How Are Technology Companies Addressing the Great Resignation?

Talent shortages are a top issue facing 86 percent of the HR professionals that responded to our eighth global HR pulse survey (conducted in December 2021 and January 2022 with 812 participants). What's more, **three-quarters say they are losing key skills** to remain agile and adaptable for the future. Here's a snapshot of how 233 respondents at technology companies worldwide are accelerating workforce change to address **rising turnover challenges** in today's competitive labor market.
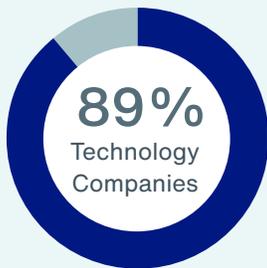
Why are people on the move?

88%

of technology companies attribute rising turnover rates to higher-paying opportunities versus **77% across all industries**.
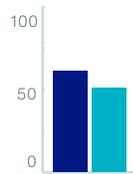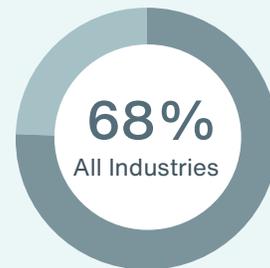
Percentage of technology firms reporting higher **turnover** in these roles:

● 61% **product development**
● 51% **IT-related**

89% Technology Companies

Percentage of respondents concerned about losing key **digital talent and technology skills.**

68% All Industries

Technology companies are acting now to **attract and retain talent.**

● 76% updated new-hire **compensation levels**
● 67% are considering adjusting **sign-on bonuses**
● 54% added to their **referral bonus** programs
● 43% adjusted **benefits** for all employees

Technology companies are also focusing beyond **total rewards.**

● 62% are adjusting their **culture or diversity** programs
● 61% are adjusting **skills and development** programs (upskilling, promotions, etc.)
● 31% are improving **workforce agility** through gig workers, acquisitions and more

For more insights from our survey or to speak with one of our experts about these topics, please contact us at **humancapital.aon.com/contact-us.**