

The Great Resignation:

An Analysis of the Employee Experience

As workers search for new jobs or plan to over the next few months, organizations are responding by employing various tactics to attract and retain talent—with a specific focus on **monetary strategies** and **recruitment of candidates from untapped talent pools**.

49%

Nearly half of U.S. workers

are actively searching for a new job right now or plan to over the next few months.

The top 5 reasons for quitting a job in the last 9 months:*



32% for better compensation



29% for better work/life balance



25% for better benefits

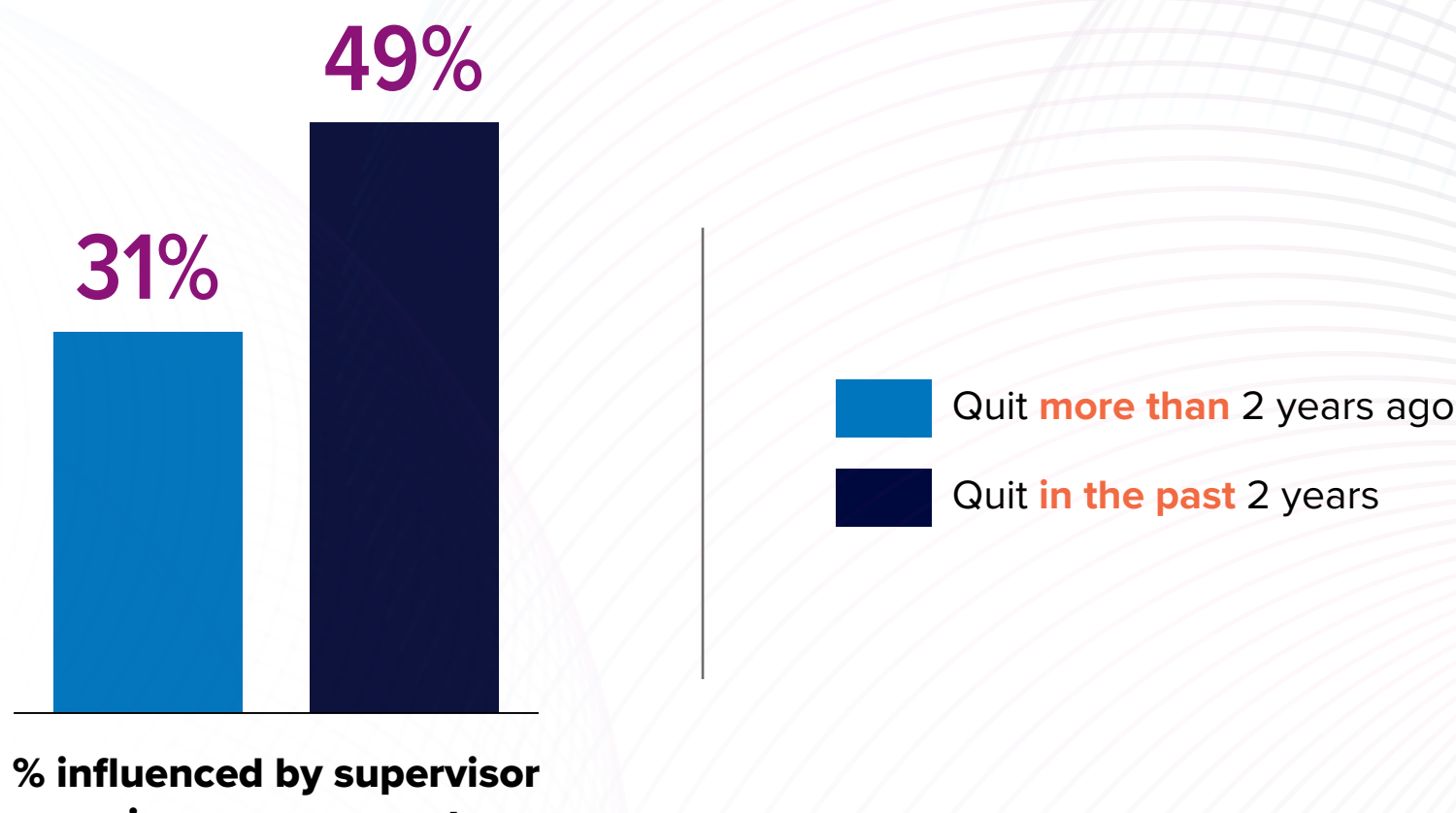


21% because organizational leadership lacked empathy toward employees



21% due to workplace culture or politics

U.S. workers who quit their jobs in the past 2 years are more likely to say their decision to quit was **influenced by their supervisor micromanaging them.****



Of U.S. workers who quit within the last 9 months:*

31%

had not accepted a new job when they quit.

28%

regret leaving their last job.

Organizations' methods for recruiting and retaining employees:

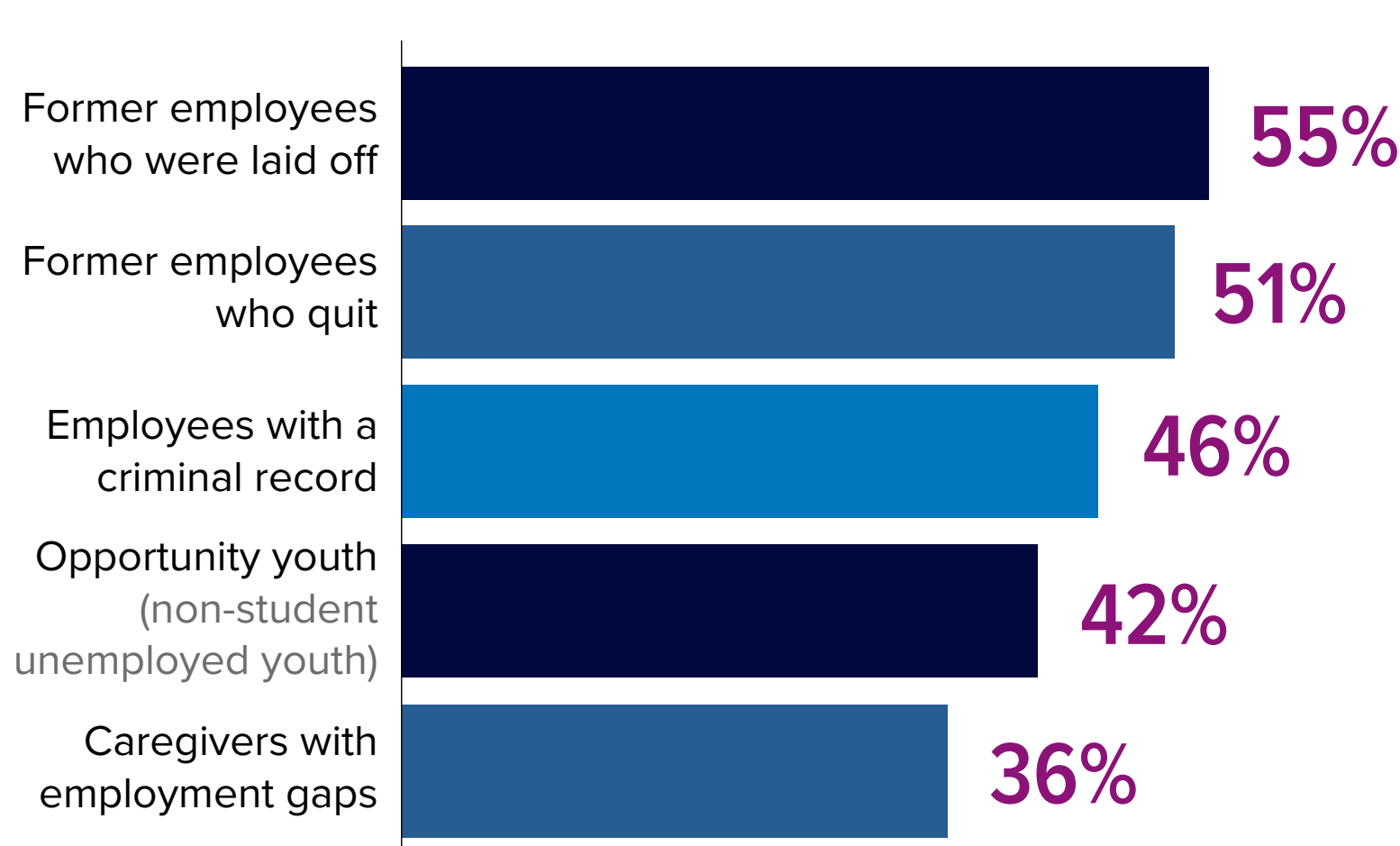
31%

of organizations conduct **"stay interviews"** for retention purposes.

86%

of organizations say they are willing to **re-hire employees** who previously quit.

Organizations report that they've recruited from the following groups **more often now** as compared to last year:



68%

Beyond normal yearly increases,

over two-thirds of organizations report that their starting salaries/wages are higher than they were last year.

Additional Resources

- [SHRM Cause the Effect Resource Page](#)
- [Surviving the Great Resignation Research Report](#)
- [Resignation Recovery Playbook](#)

SHRM Articles

- [Why Are So Many Employees Quitting?](#)
- [Why Black Workers Are Seeking New Opportunities](#)

Methodology

- A sample of 892 HR professionals were surveyed through SHRM membership. HR professionals responded on behalf of their organizations. The survey was administered December 17, 2021, to January 11, 2022.
- A sample of 2,000 U.S. workers were surveyed using a third-party online panel. A subset of this sample quit their jobs in the past nine months and were the primary focus of this analysis. The survey was administered December 17, 2021, to December 28, 2021.

* March 2021-December 2021

** December 2019-December 2021