 2015 Employee Engagement Report: The Era of Personal and Peer Accountability. In compiling the report, TINYpulse evaluated 400,000 survey responses about workplace issues from employees at 500 companies around the world. Some of the other major trends affecting employee engagement include:

- **Colleagues:** 51% of workers say that their colleagues are the top thing they love about work
- **Potential:** 70% of workers said they feel they are not living up to their full potential – and almost a quarter of those employees say workplace distractions keep them from reaching their full potential
- **Professional Growth:** Only 25% of workers say they have strong opportunities for professional growth – troubling news for workplaces rich with millennials who crave growth
- **Productivity Killers:** 35% of workers cite lack of follow-through and communication from colleagues as a reason why they're not more productive

The report tracked the emergence of a new dimension in employee engagement, one where workers are beginning to realize that they play an active role in increasing engagement. Traditionally, workers have looked up to their bosses for solutions to increasing engagement.

“In terms of increasing engagement, we typically look up to the larger company culture and to our leaders and managers,” said Kevin Nakao, head of employee engagement at TINYpulse. “Now, we’re looking across and inside ourselves in terms of engagement. We are now seeing the emergence of personal and peer accountability in employee engagement.”

For example, employees overwhelmingly identified negative, unproductive colleagues as a main drag on productivity. In the 2014 employee engagement report [link], workers said that their peers drove them to go the extra mile at work. This year, it's the No. 1 thing that employees love about their jobs. The trend of coworker-driven engagement will almost certainly continue.

“Heading into 2016, employee engagement will be more important than at any time since the financial crisis. The labor market is turning toward workers, and there are more opportunities than ever for them to jump ship,” said TINYpulse CEO David Niu. “Don’t let them. Leaders should take the time to ask employees about how they perceive the workplace culture and their role in it. Find out how to fix the things that are bothering them. You’ll be rewarded with higher productivity and happier employees.”

To read the full TINYpulse 2015 Employee Engagement Report: The Era of Personal and Peer Accountability, click here. For questions about methodology or interview requests, contact Neal McNamara at neal@tinypulse.com.

About TINYpulse: We offer an easy feedback solution for leaders looking to boost worker happiness. TINYpulse takes the pulse of employees through a weekly, one-question survey, and helps boost company culture by making it easy for coworkers to recognize each other's accomplishment. Over 500 companies around the world use our survey tool, and we reach more than 50,000 workers each week in industries ranging from tech to education, healthcare, and finance.