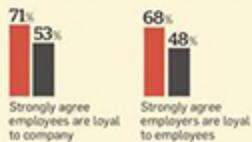


WHAT EMPLOYEES WANT

A recent study by private life insurer, PNB Metlife, identifies the key benefits that employees look for and what companies can do to retain talent. Here are some findings of the survey.

Are employees loyal to employers?



On loyalty, there was a gap between perceptions of employers and employees.

● Employers
● Employees



What would convince them to stay?



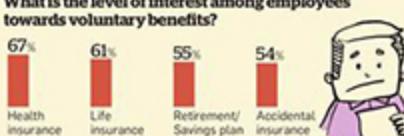
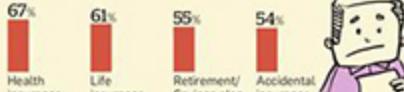
80%
employees said they
would be interested
in wellness
programmes aimed
at tackling stress.

The PNB Metlife India Employee Benefit Trends study was conducted in December 2014 and January 2015. The sample size was close to 2,750 employees (age group 18-60 years) and employers (SMEs, medium, MNCs and large enterprises) across Delhi, Mumbai, Chennai, Bengaluru, Kolkata and Surat. Respondents may not add up to 200 because of multiple choices.

What are the benefits that employees seek and what do they actually get?



What is the level of interest among employees towards voluntary benefits?



What are employees' top financial concerns which have an impact on productivity?



54% admit to spending more time thinking about personal financial issues at work than they should.



59% say they plan to retire at the age of 65 years or below



60% employees are not on track

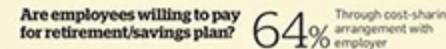


29% Saving in products that allow withdrawal, in case needs arise prior to retirement

22% Saving everything for a pension

24% Concerns about portability in the event of job change

22% Think they are saving adequately for retirement



64% Through cost-sharing arrangement with employer

54% Willing to pay all costs themselves



38% Heart disease
32% Stress
25% Diabetes

