

### **33% of South West workforce is de-motivated**

Research reveals nearly 2 out of 5 employees in the South West region are considering leaving their job in the next year

33% of employees in the South West are de-motivated at work, according to research published today by Investors in People UK. Significantly, 38% are considering taking action and leaving their job in the next 12 months.

The research – carried out by YouGov on behalf of Investors in People UK, the organisation that works with companies to improve their productivity – found that the top three de-motivating factors for employees in the South West who say they don't feel motivated at work were: unreasonable workload (19%), lack of clear career path (16%) and feeling underpaid (14%).

Nearly half of employees (44%) in the region also claim their organisation has failed to continue supporting their career development beyond their initial induction period. Just over a quarter (26%) of employees with line managers said they felt unsupported by their managers.

Nationally, the research also revealed that those employees who have been in their job for one to two years are most likely to be considering leaving their job (48%). This group also cited the lack of a clear career path (24%) as the most de-motivating factor – greater than workload (17%) or pay (16%).

Commenting on the findings, Simon Jones, Chief Executive at Investors in People UK, said:

“This research reveals a worrying picture, not only because such a significant proportion of employees in the South West are de-motivated, but because it suggests that valuable employees may be heading for the door. Nationally, the research also reveals that employees that have been with an organisation for just one to two years are most likely to want to leave – nearly half claim their employers focus their efforts on the initial induction stage but then, as employees settle in, let employee development fall down the list of priorities.

“Employees, however long they've worked in an organisation, want better support from their managers alongside clear and effective feedback on their performance. This support is vital when it comes to mapping out career paths and identifying relevant training and development. Without it, employees are likely to drift and depart rather than stay engaged with their organisation's objectives.

“We hope this research will act as a reminder to employers in the South West, ensuring they stay alert to the signs of employee demotivation and take action to address it. Those that don't, risk losing valuable talent and experience.”

Other interesting national findings from the research include:

- De-motivation is highest within larger companies with 39% of people in organisations of 5,000 or more say that they are not very/ not at all motivated compared to 30% in organisations of between 50 and 249 people.
- Motivation is lowest amongst public sector workers, with 41% saying that they are not very/ not at all motivated and 44% claiming to be less motivated than they were a year ago. Employees in the public sector are also

the most likely to be thinking about leaving their job, half (50%) said they were considering a change of job.

- Employees in the North East are the least motivated in the <st1:country-region w:st="on">UK</st1:country-region>, with 38% saying they are not very/not at all motivated and 52% thinking about leaving their job in the next year.