

# Avoiding the Great Resignation



In the wake of the pandemic, workers are quitting their jobs in record numbers.

## 3,600,000

The number of U.S. workers who opted to leave their jobs in May, the most recent data from the Bureau of Labor Statistics

That's lower than the 4 million who quit in April, but still among the highest rates since the BLS started collecting data on quits in December 2000.

Labor economists and organizational psychologists offer several possible reasons, all as varied as the workforce itself.



### Taking jobs that pay better ...

**5.8%**

Average pay increase for people who switched jobs in June 2021 compared with June 2020

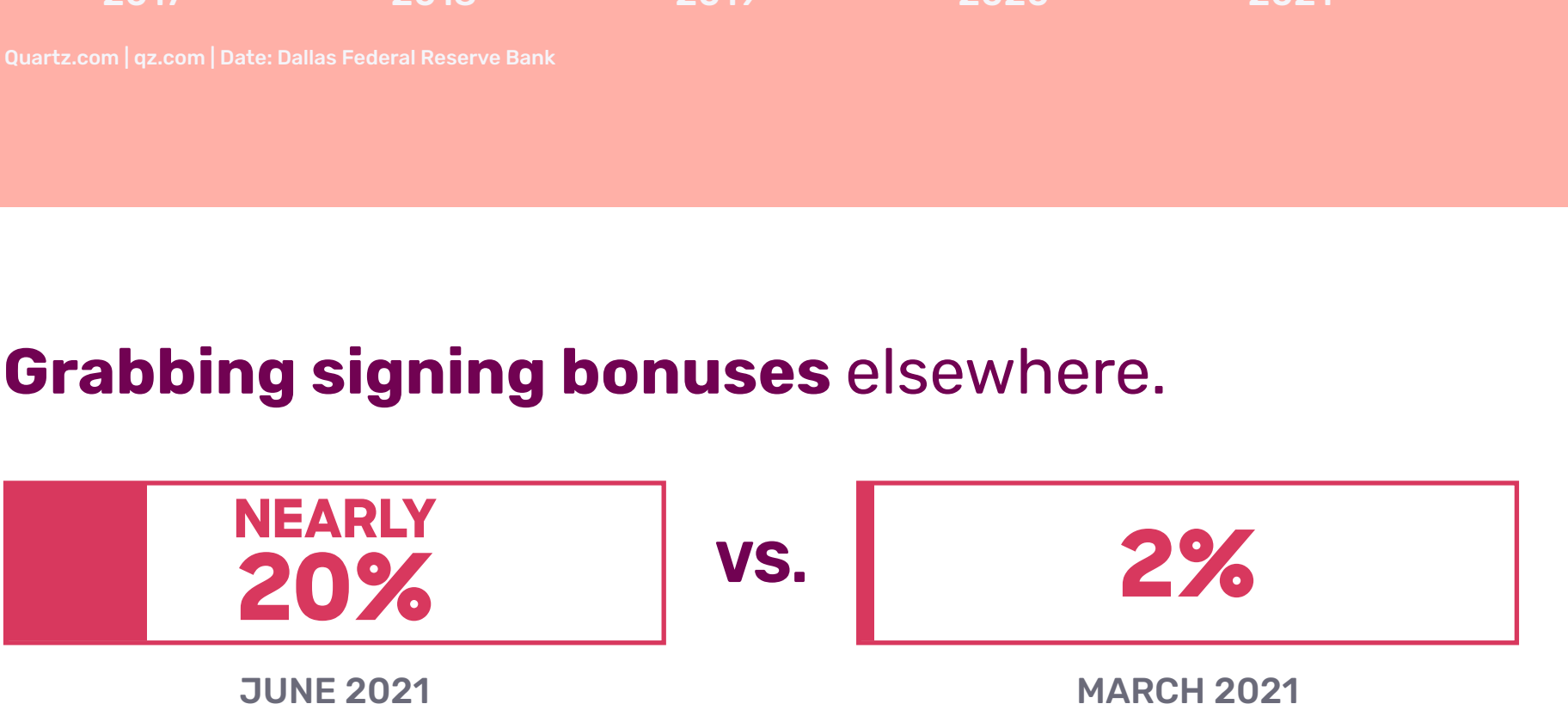
**3.1%**

Pay increase between June 2020 and June 2021 for people who had been in the same job for a year or more

### Taking retirement ahead of schedule.

## 3,000,000

Americans retired during the first six months of the pandemic



Quartz.com | qz.com | Data: Dallas Federal Reserve Bank

### Grabbing signing bonuses elsewhere.

**NEARLY 20%**

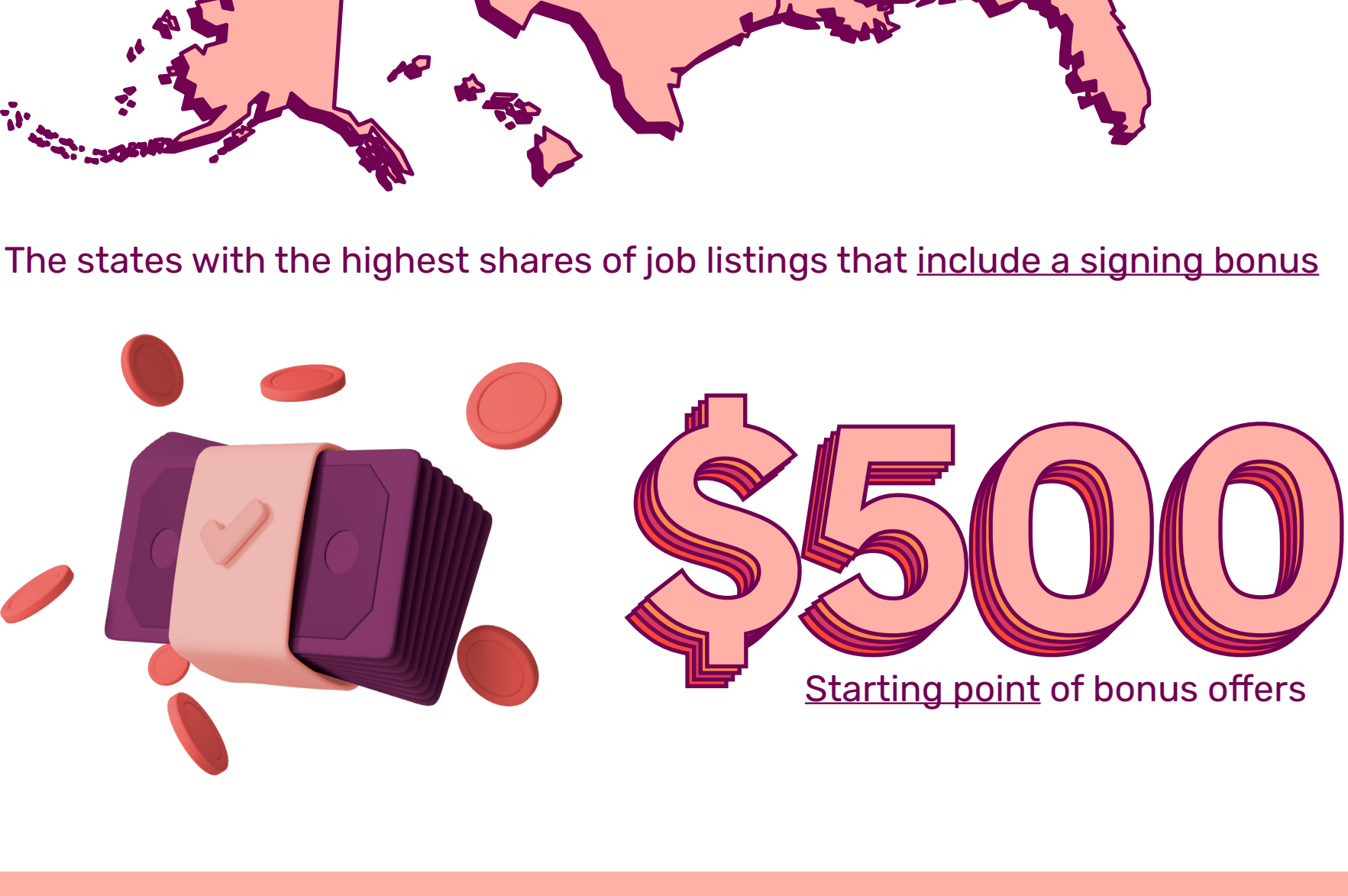
JUNE 2021

vs.

**2%**

MARCH 2021

Jobs posted on job search site ZipRecruiter in June 2021 offering a signing bonus compared with March 2021



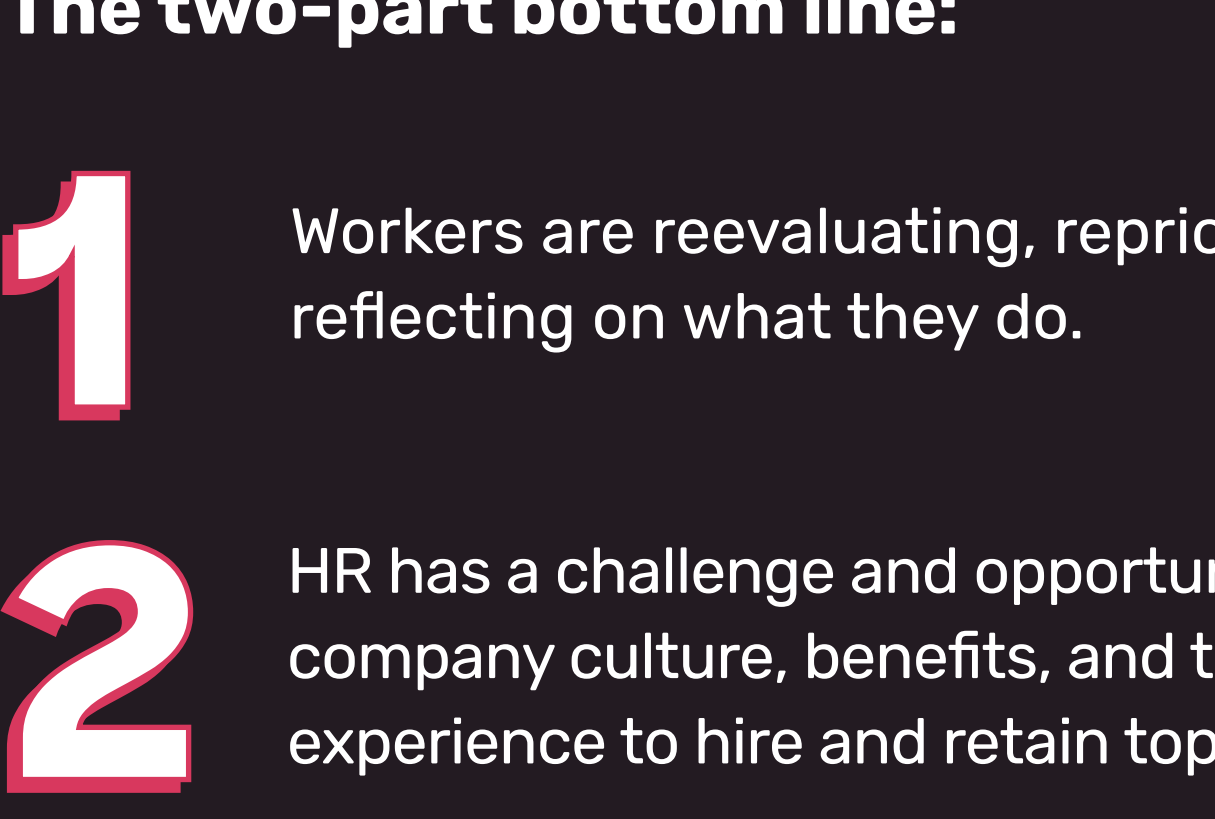
The states with the highest shares of job listings that include a signing bonus



## \$500

Starting point of bonus offers

### Working remotely – at least some of the time.



1 in 3 U.S. workers don't want to work on-site full time

The wider trend of the global workforce feels empowered to speak up about when, how, and where they want to work.

### The two-part bottom line:

**1** Workers are reevaluating, reprioritizing, and reflecting on what they do.

**2** HR has a challenge and opportunity to reassess company culture, benefits, and the employee experience to hire, retain and top people.

## 10 Resignation-reversing Strategies

- 1** Embrace the permanent 4-day workweek

**32 vs. 40** Hours in the workweek under proposed legislation in California
- 2** Create more workplace flexibility (a lot more)

**88%** Knowledge workers who say when searching for a new job, they'll look for complete flexibility in their hours and location
- 3** Go remote (or at least hybrid)

**53%+** U.S. private and government employees who want to work from home 3 or more days a week

**62% vs. 37%** U.S. workers who worked on-site full time before the pandemic vs. U.S. workers who want to work on-site full time today
- 4** Meet lifestyle demands

**76%** U.S. workers who believe employees will more likely prioritize lifestyle (family and personal interests) over proximity to work – even if it means taking a pay cut
- 5** Prioritize value over volume

**86%** Employees would prefer to work for a company that prioritizes outcomes over output – who want to work for a company that cares less about the qualified work output and more about the impact they can deliver to the business in a holistic sense
- 6** Build greater diversity

**86% and 66%** Employees and HR leaders, respectively, who feel strongly that a diverse workforce will become even more important as roles, skills, and company requirements evolve
- 7** Communicate clearly and often

**47%** Employees who are concerned about their company's lack of clear vision about the post-pandemic world

**2.9x** Increase in employees likely to burnout moderate to high levels of burnout when they're already anxious due to a lack of organizational communication about the future
- 8** Increase the focus on employee wellbeing

**47%** Employees who ranked this as their top "hope for the future" from their employer\*  
\*Only slightly behind better work-life balance (51%), better flexibility for day-to-day work (49%), and positive implications for compensation (49%)

**94% vs. 33%** Employers who currently consider voluntary benefits part of their value proposition vs. employers who felt the same in 2018

**67% vs. 26%** Employees who value reimbursements for wellbeing expenses and rate it "highly valuable" or "valuable" vs. organizations that offer flexible scheduling programs
- 9** Expand physical fitness offerings to the gym – and beyond

**\$16.82 billion vs. \$96.52 billion** Estimated North America global fitness app market revenue 2019 vs. 2026\*  
\* Based on 2019 amount and estimated CAGR (compounded annual growth rate) of 28.35%

**64.6%** Full-time U.S. employees who are excited to return to the gym after the pandemic
- 10** Support and nourish the mental health of employees

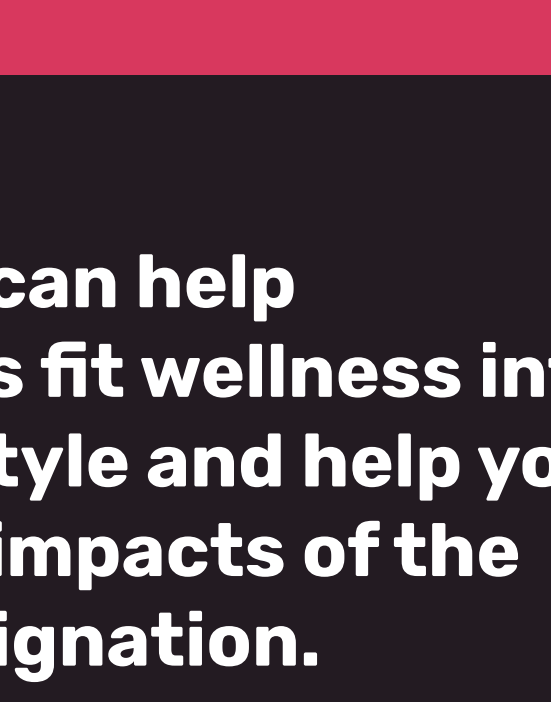
**91% vs. 85%** Gen Z and millennial employees, respectively, who say employers should have a mental health work policy

**89% vs. 49%** Employees who show greater resilience: Those with better mental health compared with those with lower mental health

**86% vs. 60%** High productivity: Employees without mental concerns vs. those with

**79% vs. 47%** Employees who are engaged: Those who rate their mental health as good vs. those who do not

At Gympass, we understand total employee wellbeing is critical to your business and the success of those programs depends on having a workforce that is physically, mentally, and emotionally healthy. That's why we've created tiered membership programs for workforces of all sizes, from 10 employees to 10,000. Benefit plans can be customized to your company's goals and include access to over 55,000 fitness partners globally, in addition to virtual classes, mental health resources, therapy, personal training, and more.



Gympass can help employees fit wellness into their lifestyle and help you avoid the impacts of the Great Resignation.

[Learn more](#)