

# Three Ways to Make 2022 the Year of the Great Retention

If the Great Resignation taught us anything as HR leaders, it's how valuable high-performing employees truly are to our organization.

Make 2022 the year of the Great Retention by improving the employee experience in these three ways.

## 1

### Promote employee development and internal mobility.

# 73%

of CEOs believe the labor/skills shortage will be the leading disruptor of their business strategy over the next 12 months.<sup>1</sup>



Employees at organizations with high internal mobility stay almost **2X longer than those at companies with low internal mobility.**<sup>2</sup>

## 2

### Invest in employee-centric technology.

# 85%

of employees want technology to help define their future, and

# 82%

believe robots can support their careers better than humans.<sup>3</sup>



**54% of workers would consider leaving their jobs post-pandemic if they aren't offered flexible work options.** And digital collaboration platforms are the #1 factor in making virtual work sustainable, according to global talent leaders.<sup>5</sup>

## 3

### Adopt people-first leadership.

# 66%

of executives are making post-pandemic workforce plans with little to no input from employees, which is a problem because...

# 44%

of executives want to work in the office daily compared to only 17% of employees.<sup>6</sup>



Employees who have a positive employee experience are **8X more likely to stay at a company and have engagement levels 16X higher.**<sup>7</sup>



## Learn more

Our new ebook **"2022 Could Be the Year of The Great Retention"**, written by Tim Sackett, to addresses how to improve the employee experience and talent management.

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<sup>1</sup> "Fall 2021 Fortune/Deloitte CEO survey: the chief executive program reveals CEO top priorities," Deloitte, 2021.

<sup>2</sup> "2021 Workplace Learning Report," LinkedIn Learning, 2021.

<sup>3</sup> "Back in the Driver's Seat: Employees Use Tech to Regain Control," Oracle and Workplace Intelligence, 2021.

<sup>4</sup> "More than half of employees globally would quit their jobs if not provided post-pandemic flexibility, EY survey finds," EY, May 12, 2021.

<sup>5</sup> "Global Mobility Trends," Deloitte, 2021.

<sup>6</sup> "Future Forum Pulse," Future Forum, October 2021.

<sup>7</sup> Jonathan Emmett, Asmus Komm, Stefan Moritz, and Frederike Schultz, "This time it's personal: Shaping the 'new possible' through employee experience," September 30, 2021, McKinsey and Company.