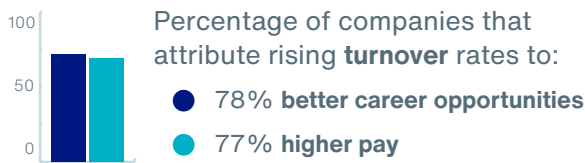


How Are Manufacturing Companies Addressing the Great Resignation?

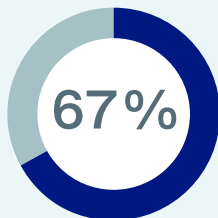
Talent shortages are a top issue faced by **86 percent** of the HR professionals that responded to our eighth global HR pulse survey (conducted in December 2021 and January 2022 with 812 participants). What's more, **three-quarters say they are losing key skills** to remain agile and adaptable for the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

Why are people on the move?



45% of manufacturing companies are increasing their overall salary budgets in response to the **competitive talent market** and **high inflation**. Of these companies, salaries increased by:¹

- 4.5% for those that **raised** their budget
- 3.5% for those that **did not raise** their budget



Manufacturing companies report that turnover for **hourly workers** is 67% higher than average turnover for all employee groups. While hourly workers are difficult to retain, technical and product development roles are cited as the most difficult to source.



- 71% **total rewards** (compensation and benefits)
- 62% **culture and diversity** programs
- 59% **skills and development** (upskilling and promotions)
- 26% **workforce agility** (gig workers, acquisitions)



- 76% will offer **hybrid working options**.
- 73% will offer **flexible hours**.
- 65% plan to improve **training opportunities**.
- 57% will focus on open communication around **career tracts**.
- 52% will offer **preference polls** to better understand their employees.

¹Aon's Human Capital Solutions Pulse Survey: Salary Increase and Inflation, February 2022

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.