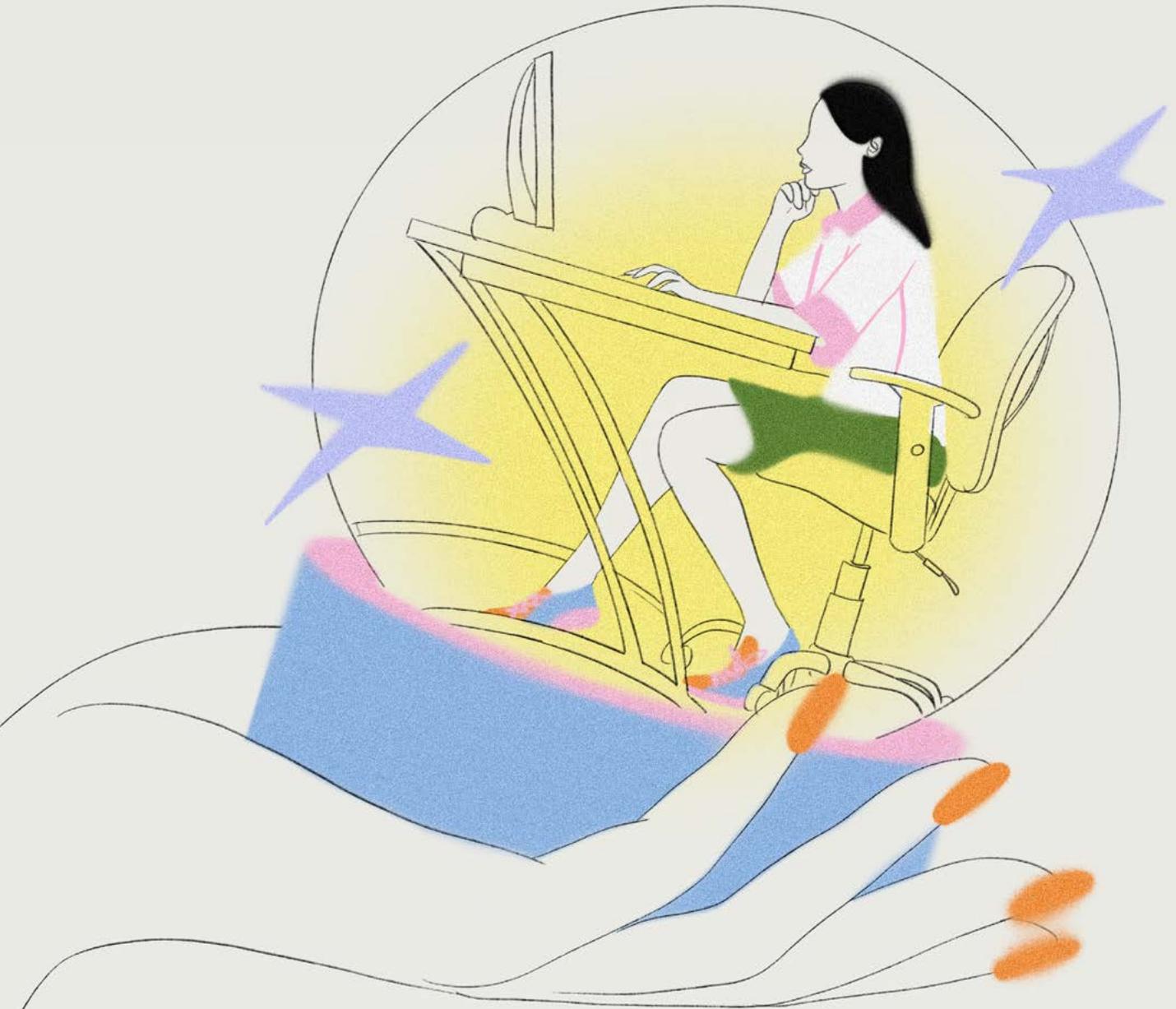


Wellness at work



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Introduction

Just like the last two years, 2022 is shaping up to be another year for the history books.

When you think about 2022, what comes to mind?

We'll take a guess and say Covid-19 is the first thing that appears, and the [influx of case numbers](#) we're currently experiencing. Following that might be [skills shortages](#), or even supply chain issues. With so many factors at play, we're all feeling an unnerving mix of uncertainty and concern. And while we're glad that the light at the end of the tunnel is getting brighter, what's ahead of us remains unclear.

It's not just Covid-19 that's impacting us. The rising cost of living and inflation is also impacting our day-to-day. Prices of everyday items and services have just [hit a three decade high](#). According to [stats.govt.nz](#), from the December 2020 quarter to the December 2021 quarter, the consumer price index (CPI) increased 5.9%.

Let's not forget the worldwide phenomenon of the Great Resignation. Our [Employee Movement and Retention](#) survey from September 2021 signalled that 50% of workers in New Zealand would be looking for a new role within the next 12 months. This shift in attitudes towards work is seeing employees question the type of work they're doing, and thinking more about how they can seek fulfillment in their professional lives. It's causing an entire change in the way we think and feel about work.

To say that there's a lot going on in New Zealand right now is an understatement – and these events are influencing your employees in a major way. They can significantly impact one's sense of wellbeing, which can seep into every part of life – including work.

The good news is, what employers do to support their employees' wellness can make a big difference. Workplace wellness programs can make employees feel more supported, fight risks to their wellbeing, and improve overall happiness in every aspect of their lives.

We spend, on average, one-third of our lives at work, which can be exhausting if our wellbeing isn't supported. We want to bridge the gap between employers and employees when it comes to creating thoughtful and powerful wellness programs. That's why we surveyed over 1,000 workers from around Aotearoa between the 10th and 15th of February, 2022. We asked them about the ongoing impacts of Covid-19, how financial stress impacts their workday, how personally fulfilled they are by their work, plus so much more.

The results are essential reading for any employer in 2022. While some results might surprise you, some are clear. Our responses sit on a scale from worrying to insightful, to pleasantly surprising. However, one message seems to underline it all;

→ Health in 2022 is all about taking the good with the bad, and approaching solutions with an open mind.

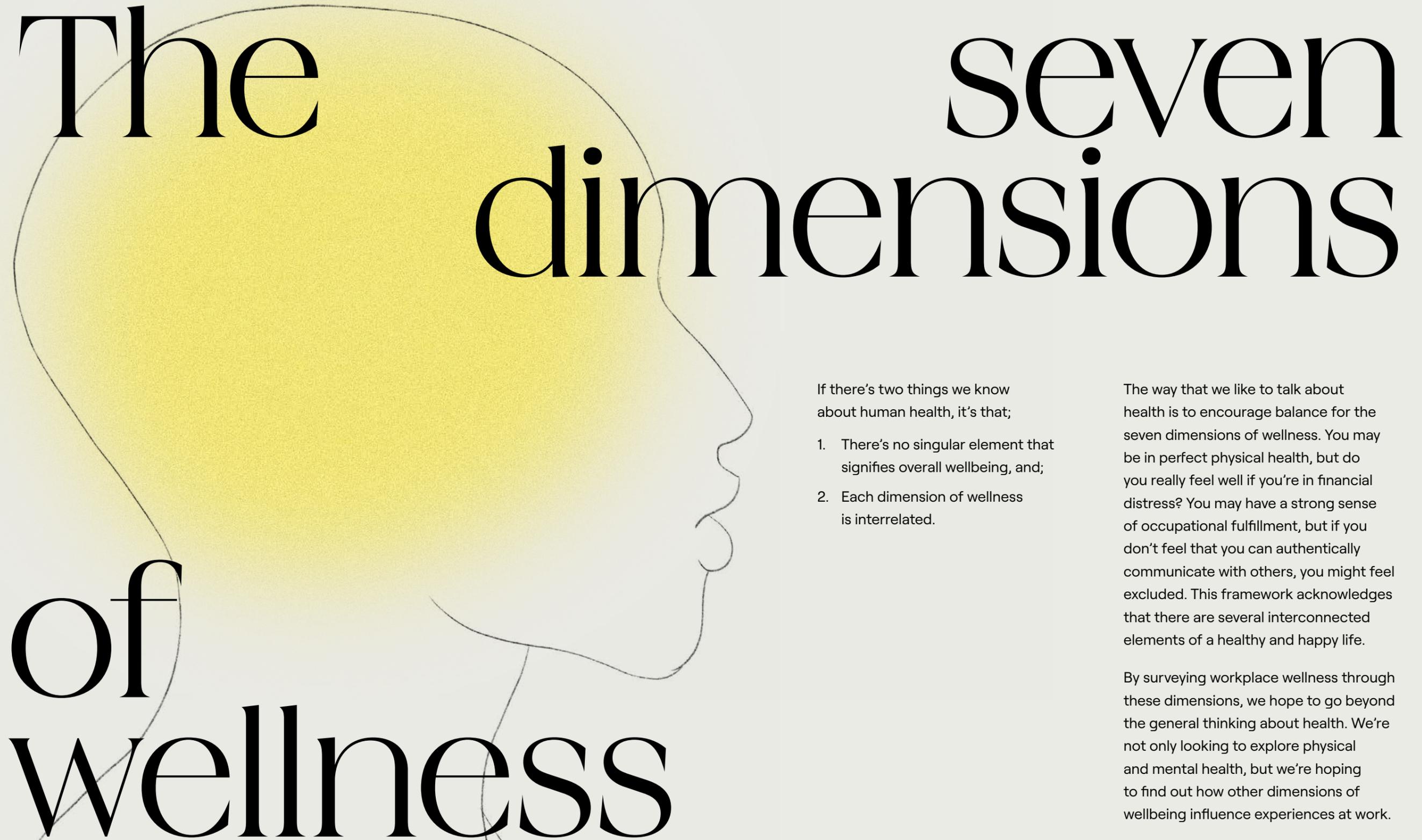
We hope this timely information, along with tips and suggestions from our employment experts, will help you build a supportive and engaging wellbeing program for your team.

Before I sign off, I want you to know that wellness **can** be fostered in the workplace. I hope these insights will help make employment easier and more valuable for yourself and your team this year.

Wishing you all the best,
Ben Thompson

CEO & Founder of Employment Hero

Disclaimer: The information in this report is relevant as at 8 March 2022, and has been prepared by Employment Hero Pty Ltd ABN (11 160 047 709) (Employment Hero). The views expressed herein are general information only and are provided in good faith to assist employers and their employees. The information is based on data supplied by third parties. While such data is believed to be accurate, it has not been independently verified and no warranties are given that it is complete, accurate, up to date or fit for the purpose for which it is required. Employment Hero does not accept responsibility for any inaccuracy in such data. To the maximum extent permitted by law, Employment Hero will not be liable to any party in contract, tort (including for negligence) or otherwise for any loss or damage arising either directly or indirectly as a result of reliance on, use of or inability to use any information provided in this report. Where liability cannot be excluded by law then, to the extent permissible by law, liability is limited to the resupply of the information or the reasonable cost of having the information re-supplied.



The seven dimensions of wellness

If there's two things we know about human health, it's that;

1. There's no singular element that signifies overall wellbeing, and;
2. Each dimension of wellness is interrelated.

The way that we like to talk about health is to encourage balance for the seven dimensions of wellness. You may be in perfect physical health, but do you really feel well if you're in financial distress? You may have a strong sense of occupational fulfillment, but if you don't feel that you can authentically communicate with others, you might feel excluded. This framework acknowledges that there are several interconnected elements of a healthy and happy life.

By surveying workplace wellness through these dimensions, we hope to go beyond the general thinking about health. We're not only looking to explore physical and mental health, but we're hoping to find out how other dimensions of wellbeing influence experiences at work.

01 Physical

How your body operates and feels.

02 Mental

How your mind handles stress and influences your emotions.

03 Financial

Your sense of confidence in your finances and financial goals.

04 Occupational

Your sense of fulfilment and happiness in your professional life.

05 Relational

Your sense of belonging and authenticity in your interactions with others.

06 Spiritual

Your connection to a sense of purpose (in a religious or secular way).

07 Recreational

Your connection to creativity, hobbies and interests.

Our key

Wellness Report 2022

00 - 11



findings

Over half of NZ workers are struggling with burnout at work

When it comes to mental health, burnout is spreading quickly across the working population. Workers have felt a sense of extreme fatigue recently, with → **53%** signalling that it had affected them within the past three months (November–January). This comes as no surprise, especially as we continue to feel the effects of Covid-19 and job shortages. Only 29% were sure that they felt no sense of burnout from their work.

29%
of NZ workers are not feeling burnout from work

18%
of NZ workers are undecided about burnout from work

53%
of NZ workers are feeling burnout from work

The majority of NZ workers are in meaningful work

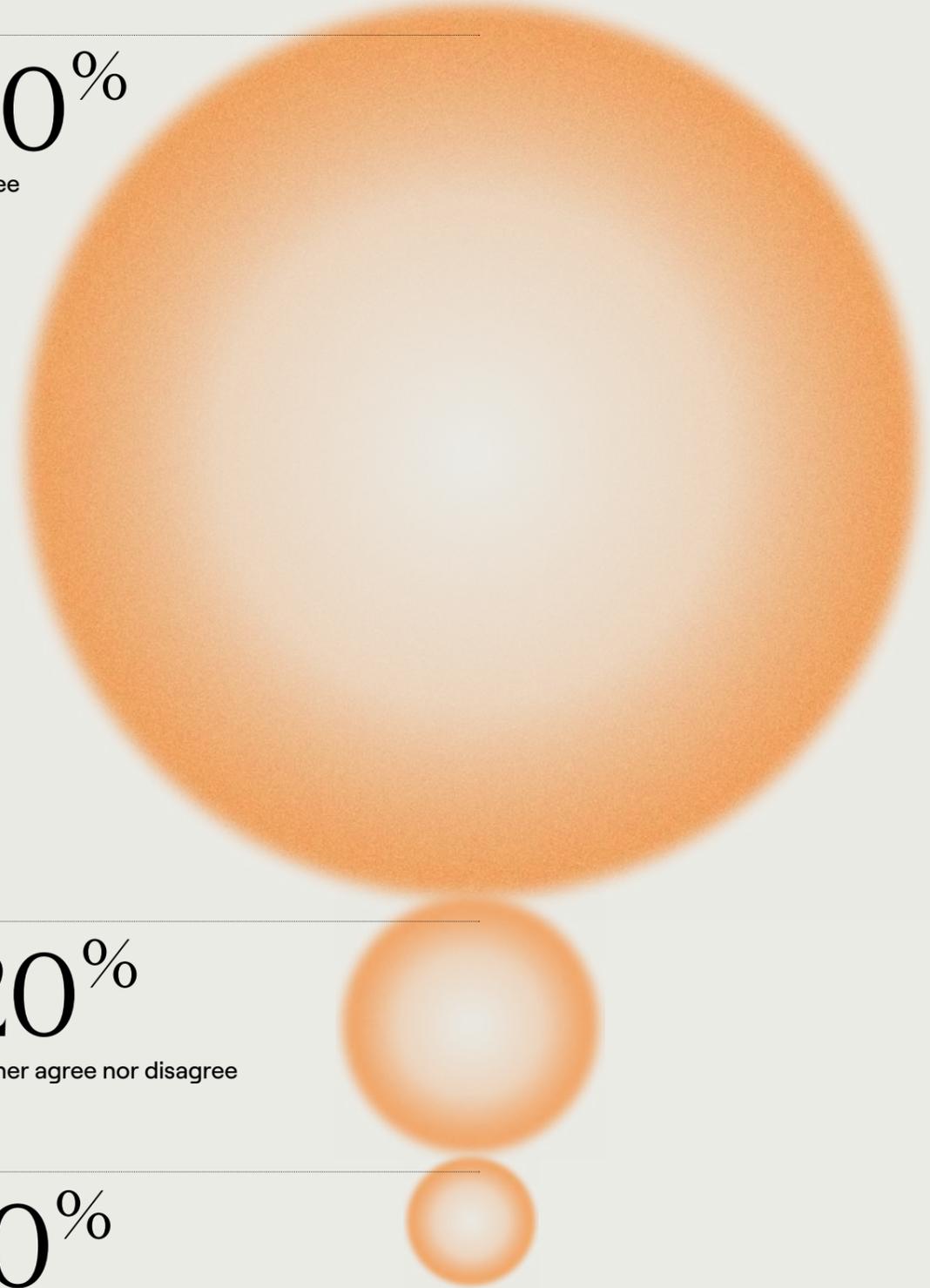
When we're fulfilled in our professional lives, it contributes to our overall sense of purpose and wellbeing. After a tumultuous two years, we can see firsthand that it's left a wave of burnout – but we're sharing some positive news. The majority of New Zealand workers are finding fulfillment in their working life, with 70% of workers agreeing that the work they did was meaningful to them. Encouragingly, only 10% disagreed with this statement.

Q → Select your agreement with the following statement:
The work I do is meaningful to me

70%
Agree

20%
Neither agree nor disagree

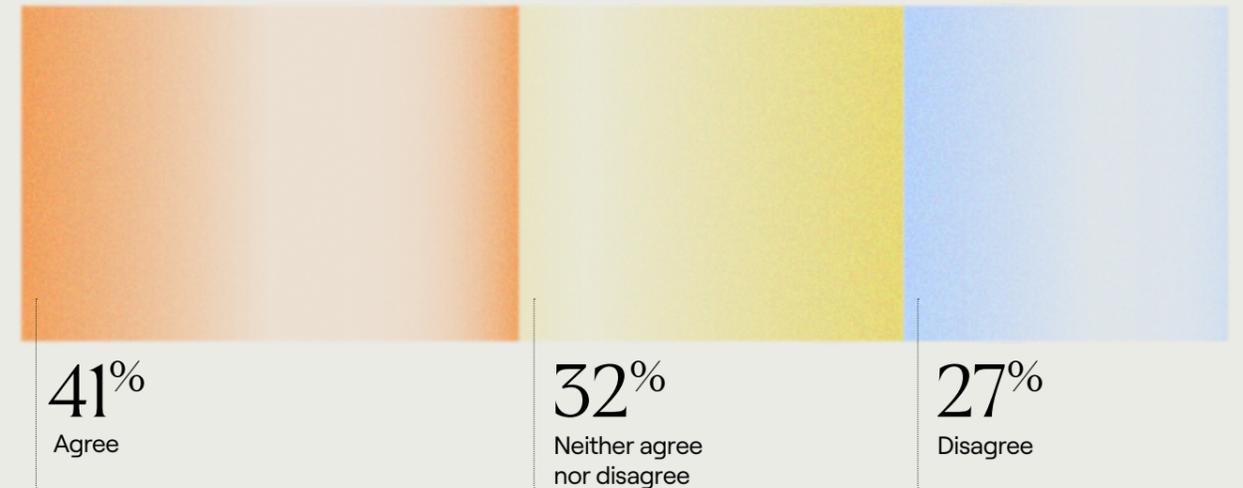
10%
Disagree



However, the pandemic has many employees questioning their careers

Even though many employees are finding their work meaningful, the importance placed on a career overall may be shifting. → **41%** of workers agree that Covid-19 has decreased the importance they place on their career. In line with the Great Resignation, this signals that more workers could be seeking a change of scenery, an industry-swap, or even a side-step. As many made the switch to remote working during the pandemic, they're now considering how work could fit around their life, rather than how their life can support their work.

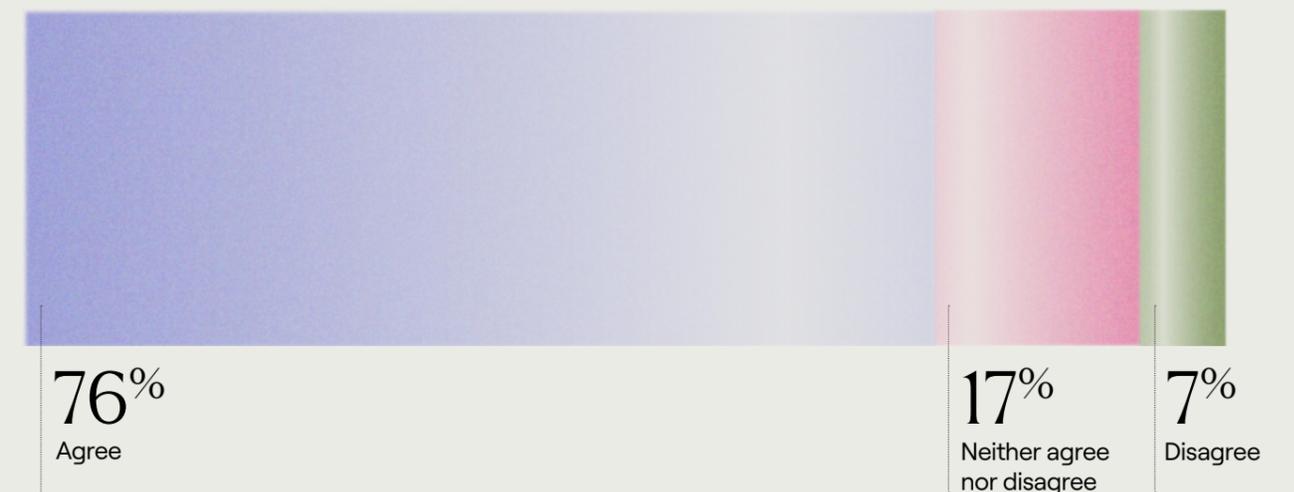
Q → Select your agreement with the following statement:
Covid-19 has decreased the importance I place on my career



Kiwis are accepting of others in the workplace

We all want to love going to work each day, and workers in NZ make that a whole easier. We found that **76%** of workers agreed their workplace accepts them for who they are as a person. Only **7%** disagreed with this.

Q → Select your agreement with the following statement:
My workplace accepts me for who I am as a person



Most workers are stressed about finances

Whether it's due to loss of work, the uncertainty of the pandemic or skyrocketing inflation, NZ employees are worried about their finances. A whopping 62% said that they were stressed about money. Women were more likely to say they were stressed about finances, with 60% of women reporting stress as opposed to 57% of men.

Q → How stressed are you about your finances?



Employees are loyal to workplaces that care about wellness

We know that employers like to see returns on their investments. Especially for small to medium-sized businesses (SMBs), you need to know that your efforts are worth it. The writing's on the wall; we found that employees who rated their employer's commitment to wellness as good, were 50% more likely to say they were loyal to a business. This could save major costs associated with turnover and make all the difference to a growing company.

→ Supporting data

50%

Employees were 50% more likely to be loyal to an employer if they rated their employer's commitment to wellbeing as good

INSIGHT → 001

Mental health & the pandemic

Wellness Report 2022

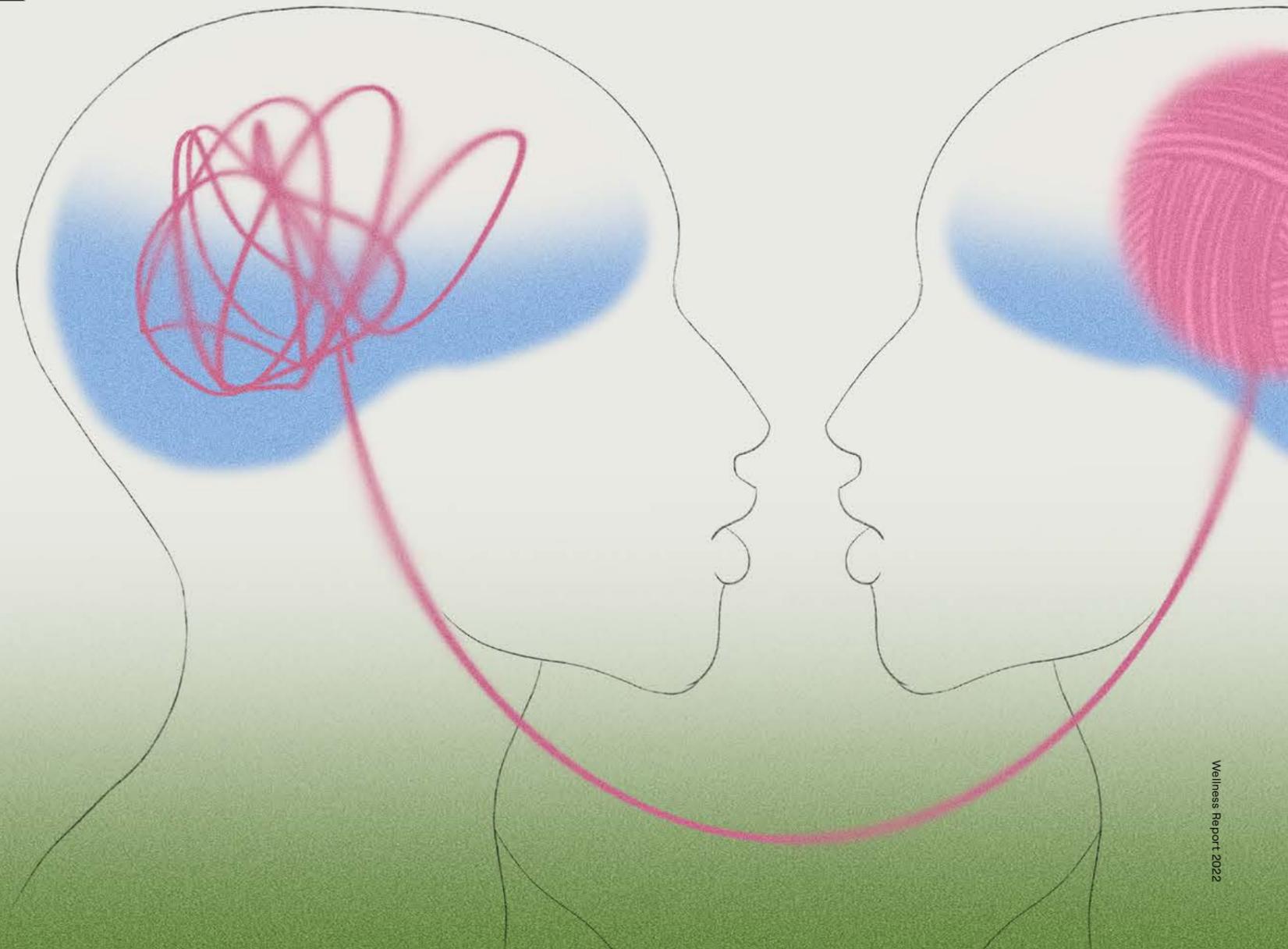
00 - 21

As with many locations around the world, mental health problems are extremely common throughout the population. According to [wellplace.nz](https://www.wellplace.nz), nearly half of the population will meet the criteria for a mental illness diagnosis at some stage in their life. What's more, is that one in five people will experience depression in any given year.

As we all know, the pandemic made things worse – much worse. An interview with [The Guardian](https://www.theguardian.com) and Dr Bryan Betty, the medical director of the Royal New Zealand College of General Practitioners, revealed that *“cases of depression and anxiety have risen 'substantively' in the wake of the lockdown, and there was anecdotal evidence that more prescriptions were being issued for anti-depressant and anti-anxiety medication.”*

Our research supports this rise in stress for the majority of the working population. 57% of respondents said that their stress levels were negatively impacted due to Covid-19.

When we think about mental health in the workplace, it's against the backdrop of the volatile emotional environment of the last two years. At work, stress and frustration, mixed with long working hours, often manifests in burnout, fatigue and a lack of work-life balance. We asked our survey respondents about each of these experiences.



00 - 20

Wellness Report 2022

Burnout

Our major finding about burnout is that the majority (53%) of workers in NZ agree to feeling this from their work in the last three months. 18% of respondents were unsure if they had experienced burnout, leaving only 29% who disagree with experiencing this unpleasant phenomenon.

If you're unsure what constitutes [burnout](#), Headspace explains it as the feeling of being constantly *"exhausted, emotionally drained, unproductive, and unmotivated at work"*.

There are some groups that are more at risk than others – one being our youth. 72% of employees aged 18-24, and 68% of employees aged 25-34 agreed to feeling burnout from work.

Work-life balance

An average sense of work-life balance could be a contributor to burnout, with nearly half (45%) New Zealand workers rating their work-life balance as average or poor. The presence of work-life balance was a polarising point, with a promising 55% of workers stating they had a good sense of balance between professional and personal life.

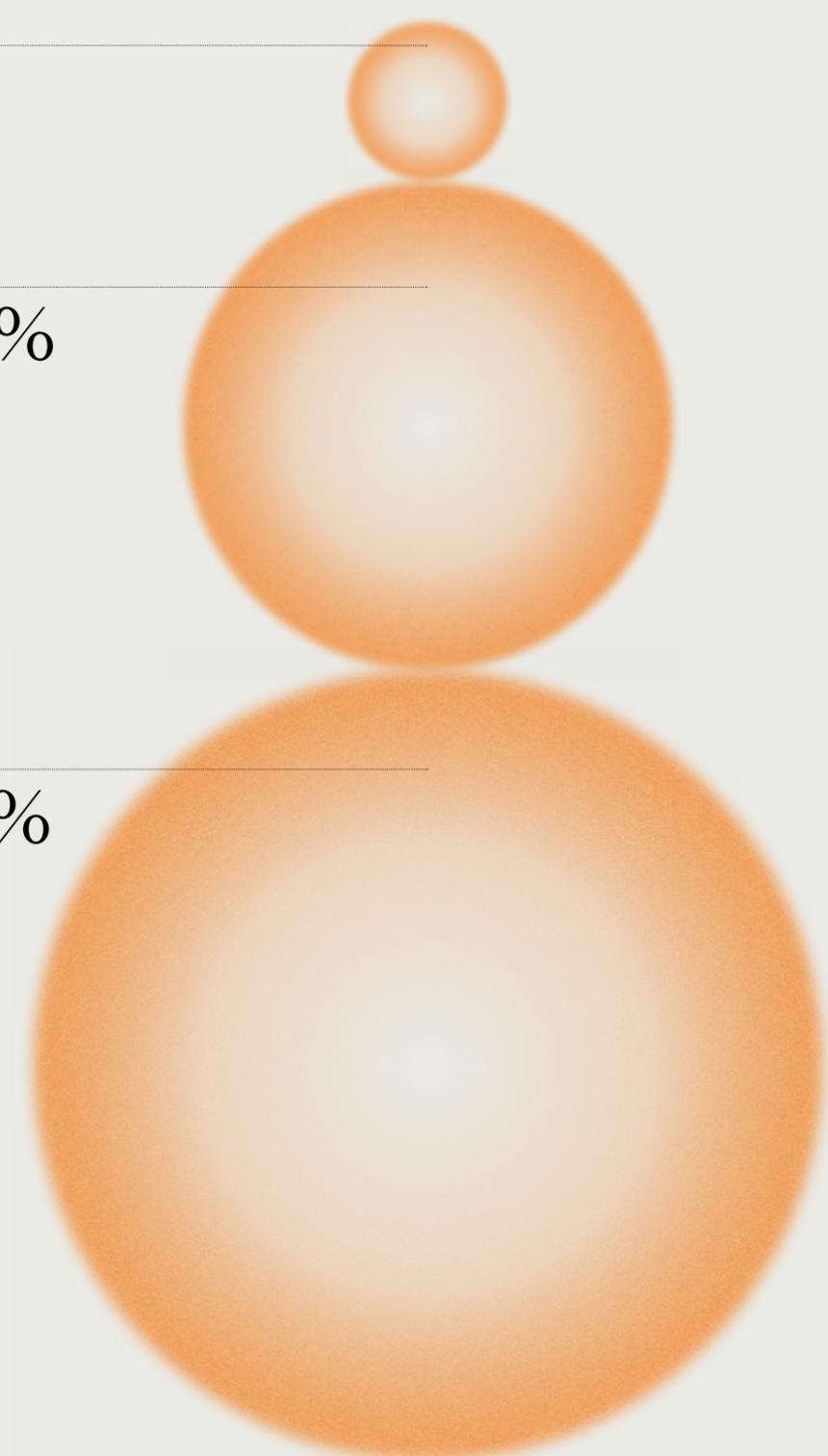
Among those who felt positive about work-life balance were remote workers, who were 8% more likely to rate it as good. Conversely, non-remote workers were 19% more likely to rate their sense of work-life balance as poor.

Q → In the last 3 months, your overall work / life balance has been...

11%
Poor

34%
Average

55%
Good

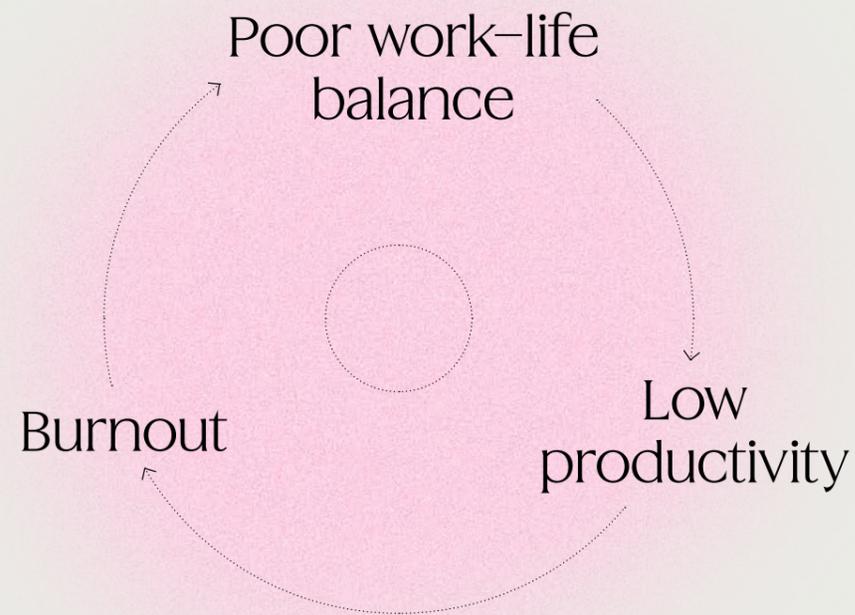


The vicious cycle

Burnout and a sense of work-life balance are deeply tied to productivity, and one's capacity to do their best work. Between these elements, we can see a vicious cycle occurring.

Employees who stated that they had poor work-life balance over the last three months were 74% more likely to also have felt burnt out. Those who felt burnout were 12% more likely to feel that their productivity was low. Employees with low productivity were 238% more likely to feel a poor sense of work-life balance. So the cycle of workplace stress continues, eroding mental wellbeing with each revolution.

The journey from poor work-life balance to burnout, through to low productivity are clear. Protecting your employees from burnout and fostering a sense of balance will see a boost to productivity. If you support mental wellbeing within your business, you support great work.



Over half of NZ businesses support mental health

It's extremely encouraging that, when a generation ago there was little to no dialogue around mental health in the workplace, 55% of employees now agree that their company is very supportive of employees' mental health. This progress is worth acknowledging and celebrating.

However, with burnout and work-life balance still sitting at average levels, we know that there's more work to do. There are still barriers for employees to access mental health support from their employer.

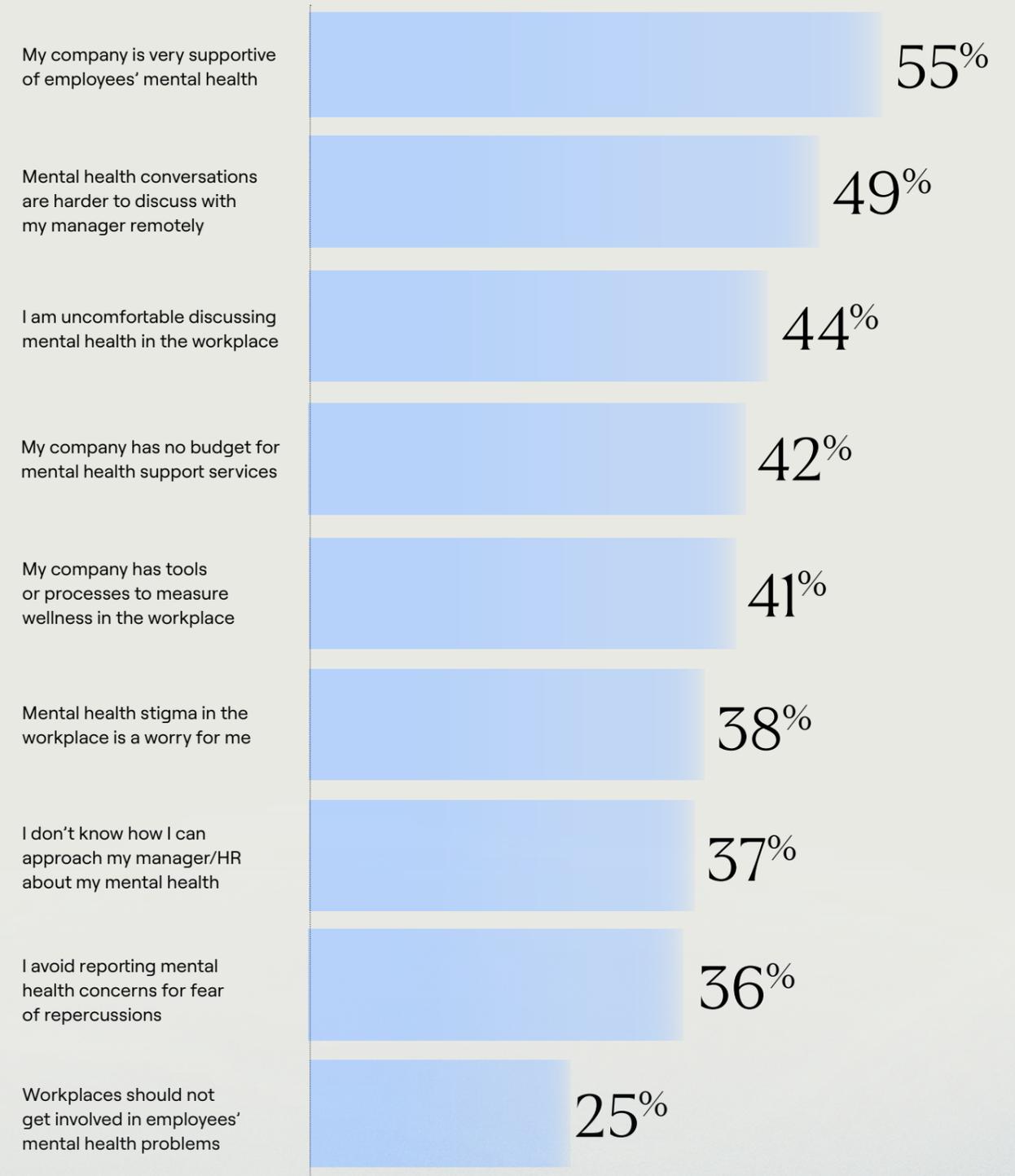
44% of respondents still feel uncomfortable discussing mental health in the workplace. 42% of respondents agree that their company has no budget for mental health support. 38% are concerned about mental health stigma and 36% fear that there may be repercussions for reporting mental health concerns. There is also an emerging issue to be aware of...

Remote work can make mental health discussions harder

→ **49%** of respondents found that mental health conversations are harder to have with their manager remotely. Although risks of burnout and work-life balance are reduced for remote workers, there's an increased chance that poor mental health may go unnoticed.

Managers will need to find new strategies to support hybrid teams – both virtually and onsite. Recognising the signs of an employee who is struggling, keeping up a regular communications cadence, and providing remote mental health tools will be essential.

Q → I agree with the following statements:

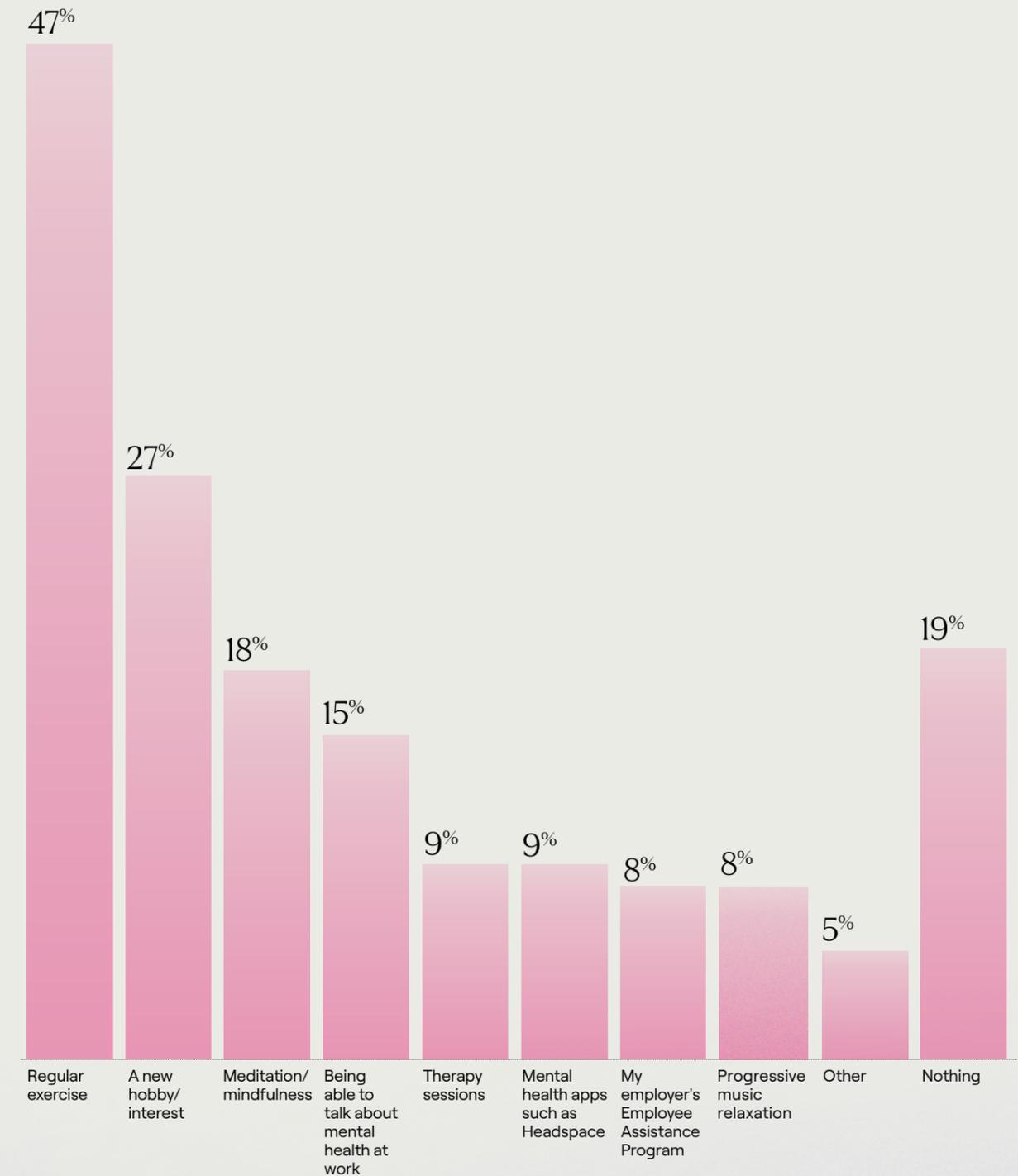


Strategies for mental relief

Employees have looked to a variety of things for stress relief through the course of the pandemic. With so many regular support measures off the table – time spent with family, catching up with friends and travelling – workers have had to look elsewhere to reduce stress. Reflecting on what was most useful for them can help businesses with future wellness planning.

Nearly half (47%) of employees stated that regular exercise was the most helpful tool to relieve stress during the pandemic. This was followed by taking up a new hobby or interest, which 27% of employees turned to. 18% tried meditation and mindfulness, and 15% found being able to talk about mental health at work helpful. Sadly, 19% found that nothing helped with stress relief. Older age groups were more likely to suggest that nothing helped, whereas younger age groups were more likely to try several initiatives to help relieve their stress.

Q → What has helped the most with your management of stress since the start of the pandemic. (Select three options)



In their own words...

Q → If your organisation could do one thing to help improve your wellness in the next six months, what should it be?

“Allow more working from home rather than being in the office.”

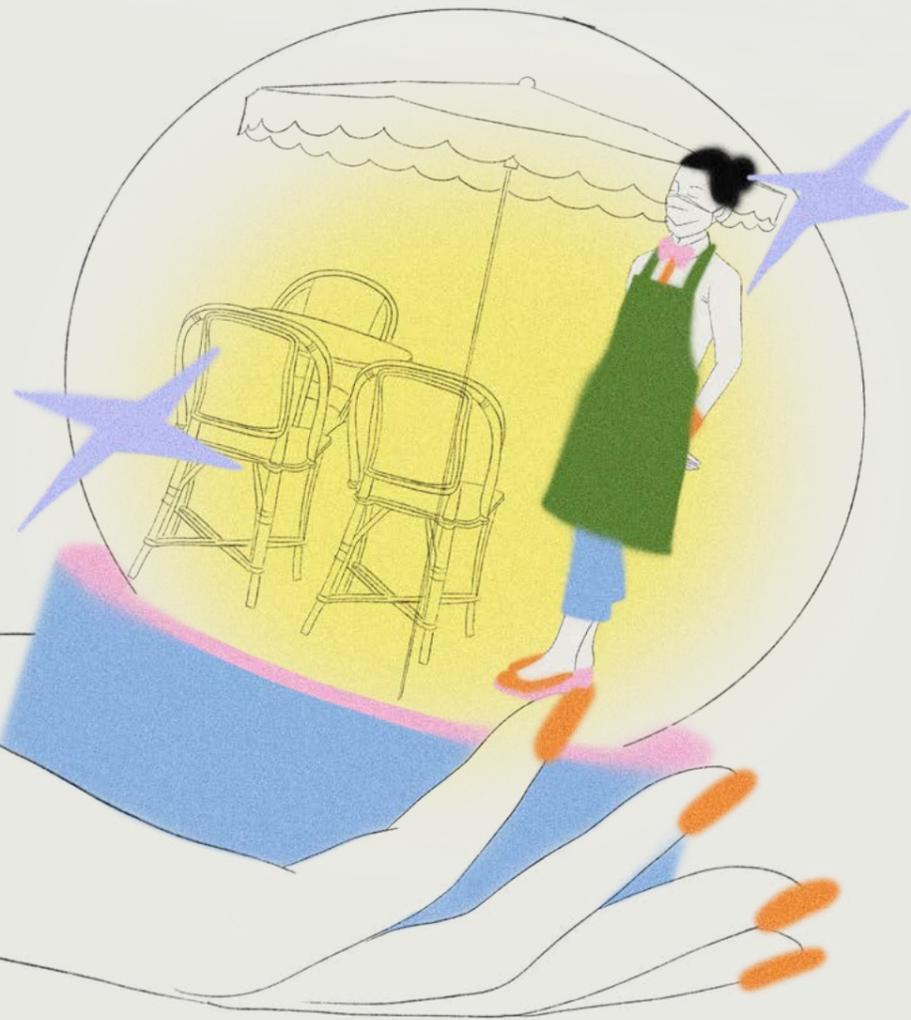
“Support us through Covid, especially if we have to take time off because of it.”

“Allow for more flexibility with hours.”

“Dedicate a mental health leave day.”

Career health and the

INSIGHT → 002



Covid-19 has transformed the way we feel about work.

The pendulum has swung fast and hard in both directions. During the first lockdown, jobs and income were thrown into jeopardy. According to [stats.govt.nz](https://www.stats.govt.nz), the September 2020 quarter reported a 5.3% unemployment rate; with unemployment numbers rising from 37,000 to reach 151,000. Just over one year later, the [unemployment rate](#) in December 2021 quarter fell significantly to just 3.2%, leaving us with one of the most candidate-short talent markets we've ever seen.

The response to this tumultuous period was The Great Resignation; the global phenomenon of workers quitting their jobs in search of something more.

In our [Employee Movement and Retention Report](#) (September 2021) we uncovered that 50% of employees in New Zealand were planning to seek a new role within the next 12 months. In this report, we're trying to dig deeper on how these decisions connect to a sense of satisfaction and fulfilment at work. Could a better understanding of occupational wellness stem this flow of resignations?

Great Resignation

How we think about work has changed

You know there's change on the horizon when → **41%** of workers agree that Covid-19 has decreased the importance that they put on their career.

We're less focused on our careers, despite having generally positive sentiments around our workplaces. 76% of employees believe that their workplace accepts them for who they are, 69% feel that they can effectively set personal boundaries at work, and 65% of workers feel valued and appreciated for the work that they do.

This could suggest that, while awareness around workplace culture and employee experience is improving, many employees are still questioning the role that work plays in their lives. They could be looking to move industries, seek a remote role or try a different kind of working model. What once seemed a change for the too-hard-basket, now seems very achievable thanks to remote work.

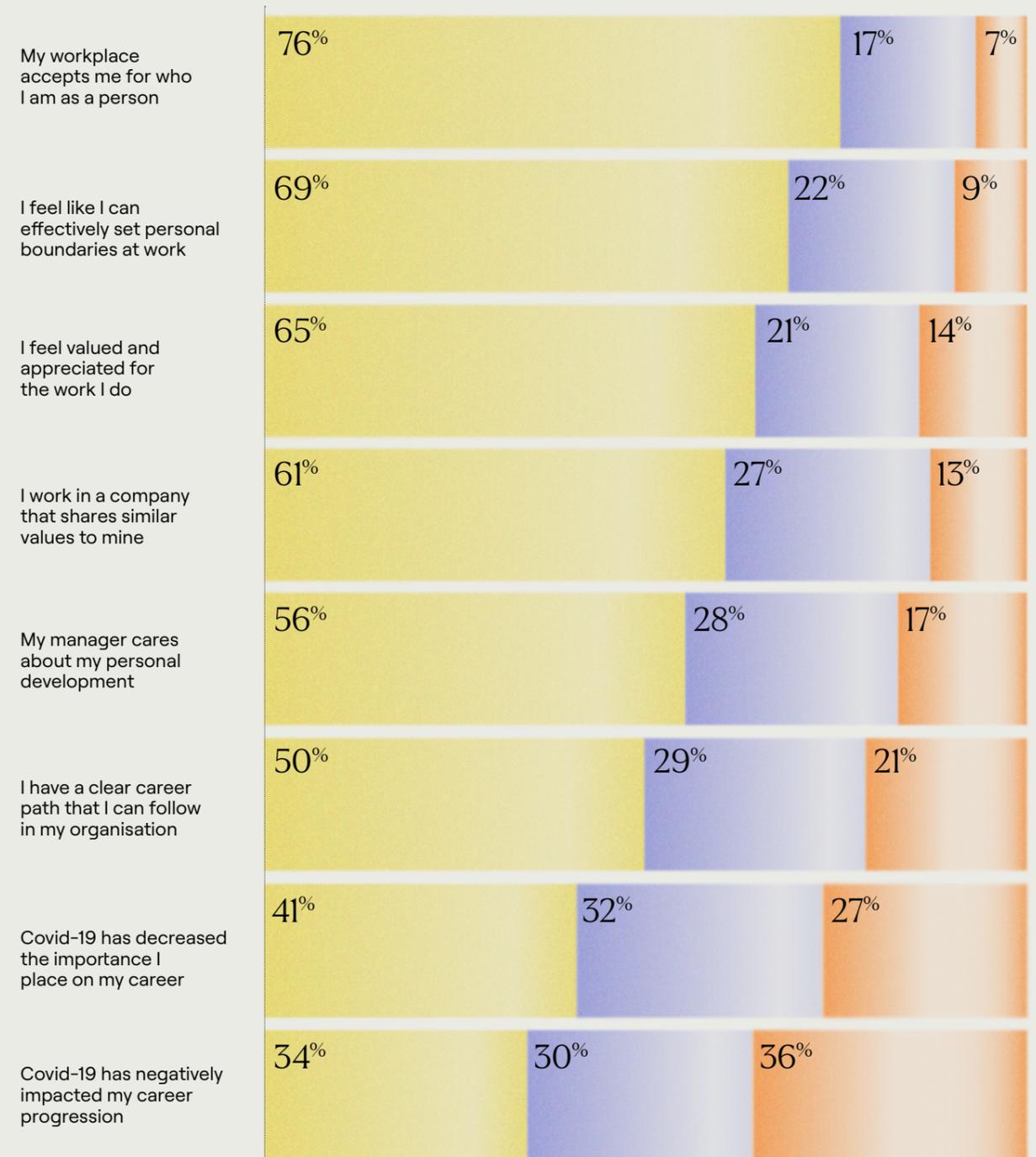
It's also worth asking the question; does a reduced level of importance placed on career necessarily mean a decrease in performance at work? Could a more balanced approach to personal and professional life actually lead to better productivity, ideas and output?

Covid-19 & career impacts

Across respondents, 34% overall agree that their career had been negatively impacted by the pandemic. 30% neither agreed nor disagreed, and 36% disagreed with this statement.

We know that many industries were hard hit by the pandemic – and these results show it. Whether it was redundancies or reduced hours, the working lives of many Kiwi workers were turned upside down. However, as the unemployment rate remains low, we can assume that the country and employees are bouncing back.

Q → Please select your level of agreement with the following statements



How can workplaces improve career health?

An occupationally healthy person is one that feels content and fulfilled by their professional life. Their personal values align with their workplace's values, their employer actively invests in their development, they feel valued for their contribution and they can be their authentic self in the workplace.

You can improve career health for your employees by;

- **Creating a flexible development and coaching strategy.** You can do this by using tools like Learning Management Systems, one-on-one meetings, mentorship programs, career pathways and external learning opportunities. [Download our Guide to Coaching.](#)
- **Strongly articulating your company's mission and values.** Without a mission, employees won't know what they're ultimately working towards, making it harder to find meaning in the everyday. Values set a tone for the company's culture and give guidance when making decisions. [Learn more about company values.](#)
- **Rewarding and recognising your team for great work.** Teams need to feel appreciated for the work they do, and the best way to make sure this happens is to create structured programs for both top-down and peer-to-peer recognition. [Download our Ultimate Guide to Recognition.](#)
- **Setting clear and achievable goals.** It's so much easier to stay motivated when you're moving towards a clear objective. Goals should be ambitious, but clear and achievable. [Explore the leading goal-setting framework Objectives and Key Results \(OKRs\).](#)

Mission and values in action

If you'd like to see a company's mission and values in action, allow us to share ours.

The Employment Hero team is driven by one mission;

→ **To make employment easier and more valuable for everyone.**

Five values guide our work;

1. **We serve:** We believe in a better future of work. We recognise human needs and work hard to create solutions that change life for the better.
2. **We are one team:** We know we're at our best when we work together. We champion diverse personalities, talents and skills.
3. **We are bold and ambitious:** We challenge prevailing assumptions and question industry norms. We're always looking for a better way.
4. **We invent:** We're inventors, creating solutions that bring about meaningful change. We break things, take risks and push higher in search of big ideas.
5. **Own it:** We take ownership of delivering our personal best every day. We don't always have the answers, but we own the problem and back ourselves to find a solution.

Financial health &



INSIGHT → 003

Are you finding that everyday life is more expensive these days? It's because everything is on the up – annual inflation has just hit a **three-decade high at 5.9%**. Not to mention other factors at play like staff shortages and supply chain issues – add it all together and it's no surprise the cost of living has skyrocketed.

With → **62% of workers** already feeling stressed about their finances, it's clear to see that this will be one of the biggest threats to employee wellness this year.

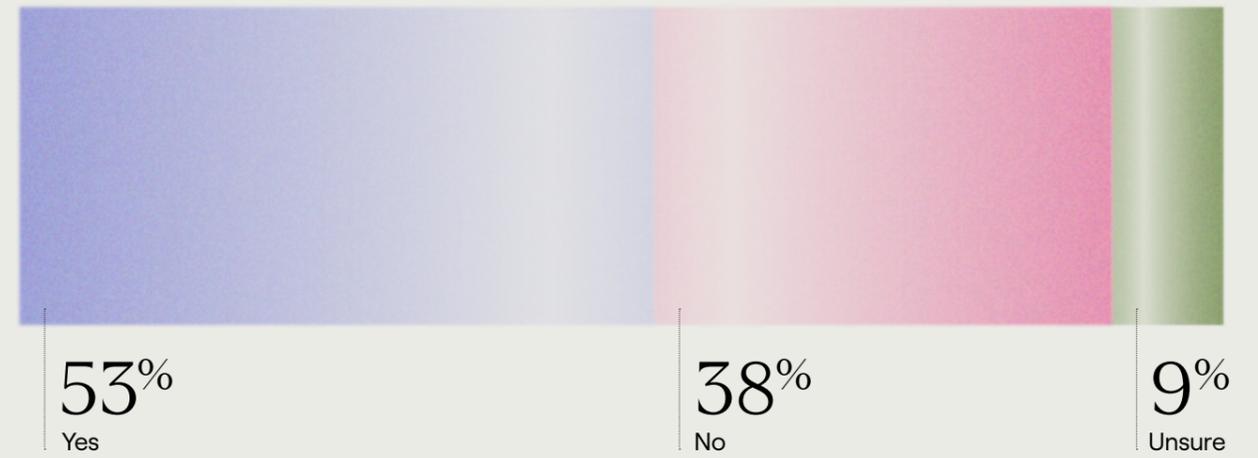
a fluctuating market

Perceptions of fair pay

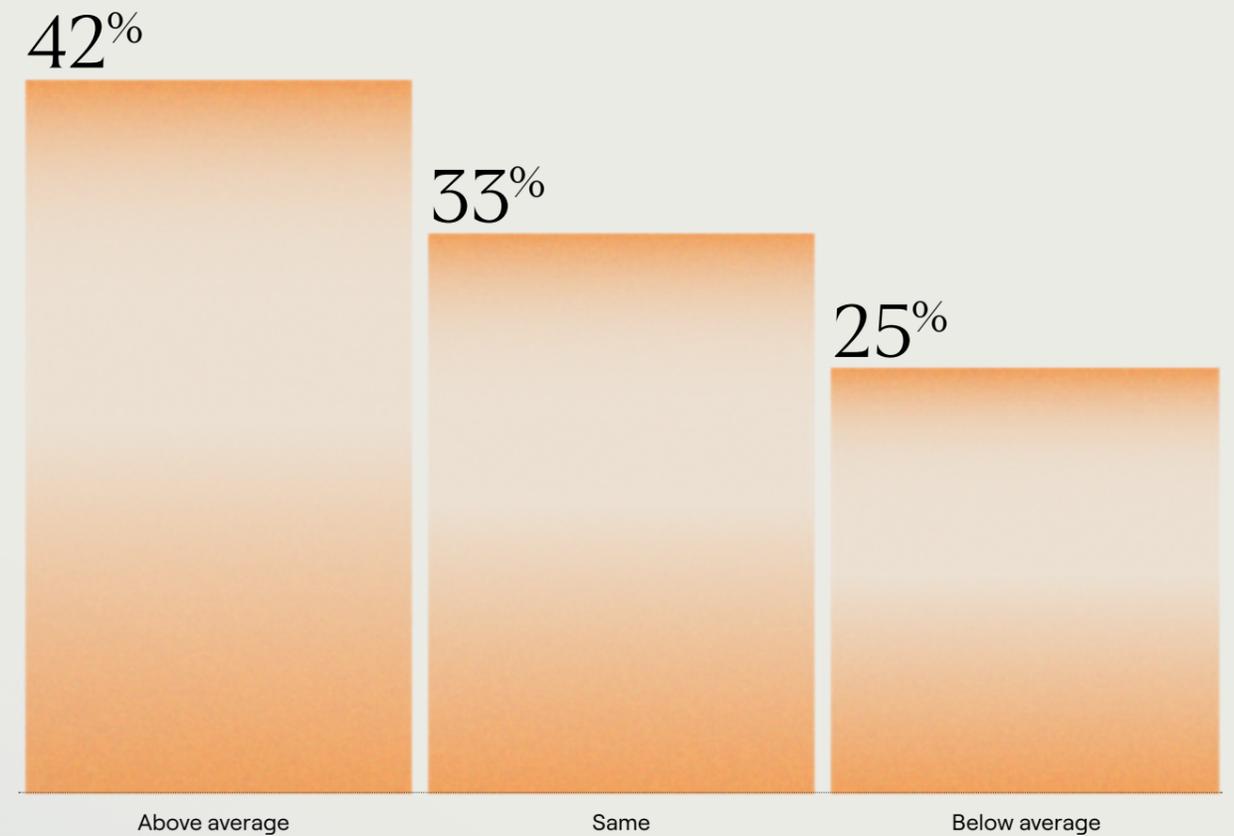
We asked our survey respondents a tricky related question; do they feel fairly paid for the work that they do? While → **53%** said yes, a significant → **38%** said no. And when comparing themselves to the average NZ worker, 42% felt that their pay was above average.

While the gender pay gap *remains significant*, it's no surprise that women were 20% more likely to say their pay was below average, while males were 18% more likely to say their salary was above average.

Q → Do you feel fairly paid for your work?



Q → Compared to the average NZ worker your pay is...



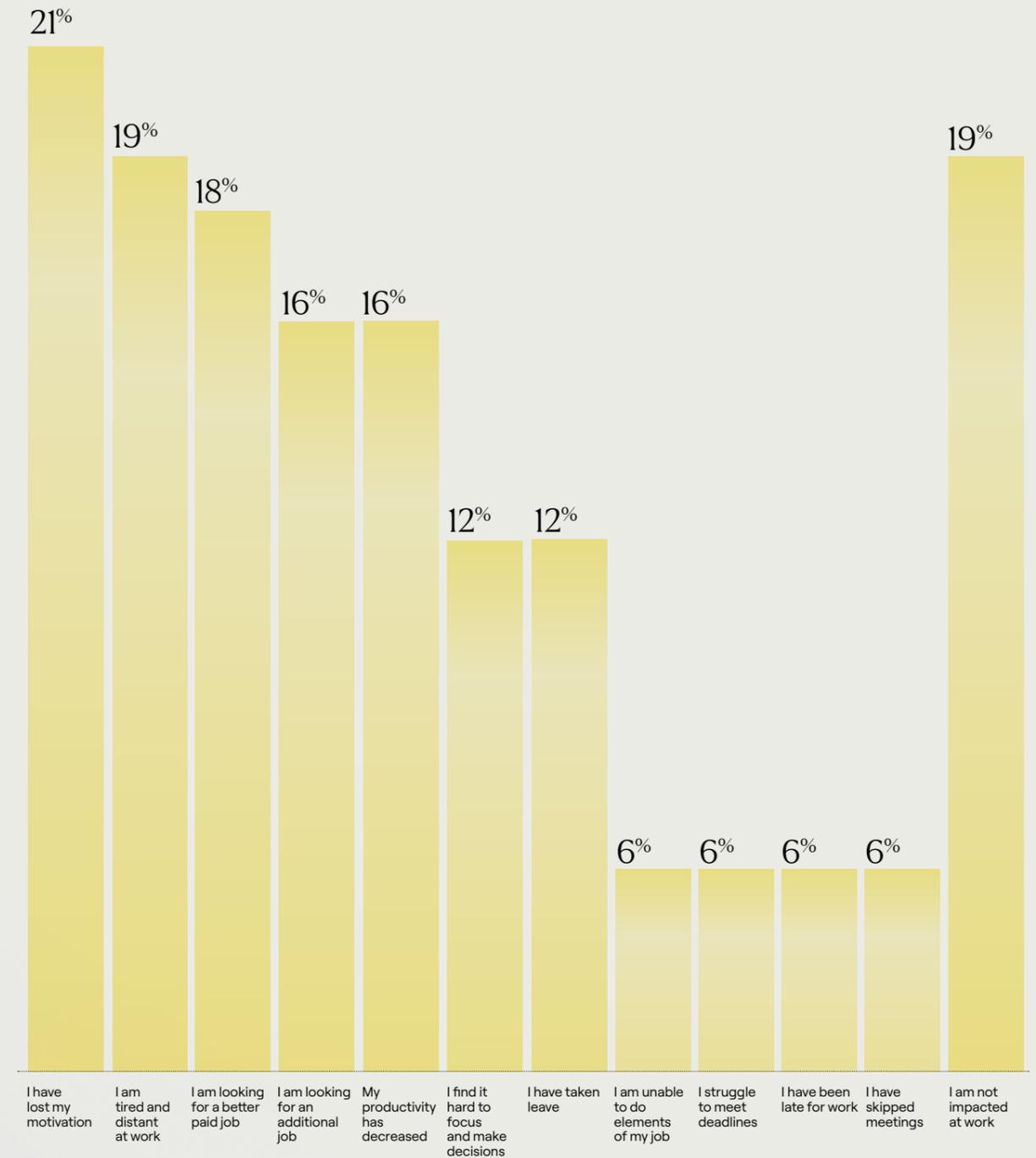
Financial stress and the workplace

When we think about stress during the workday, we generally attribute it to workloads, priorities and deadlines. But could financial stress be a forgotten source of this discomfort?

Financial stress is one of the most subtle types of anxiety. It has the uncanny ability to seep into every part of an individual's life; if it's causing [relationship stress for one in five New Zealanders](#), it's no surprise that it's on employees' minds at work.

21% of employees claimed to have lost their motivation at work due to financial stress, while 19% claimed it had made them feel tired and distant. 18% said that stress around money had them seeking a better paid job, while 19% said that financial stress did not have an impact on their working life.

Q → How is your happiness at work impacted by financial worries?
Choose three that are most relevant to you.



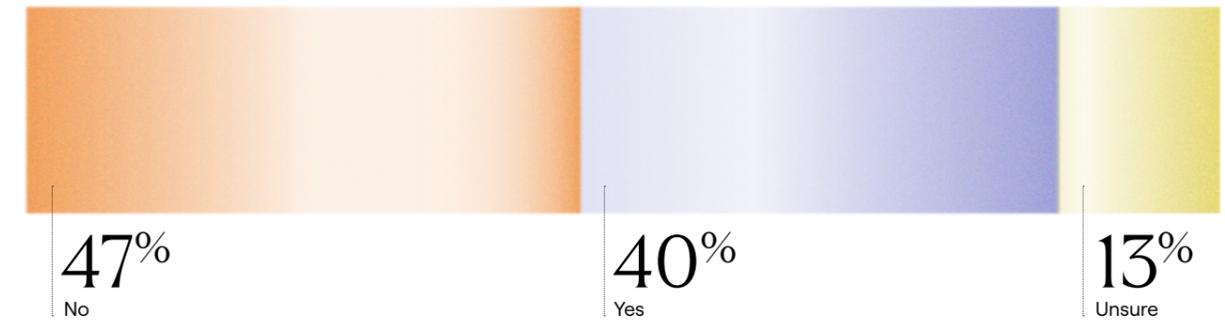
How can employers help?

Money remains to be a taboo topic of discussion, especially in the workplace. Just under half of workers (47%) are uncomfortable when it comes to discussing their finances with their employer. 13% of employees are unsure, and only 40% are comfortable initiating the discussion.

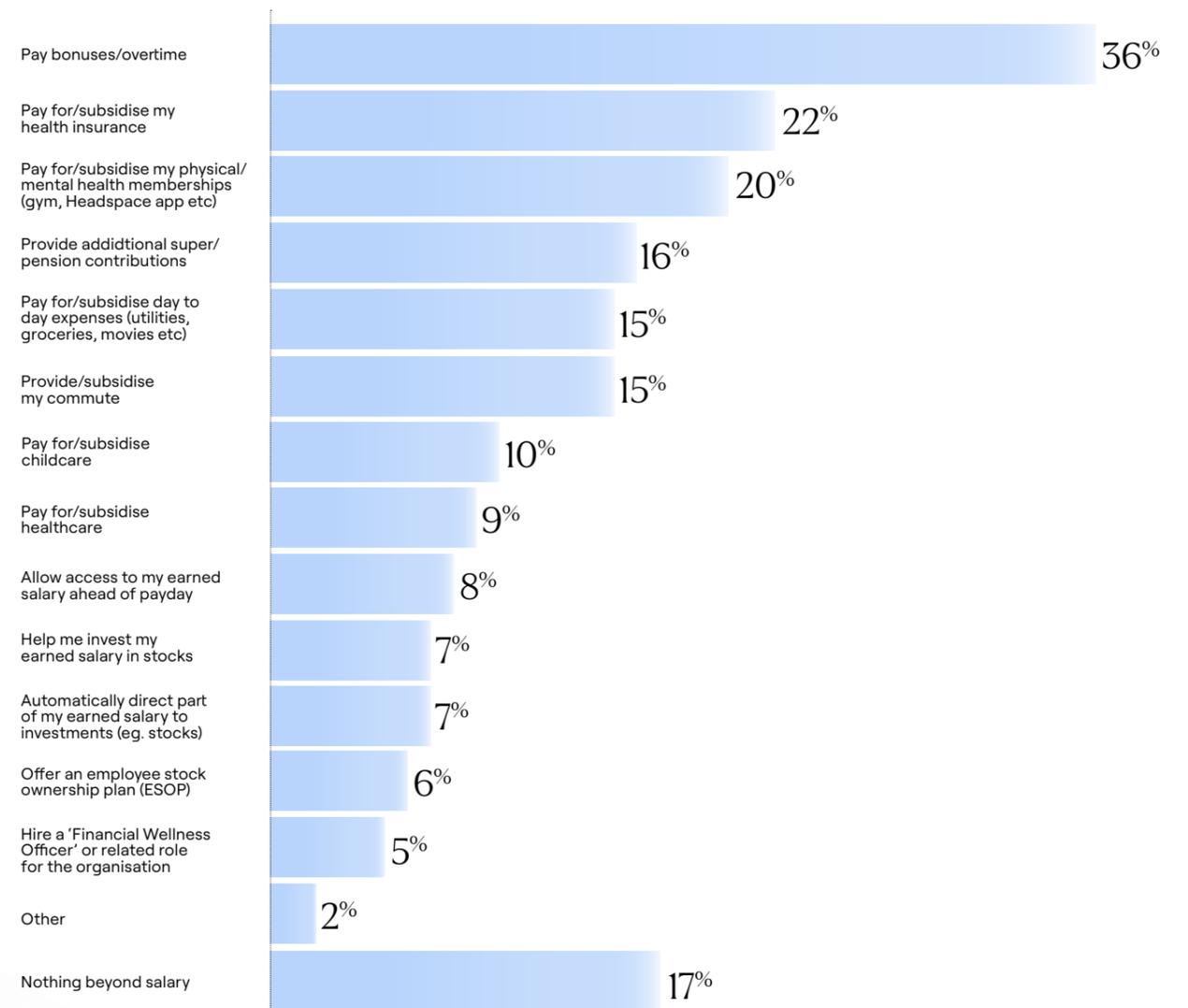
Despite this, employees are looking for their employers to support their financial wellbeing in a number of ways. 36% of NZ workers would like their employers to help towards their financial wellbeing through paid bonuses or overtime. 22% would like free/subsidised health insurance, 20% would like free/subsidised physical or mental health memberships, and 17% said they require nothing beyond salary.

Interestingly, younger employees were more likely to select multiple forms of financial benefits – especially when it comes to salary flexibility, wellness initiatives and investments. Those aged 18-24 were 20% more likely to select bonuses/overtime, 51% more likely to want free/subsidised physical or mental health memberships, 58% more likely to want their employer to allow access to their earned pay ahead of payday, and 59% more likely to want their employers' help to invest their salary in stocks

Q → Do you feel comfortable discussing your finances with your employer?



Q → How would you like your employer to further support your financial wellness, beyond salary? Please select up to three.



Financial education in the workplace

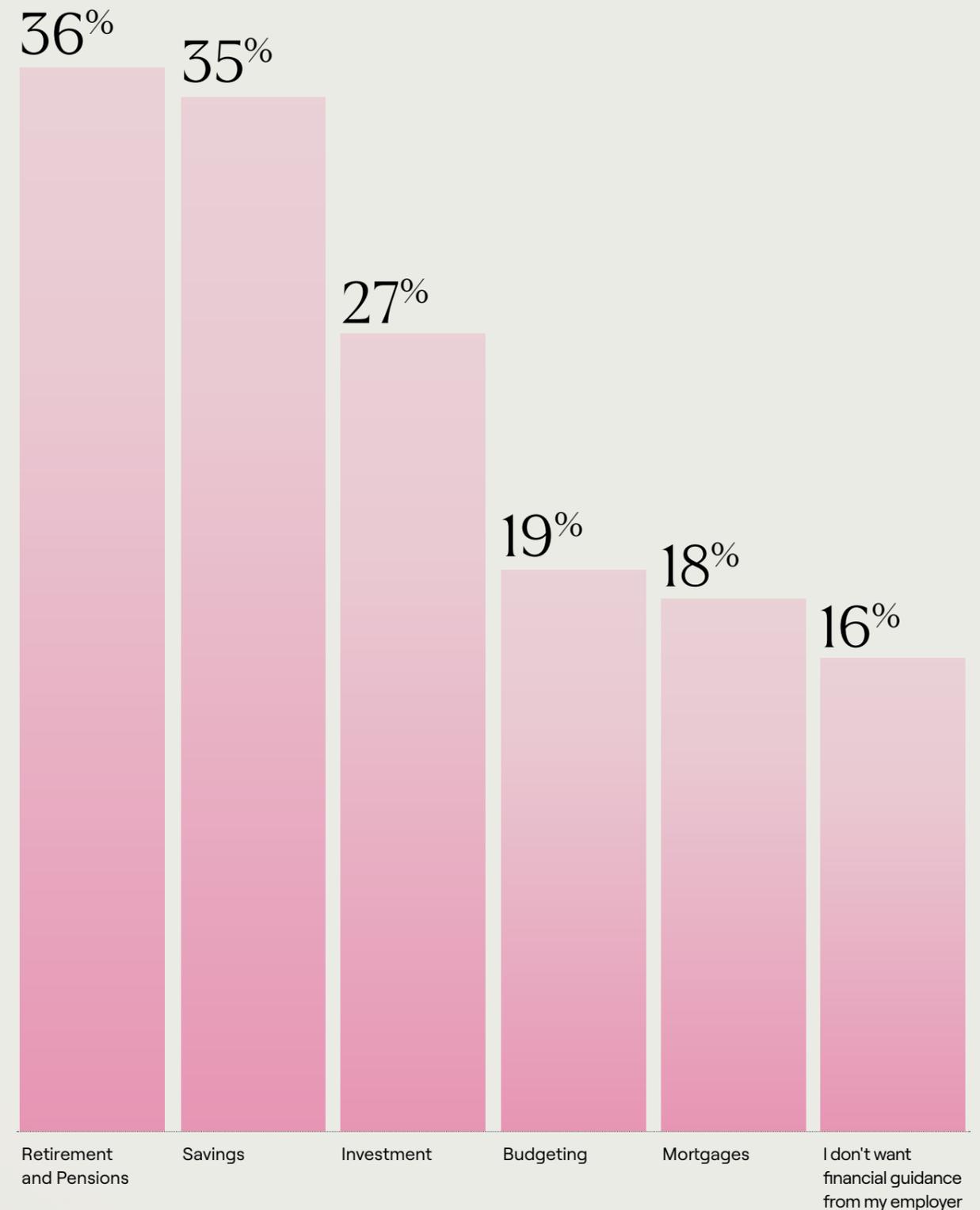
While financial incentives are at the top of employees' lists for support, they are also seeking financial education in a number of areas. Only 17% of respondents said that they are not seeking employer support outside of salary increases.

In New Zealand, we're a future-minded population. 36% of employees are looking for guidance on retirement and pensions, and 35% would like to learn more about savings. 27% are seeking more information about investing.

If we take a snapshot of the younger generation, those aged 18-24 were 62% more likely to want their employers' assistance about savings, and 61% more likely to want their employer's assistance about mortgages. If we move up an age bracket, those aged 25-34 were 37% more likely to want their employers' assistance with investing, and 34% more likely to want their employer's assistance on budgeting.

On the other end of the scale, those aged 55-64 year olds were 78% more likely not to desire employer's financial education, and those aged 65+ were 162% more likely not to desire financial guidance, showing that they may already have access to the information they need.

Q → How would you like your employer to assist you with financial guidance?



In their own words...

Q → If your organisation could do one thing to help improve your wellness in the next six months, what should it be?

“Give financial support towards something that will help my wellness. E.g. paying X of my gym membership.”

“Pay for health insurance.”

“A wage increase to keep up with CPI.”

“Provide financial education resources.”

“Vouchers for wellness places. A massage, a dinner out to connect with loved ones.”

Are we supporting

INSIGHT → 004

When employers are considering their wellness plans, it's important to consider the different needs of groups in your workforce. In our survey, we explored the needs of working parents.

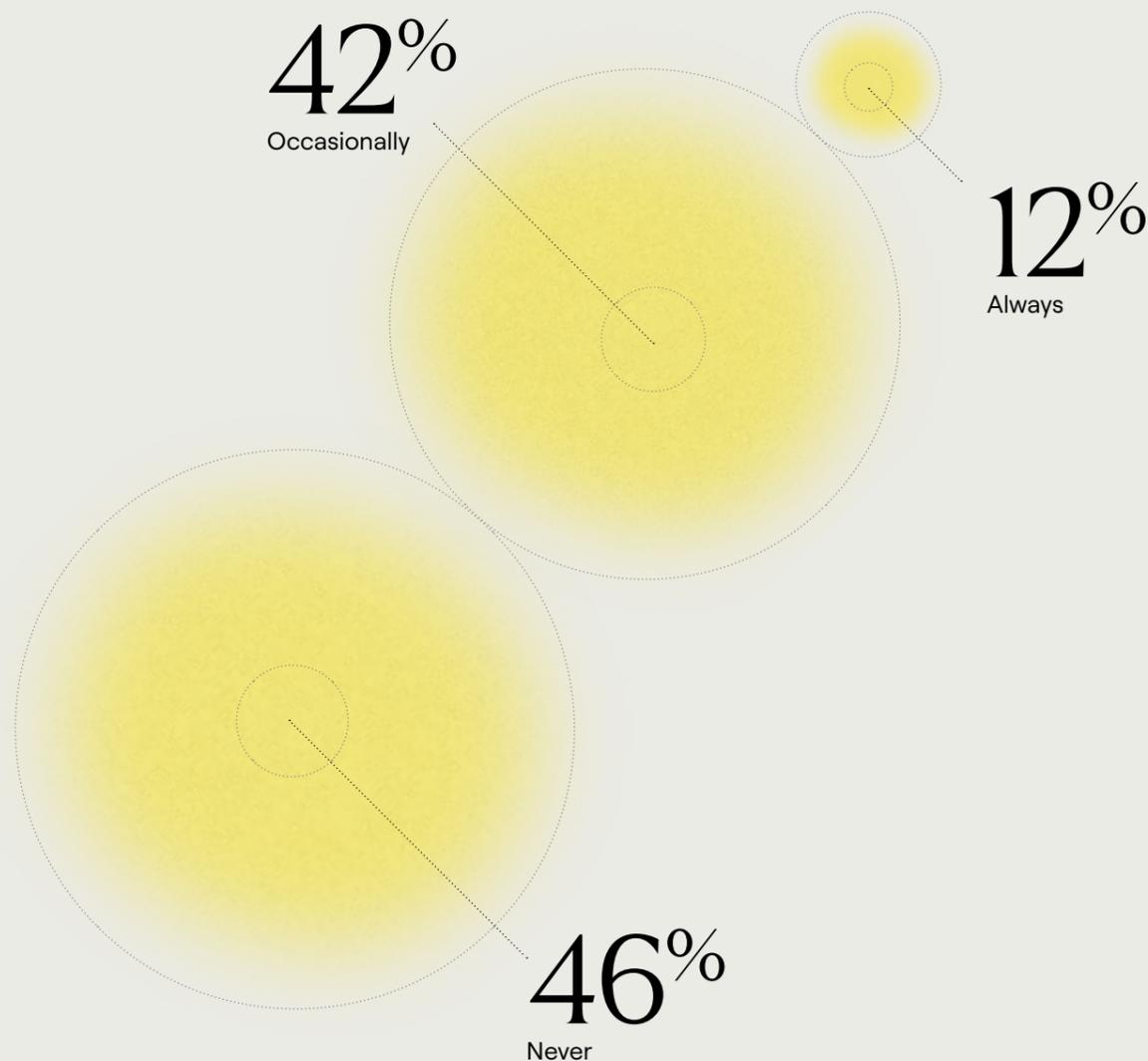
According to [stats.govt.nz](https://www.stats.govt.nz), the 2018 Census recorded 1.65 million households in Aotearoa. Of these, there were over 434,000 couple-with-children households and over **131,000** sole parents with dependent child(ren).

working parents?

Support at home

Working parents are pulling off the ultimate balancing act, and they're doing a lot without external support; whether that be from family members, a nanny or a community network. Excluding partner support, nearly half of surveyed working parents said they never had help at home, while another 42% had help occasionally. Only 12% said they always had help available.

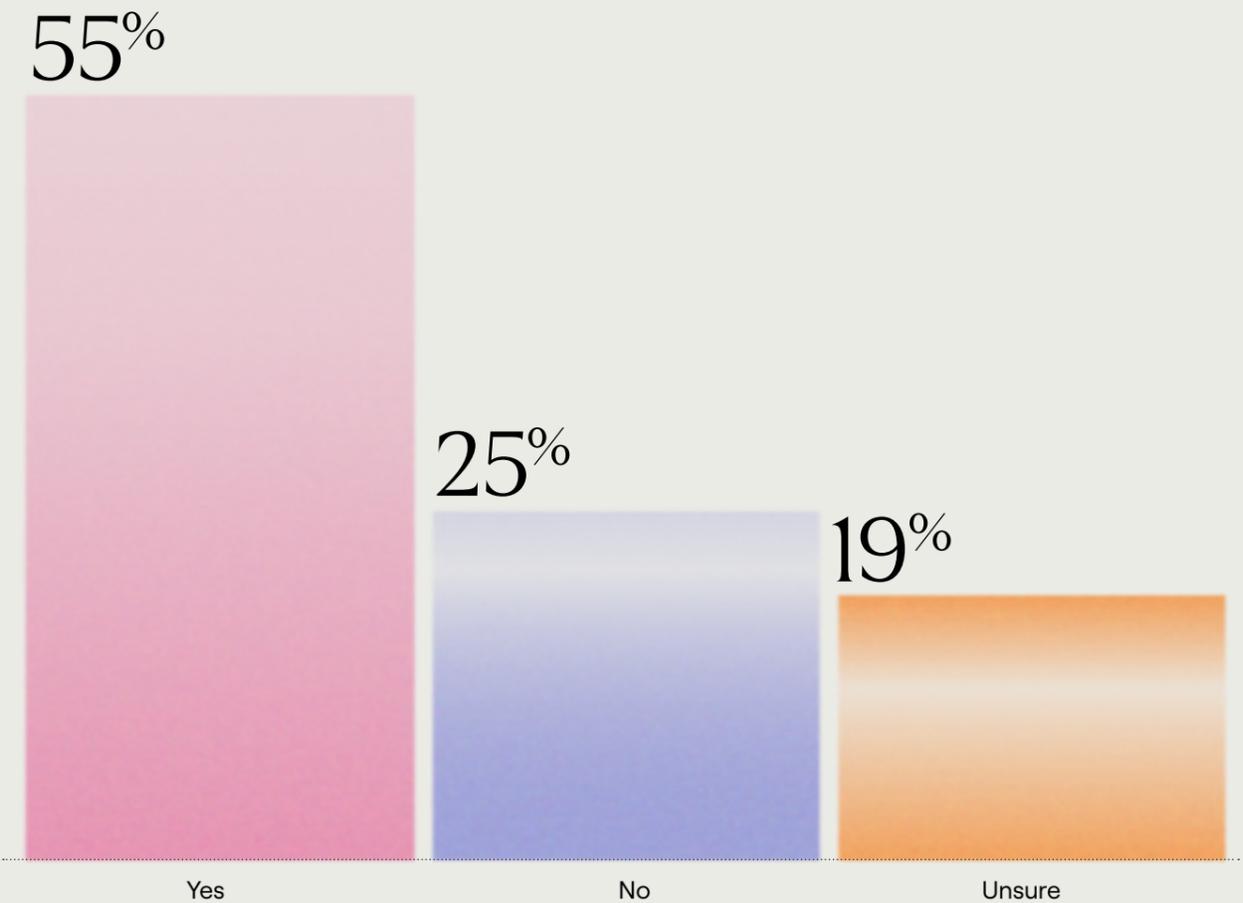
Q → In addition to yourself/partner, do you receive any help with your children at home?



Opportunities and career development

When it comes to career health for working parents, we received a considerable proportion of positive responses. The majority (55%) of parents agreed they had the same level of career opportunities compared to non-parents. However, 25% of working parents did not feel that they had been given equal opportunities. This highlights that while things have changed over the years, there's still room for improvement.

Q → Do you feel you have the same career opportunities as non parents in your organisation?

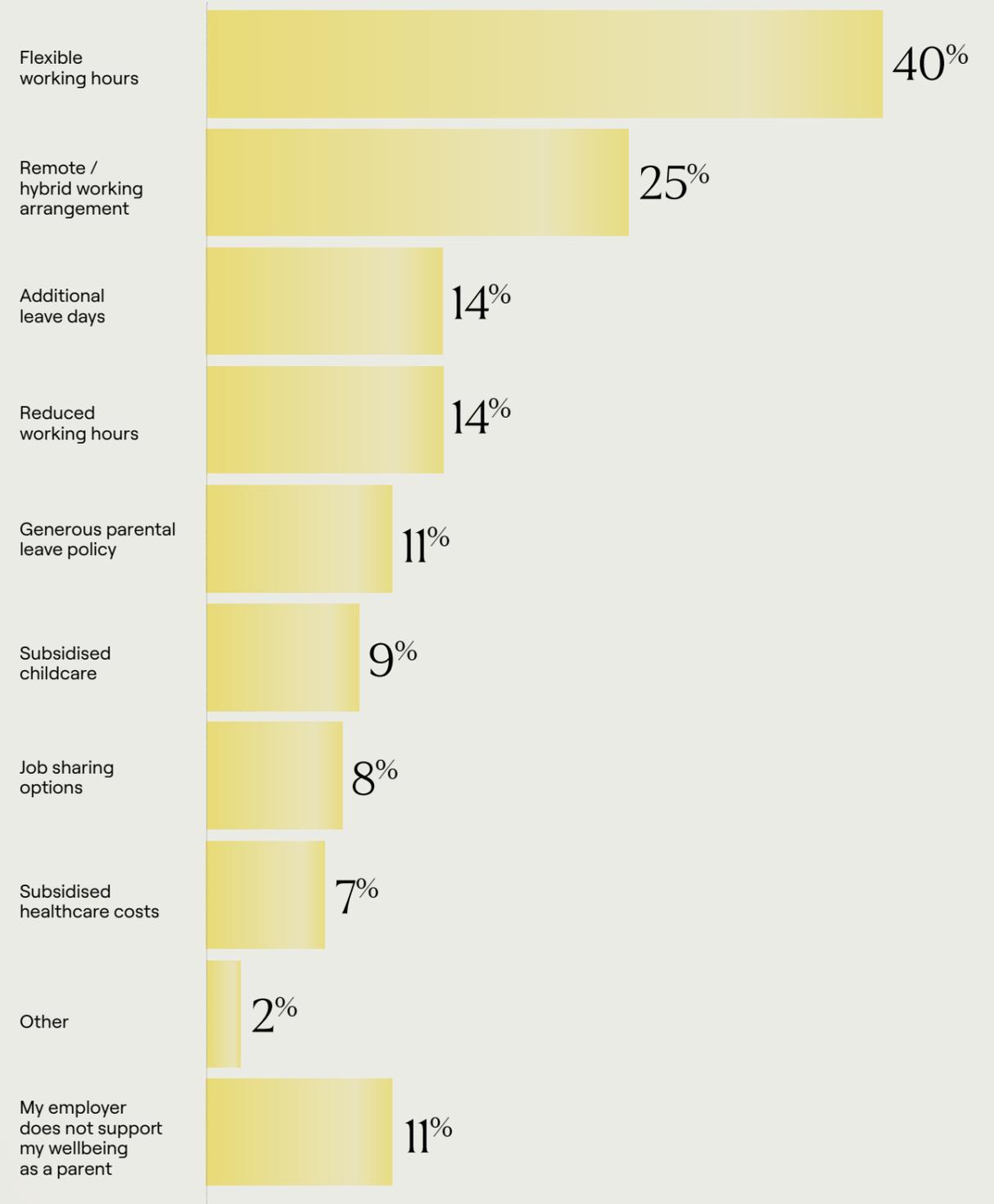


Employer parental support

A significant portion of employers are coming to the table with help for their working parents. 40% of working parents were employed by companies that supported them with flexible working arrangements, and 25% were employed by companies that offered remote or hybrid working arrangements.

11% stated that their employers did not support their wellbeing as a working parent, meaning that there's still more work to be done when it comes to supporting working parents.

Q → How does your employer currently support your wellbeing as a parent?
Please select all that apply.



In their own words...

Q → What can employers do more of to help parents?

“Flexibility when my children are sick, being allowed to pump, not giving warnings for anymore for taking time off sick, subsidised childcare, additional sick and leave days.”

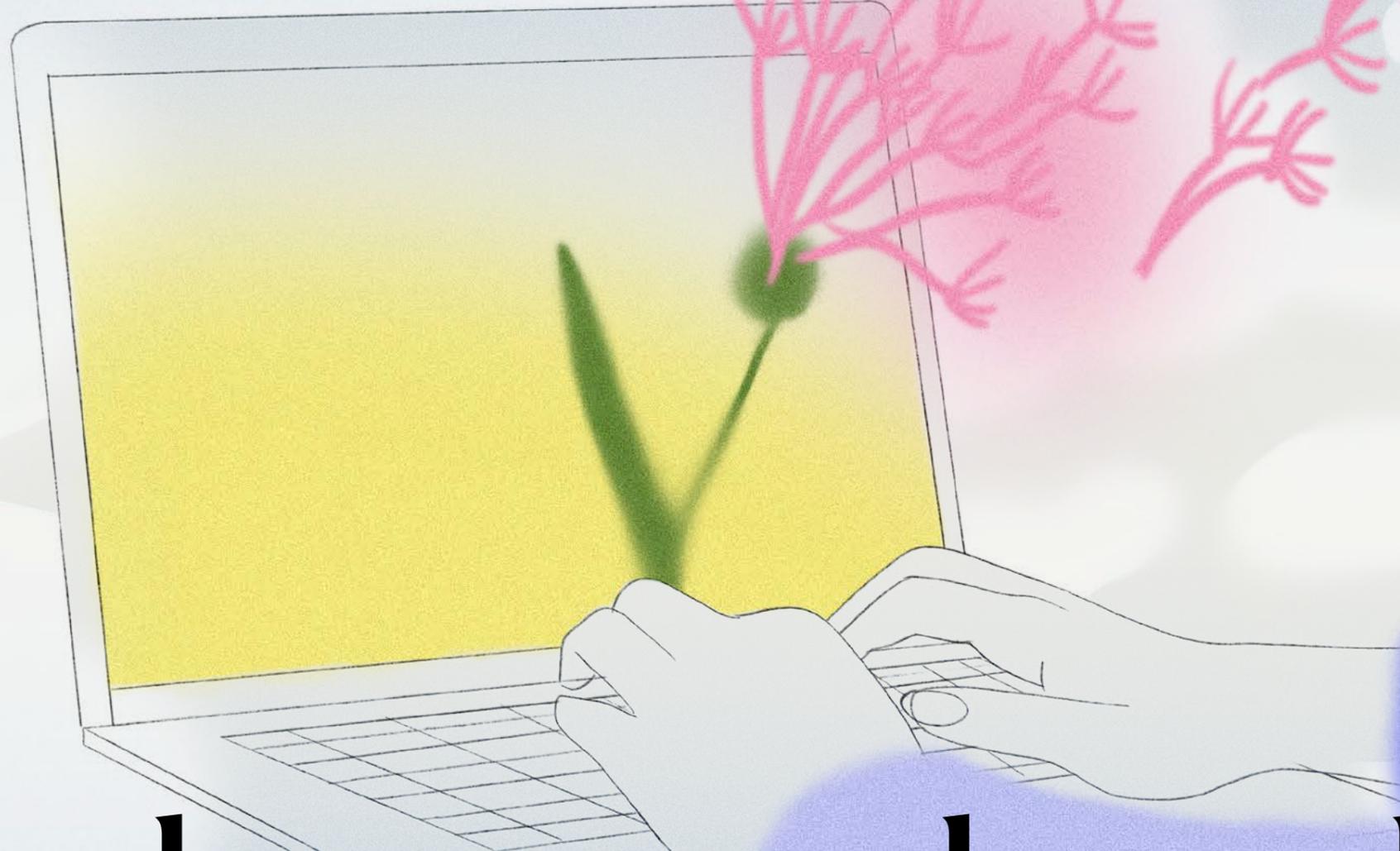
“Being able to access alternative days and annual leave for sick leave because my kids are off so much.”

“Exemption for flexible hours e.g. starting and finishing earlier.”

“Allow office workers to work from home more days.”

“Provide a holiday childcare facility at work.”

The big picture on



employee health

The big picture on employee health

Throughout this report, we've explored the experiences of employee wellbeing during one of the most unique periods of our time. By uncovering these issues, we hope to help businesses better care for their teams and create better workplaces.

When we zoom out to a general view of workplace wellness, it's clear that NZ businesses are heading in the right direction, even if there still is progress to be made.

What's encouraging is that 57% of employees rated their employer's commitment to improving overall wellbeing as good, while only 13% rated it as poor. This shows that although we endured one of the longest and most strict lockdowns in the world, employers were still focused on their team throughout these trying times.

If we focus in on specific areas of wellness, we can see some similar trends emerging. 47% of employees rated their employers commitment to mental and health and career progression as good, and 22% rated it as poor. When it came to financial wellbeing, 41% rated their employers commitment as good and 26% rated it as poor.

While these results are encouraging, there is still room for improvement. Remember, employees who feel supported in their wellbeing are more likely to achieve [higher levels of workplace satisfaction](#) – something that all employers should be aiming to consistently improve.

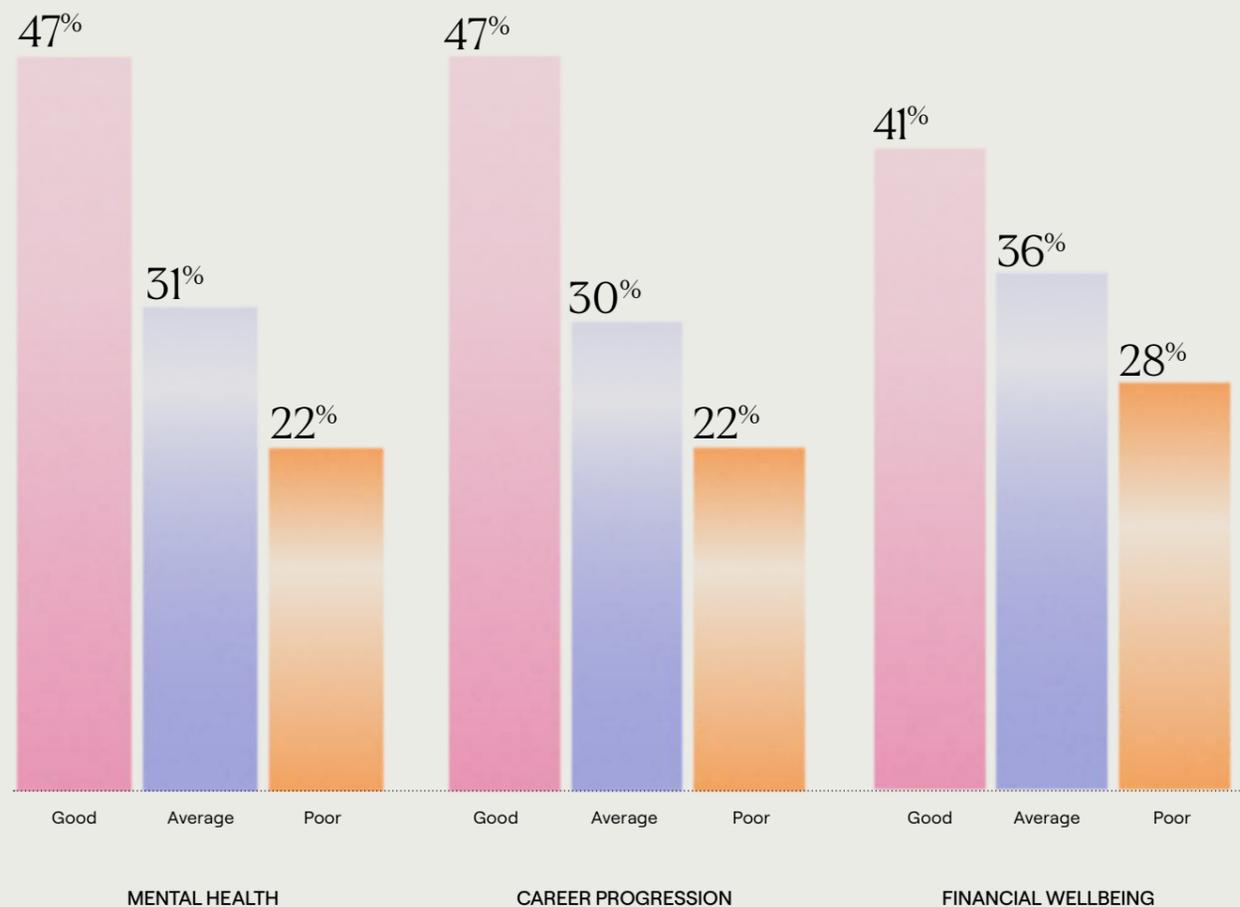
But it's not just job satisfaction that's driving the need to support employee wellness. Future-thinking employers know that for a peak performing team, employee wellbeing has to be above average. High-growth and resilient businesses are created by healthy and inspired employees, who are given the environment to do their best work. The data in this report confirms that these teams are more likely to be productive, present and loyal.

→ So... how will you boost your team's wellbeing in 2022?

Q → How would you rate your employer's commitment to improving wellness for employees?



Q → Rate your employer's commitment to improving...



About Employment Hero

Employment Hero is the smarter way to manage people, payroll and productivity for SMEs with big ambitions. Employment Hero empowers SMEs by providing automated solutions to help launch them on the path to success by powering more productivity every day.

Employment Hero is launching employers toward their goals, powering more productive teams and taking employment to rewarding new heights.

Join over 80,000 SMEs and 750,000 employees around the world using Employment Hero.

Our features include:

- Recognition
- Shout Outs (Peer to peer recognition)
- Policy templates
- Letter templates
- Applicant tracking system
- Employee happiness scores
- Feedback
- 1:1s
- Performance reviews
- Learning management system (LMS)
- OKRs (Objectives and Key Results)
- Custom surveys
- And so much more...

For more information on how we can help transform your business, [book a demo today.](#)

Survey demographics & methodology

Methodology

The findings in this report have been determined from a survey organised by Employment Hero.

The 11 minute online quantitative survey was deployed using the Glow Survey platform, and survey responses were collected from the national research panel Dynata.

To complete the survey, respondents had to be employed in any capacity (full time, part time, casual) and not own the business they worked in.

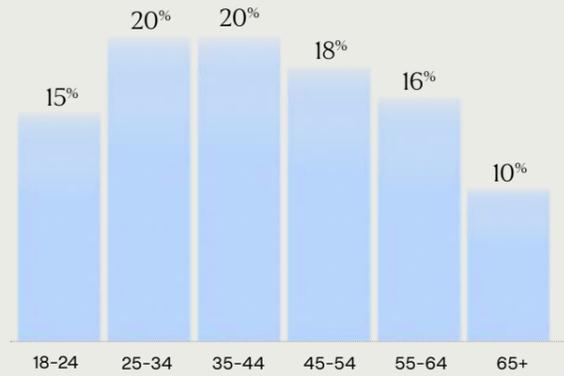
The survey was deployed using nationally representative quotas for age, gender and location, but no active quotas were placed on the number of completed surveys.

In total there were 1,012 survey participants. There were 391 working parents surveyed, making up 38.6% of the overall sample.

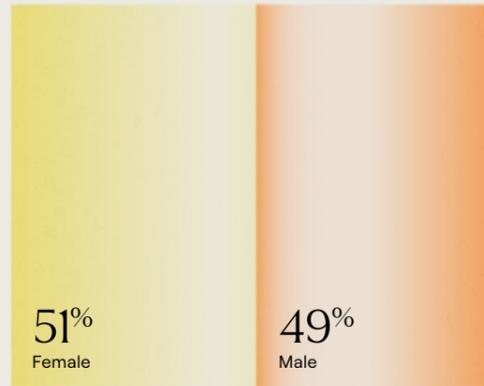
The survey was collecting responses between the 10th of February 2022 and the 15th of February 2022.

Demographics

Age of respondents



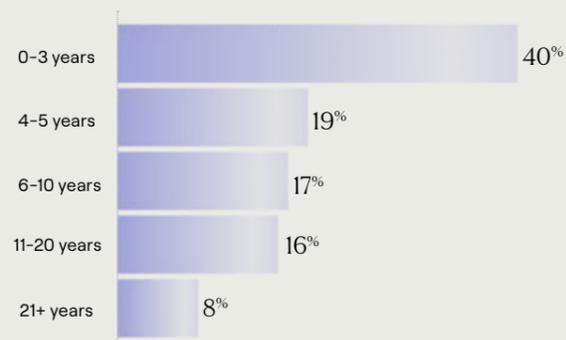
Gender of respondents



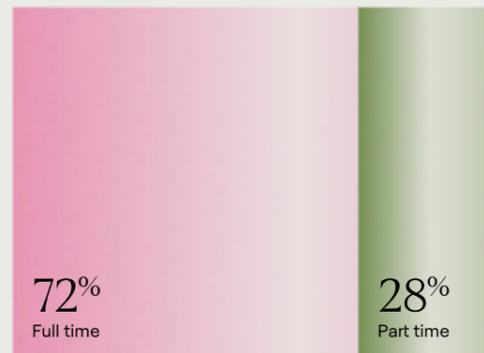
Location of respondents



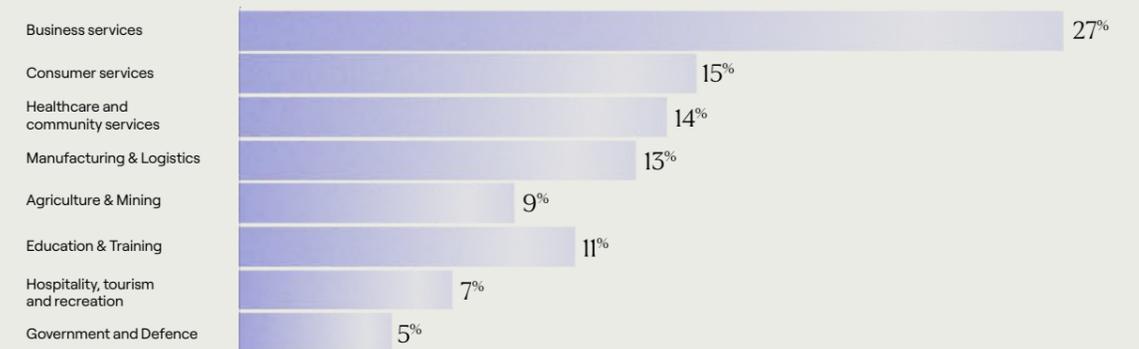
Tenure in organisation



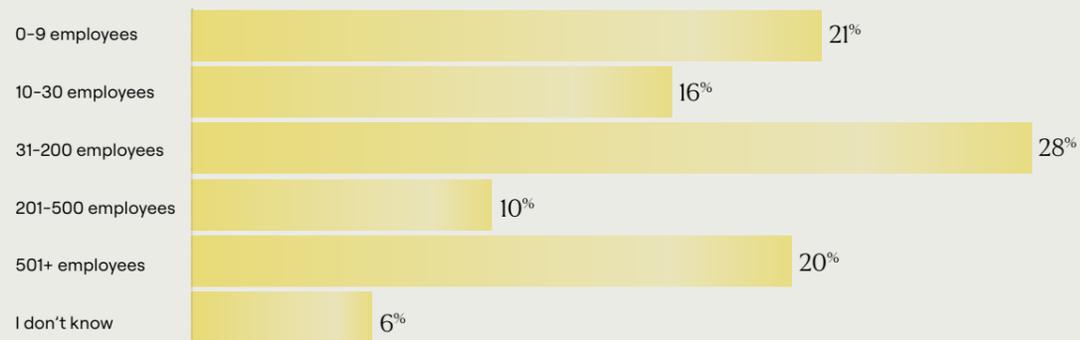
Work status of respondents



Industry of respondents

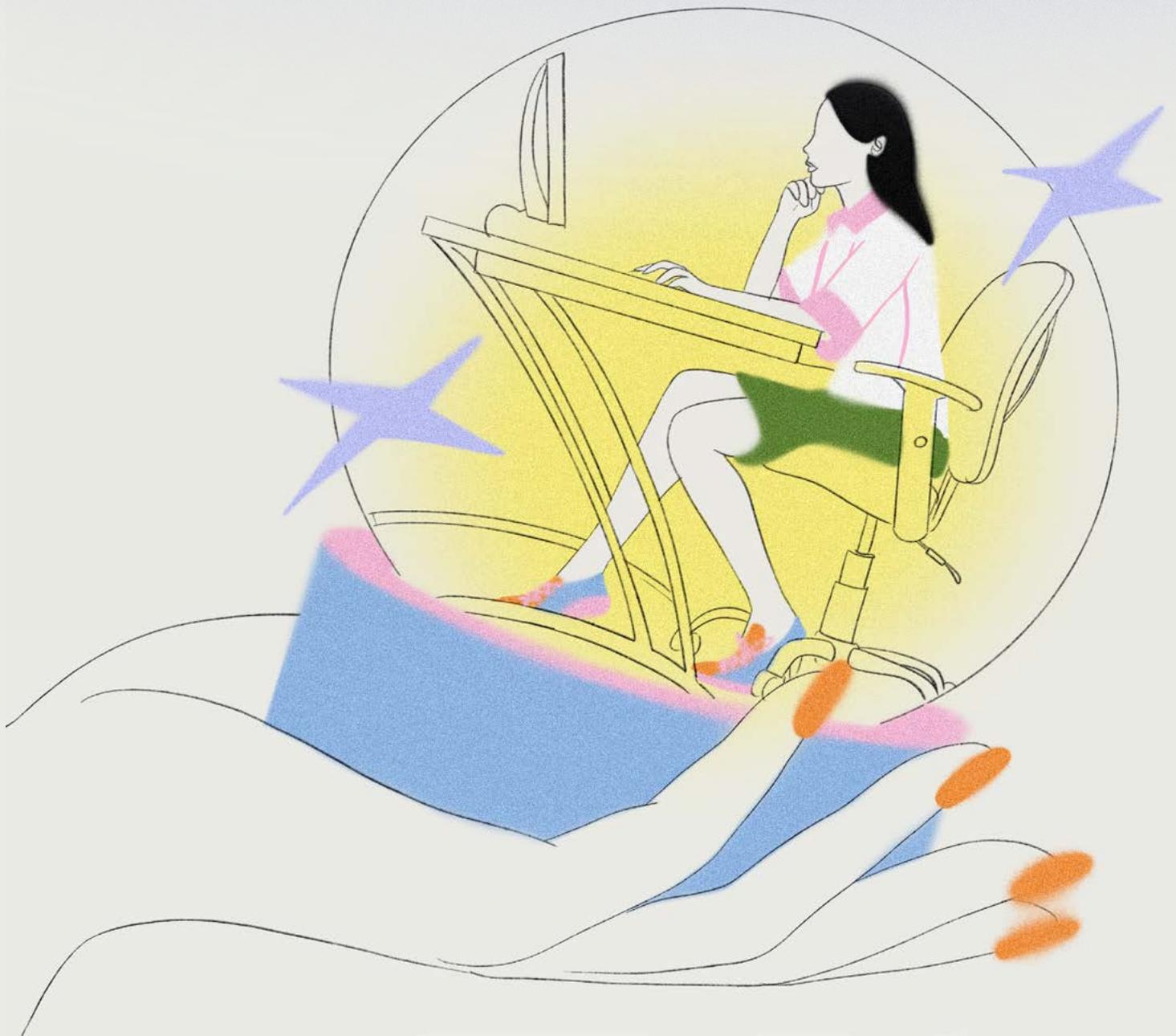


Organisation size that respondents are employed by



Professional seniority of respondents





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