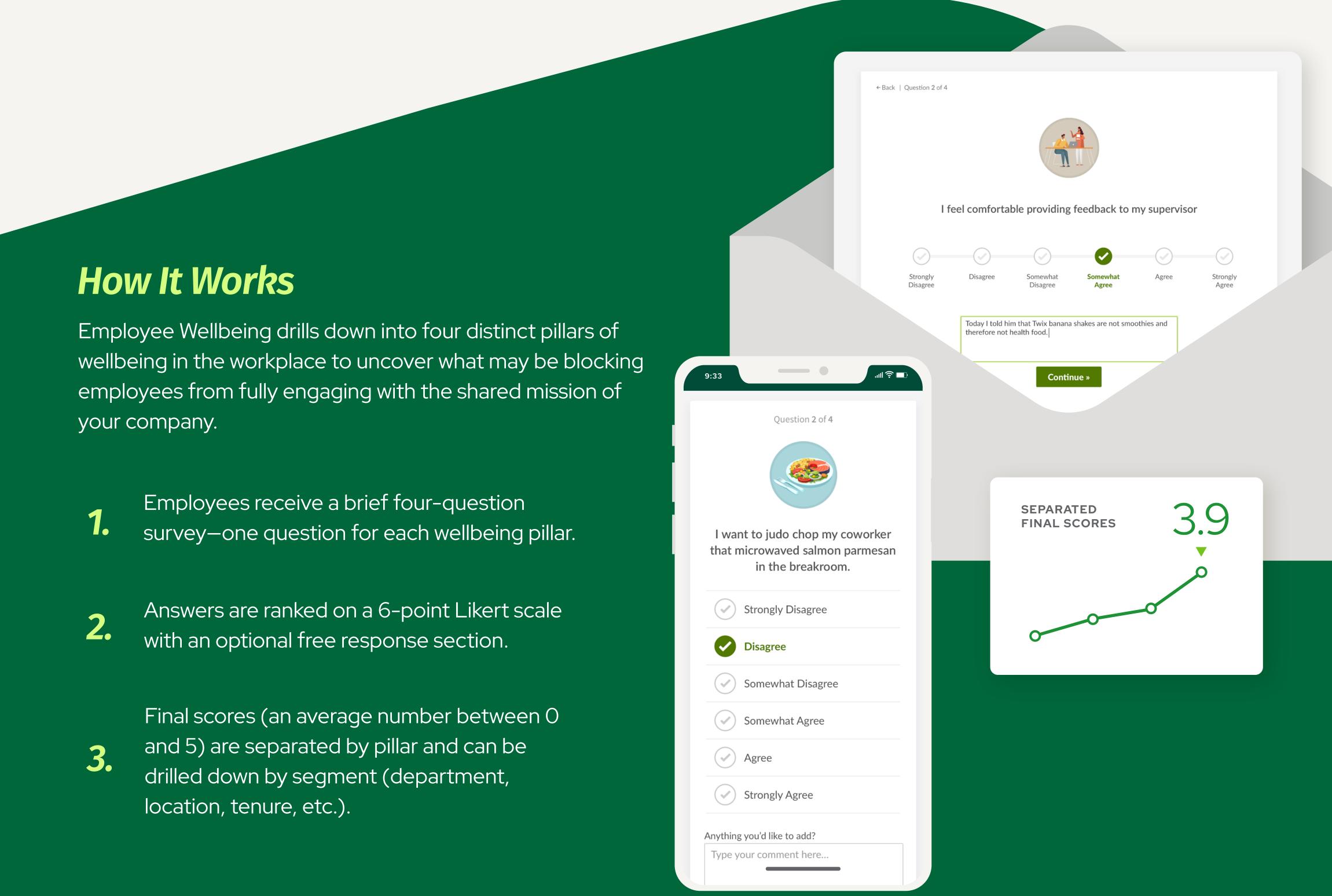
Employee Wellbeing First Look

BREAKING DOWN FINDINGS FROM FIRST-TIME USERS

Designed to give you insight into the deeper emotional and intellectual needs of your people, Employee Wellbeing uncovers exactly how to create an unbeatable employee experience and boost engagement.



The questions are straightforward, make sense, and are aimed at specific goals that are easy for me to identify." -MARIANTHI ELIODOROU, HEAD OF HR, CLEAR GLOBAL

"Employee Wellbeing is pleasant and easy to use. It wasn't complicated

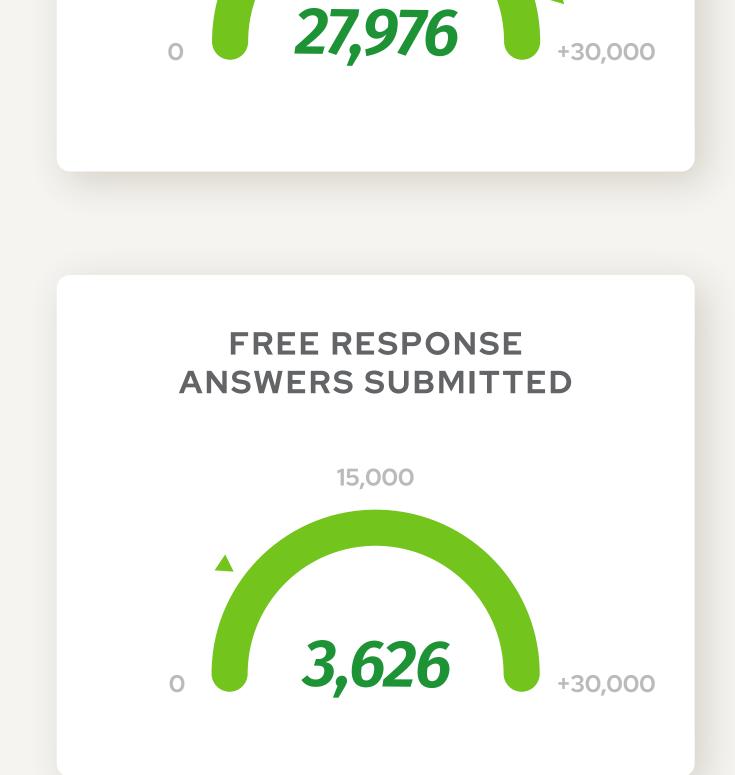
and didn't take too much time or thinking to set up and respond...

We analyzed anonymous data from 81 BambooHR users in the U.S. and Canada who used Employee Wellbeing over a period

Highlights

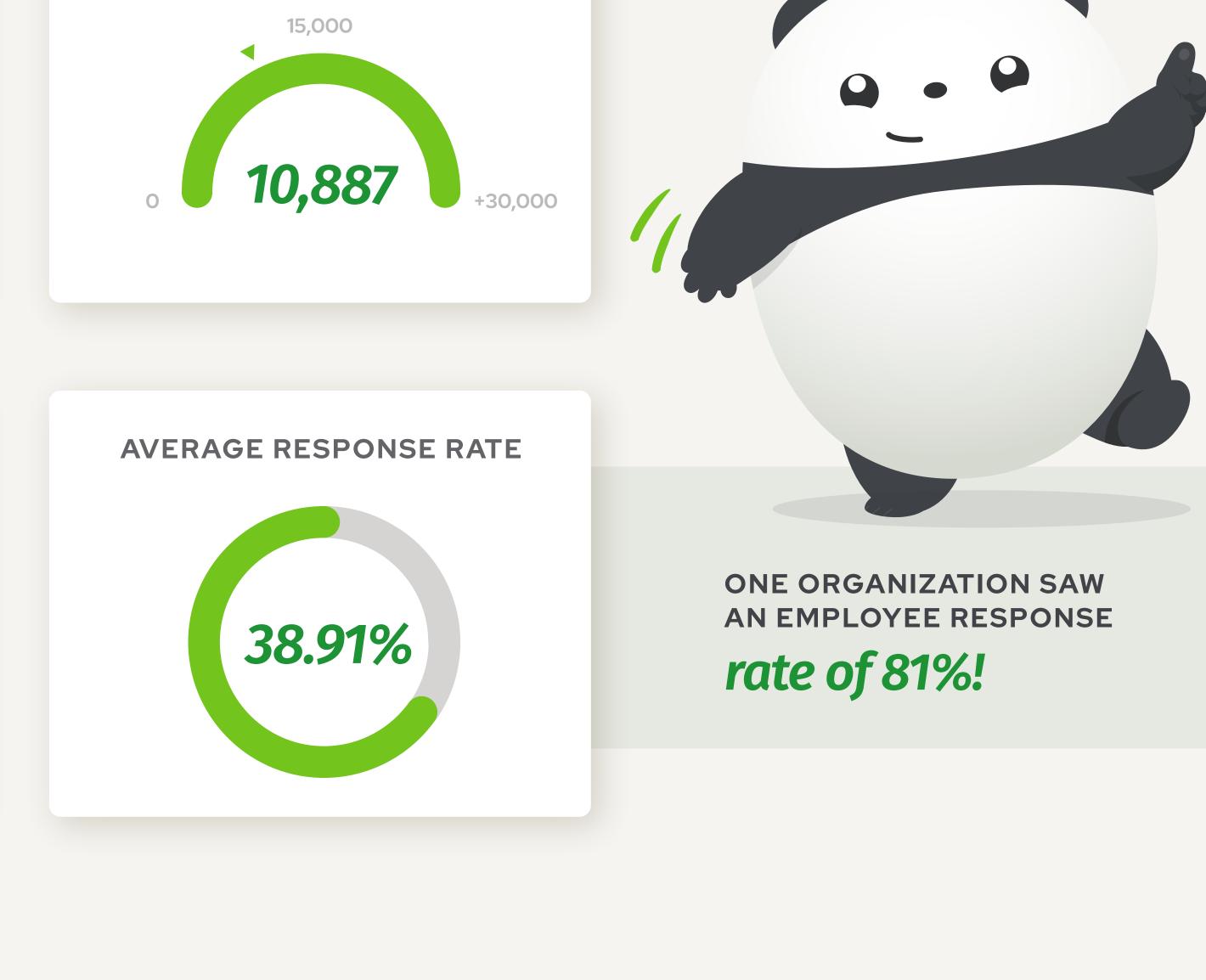
of three months. Here's what we found:

RESPONSES SUBMITTED



SURVEYS SENT

15,000



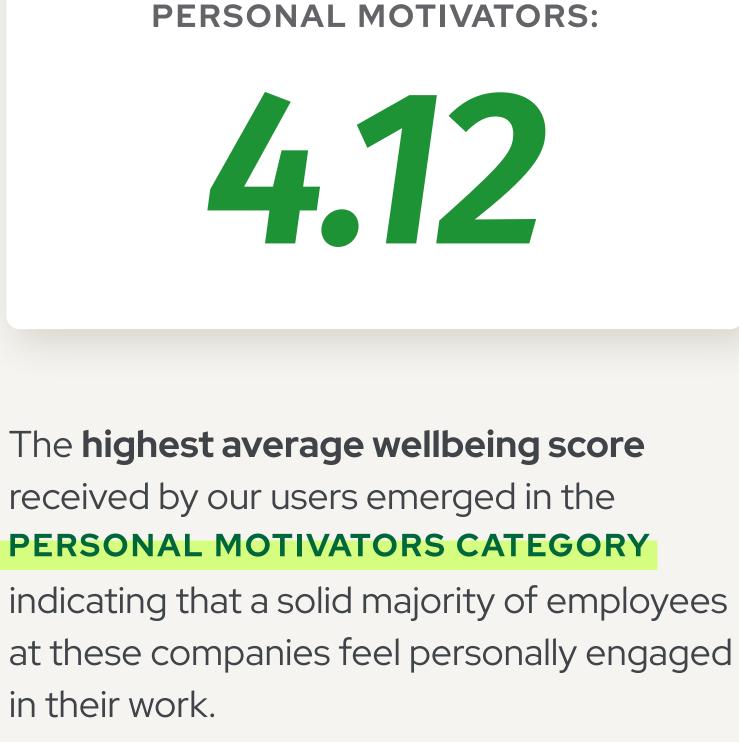
under each one.

Questions

Highest Average Lowest Average

We partnered with an expert in organizational behavior and scale development to develop the four pillars of Employee

Wellbeing—Happiness, Relationships, Personal Motivators, and Company Motivators—and the questions included



Wellbeing Score

On a six-point scale between Strongly Disagree to Strongly Agree, respondents ranked their reactions to these five questions in the Personal Motivators category: • I feel personal achievement in my role. • It's clear to me how my role contributes

• I have a sense of personal investment in my role.

My goals help my company's strategy

to the success of the company.

move forward.

- I am proud of the work I do. The Happiness and Relationships categories average scores were 3.91 and 3.95, respectively.

"I like the way the survey is put together, and I like the reports that come out of the survey. I sent the reports to leadership to look at and they were really pleased with it."

3.83 The lowest average wellbeing score received by our users emerged in the COMPANY MOTIVATORS CATEGORY

indicating some room for improvement in

organizational support for employees.

On a six-point scale between Strongly

Wellbeing Score

COMPANY MOTIVATORS:

Disagree to Strongly Agree, respondents ranked their reactions to these five questions in the Company Motivators category: I feel comfortable providing feedback to my supervisor.

 I feel supported by my supervisor. • I am given clear signals about what is expected of me.

• I have access to someone who can help me

when I'm stuck.

- I receive recognition and praise for my work. • I am proud of the work I do.

45.80%

EDUCATION*

36.17%

CONSTRUCTION

10.6%

7.47%

34.91%

TECH/

SOFTWARE

Survey Trends Employee Wellbeing is designed to make it easy to check in with employees frequently without being an imposition on their time. Here are the send cadences users chose and the resulting response rates:

-BECKY DONOVAN, VP OF HR AT HILLCROFT SERVICE

*The education **SEND FREQUENCY RESPONSE RATES BY INDUSTRY** industry had the highest average scores across the

four categories,

highest average

category-4.38.

Personal Motivators

including the

score in the

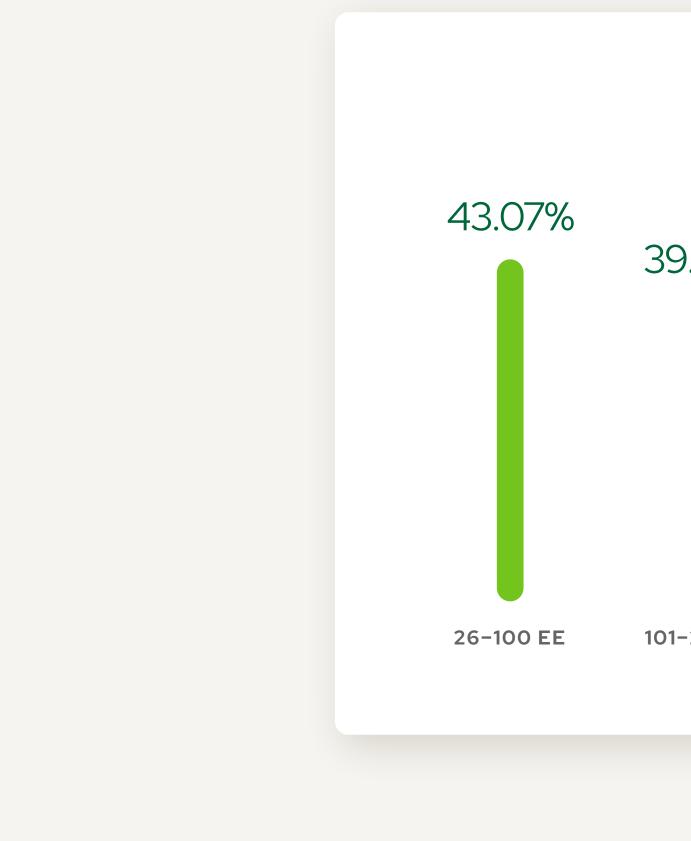
45.65%

HEALTHCARE

8.41%

44.48%

NON-PROFIT



16%

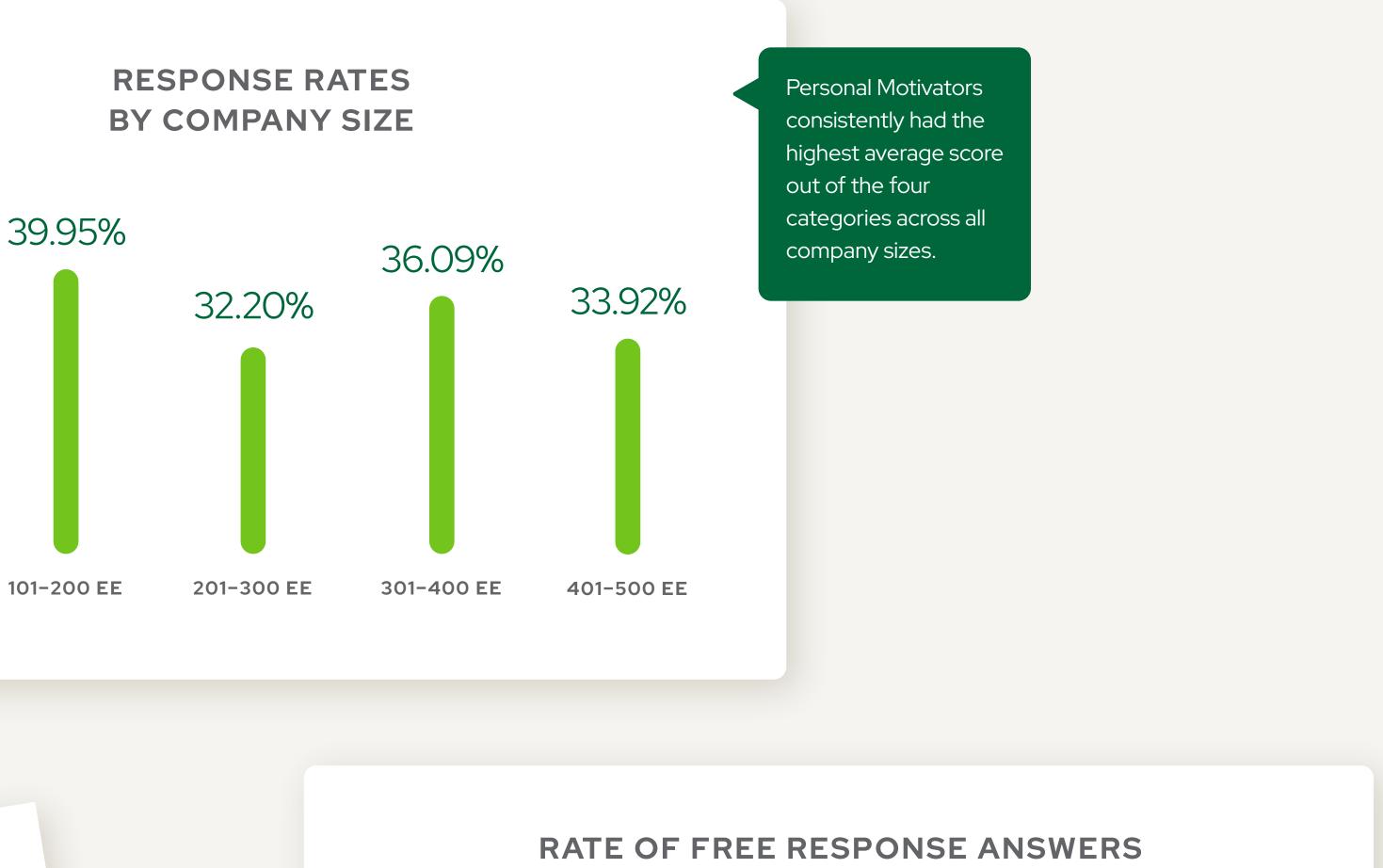
QUARTERLY

9%

EVERY-OTHER-MONTH

54%

MONTHLY

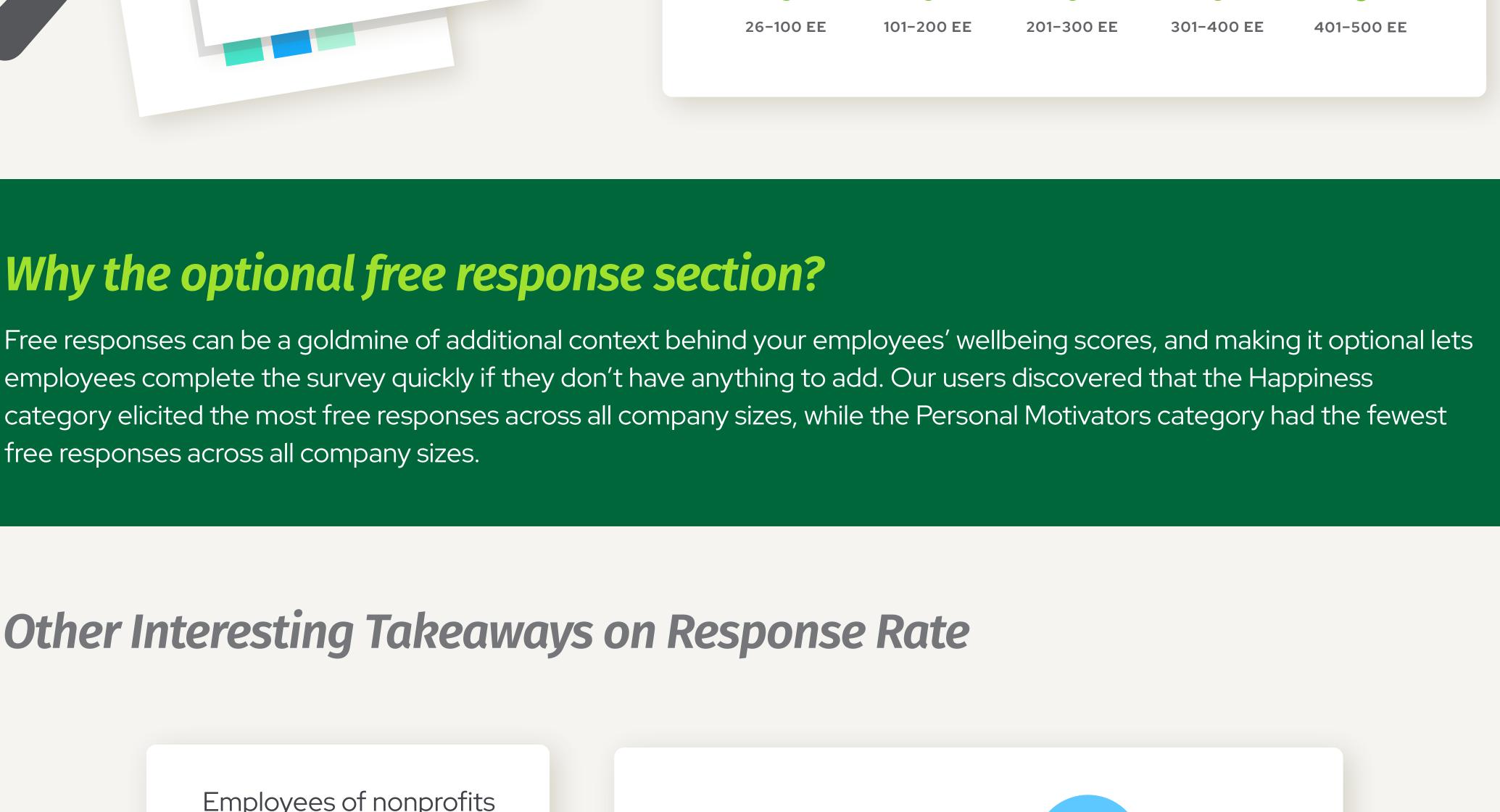


8.40%

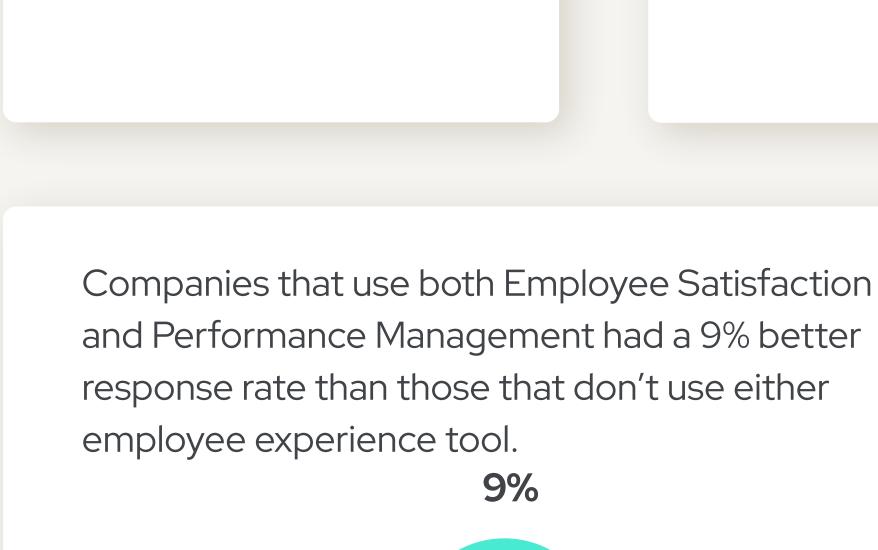
BY COMPANY SIZE

6.56%





8.33%



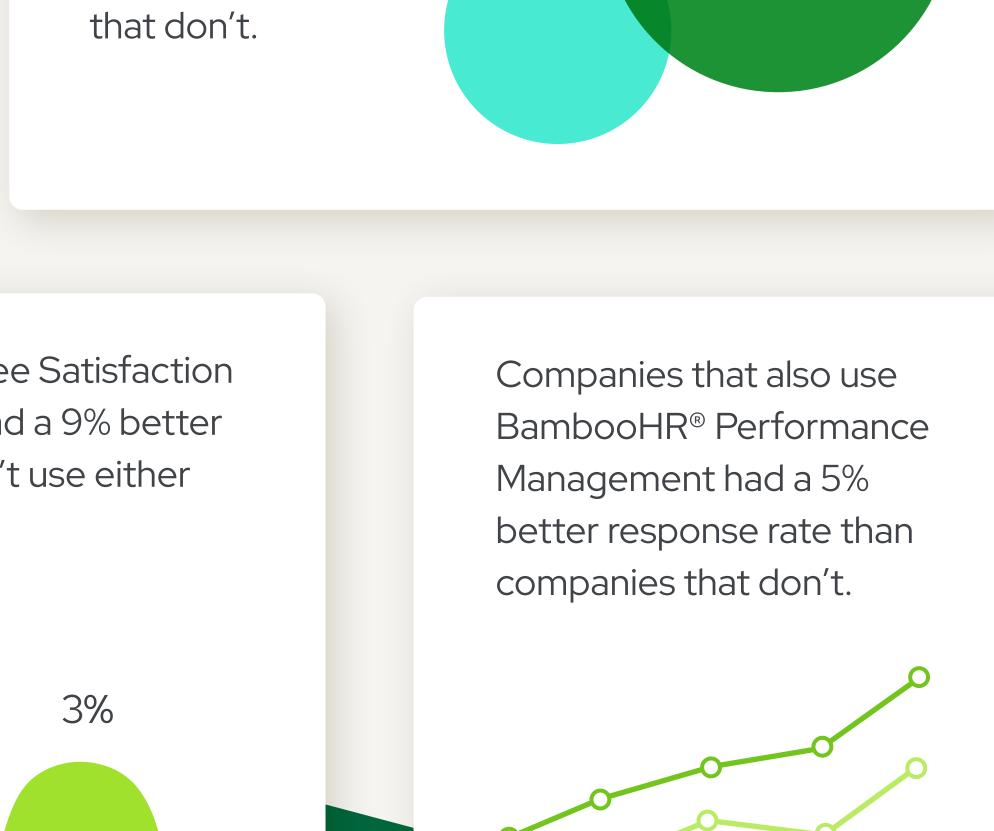
4%

Employees of nonprofits

were most likely to give

free response answers.

1196



Are your employees getting what they need to thrive at your company? Find out with BambooHR Employee Wellbeing.

manage time and compensation, and develop company culture like a pro, and

makes gathering and analyzing employee data easy and insightful. We want to

set you free to focus on what matters most: your people. To find out more,

visit bamboohr.com or follow @bamboohr on social media.

Companies that use

Satisfaction had a

rate than those

BambooHR® Employee

8.33% better response

ABOUT BAMBOOHR Data was collected and made anonymous BambooHR is the only HR software designed to help small and medium-sized from 81 organizations that used BambooHR® businesses create amazing workplaces. Our software helps you hire, onboard,

ATTRIBUTION BambooHR® is a registered trademark of BambooHR LLC.

Learn More

ABOUT THE DATA

Employee Wellbeing. All participating

anonymized data to be used for this report.

organizations agreed to allow their