

Pulse Survey Overview

Executive Summary

The Covid-19 pandemic is changing the landscape of work. Near the end of the first wave of the coronavirus, we heard from over 1700 employees in Utah tech companies about their perceptions of company culture and the job market. This report reviews key insights from each question on the survey.

5 Key Takeaways

	Page	See these articles for more detail
Most employees will seek new work within the next year.	4	<u>Seeking New Work</u>
Remote work will have a disruptive effect on employee retention.	5	<u>Human Capital Risk from Remote Work</u>
Employees feel that remote work is more productive.	6	<u>Productivity of Remote Work</u>
Employees would have to be paid 43% more to make up for non-monetary perks.	9	<u>Understanding Non-monetary benefits</u>
Employees value skills more than education.	11	<u>Trends in Employment and Higher Education in Utah and Surrounding States</u>

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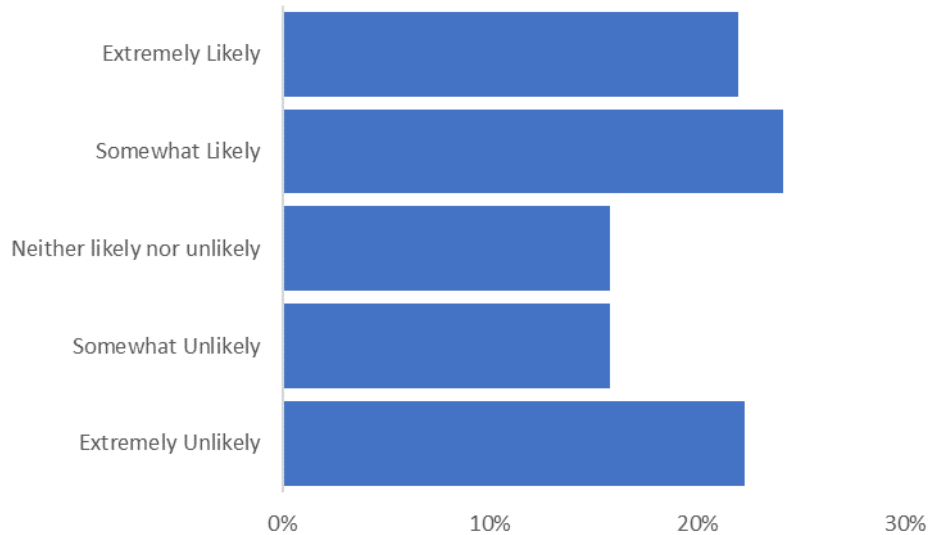
What are the high-level results?

In this report, we give a **high level insight in bold** and then list the question we asked. We then present breakdowns by category.

Finding New Work³

Most employees are considering changing jobs in the next year.

Please indicate the extent to which you agree that you will actively consider changing jobs within the next year:



People consider leaving their current employer to find new opportunities.

For Employees who indicated they are at least somewhat likely to look for work in the next year:

This chart indicates the percentage of people who chose this reason.

Desire for a new opportunity	58%
Lack of opportunities for career development	52%
Dissatisfaction with salary/benefits	51%
Dissatisfaction with management	41%
Dissatisfaction with company culture	33%
Lack of engagement with current role	28%
Dissatisfaction with working environment	28%
Desire for increased work flexibility	20%
Doubts about company's long-term success	20%
Other (please specify)	13%

³ See "Seeking New Work" (insert link) for deeper insights into who will be seeking new work in the next year.

Who took the survey?¹

We sent a survey to understand the HR environment of companies in Silicon Slopes in April 2021, and we got 3446 responses. After we filtered out people that took less than 3 minutes or filled out less than 75% of the survey, we had 1697 usable responses.

Gender²

Male	67%
Female	30%
Gender non-binary/ non-conforming	1%
Prefer not to answer	2%

Time at current company

<1 year	5%
1 year	22%
2-3 years	31%
4-6 years	21%
7+ years	21%

Age

Young Millennials/ Gen Z (18-30)	29%
Older Millennials (31-40)	31%
Gen X (41-50)	23%
Gen X/ Young Boomers (51-60)	11%
Boomers+ (61+)	4%
Prefer not to answer	1%

Direct Contributor or Manager

Has direct reports	52%
No direct reports	48%

Salary

Less than 50K	14%
50K - 99K	36%
100K - 199K	39%
200k - 299k	6%
More than 300k	4%

Hours worked a week

< 30	6%
30-39	17%
40-49	53%
50-59	17%
60+	6%

Full-time work experience

<2 years	7%
2-4 Years	13%
5-9 years	18%
10-19 years	26%
20-29 years	21%
30+ Years	13%

Location and Companies

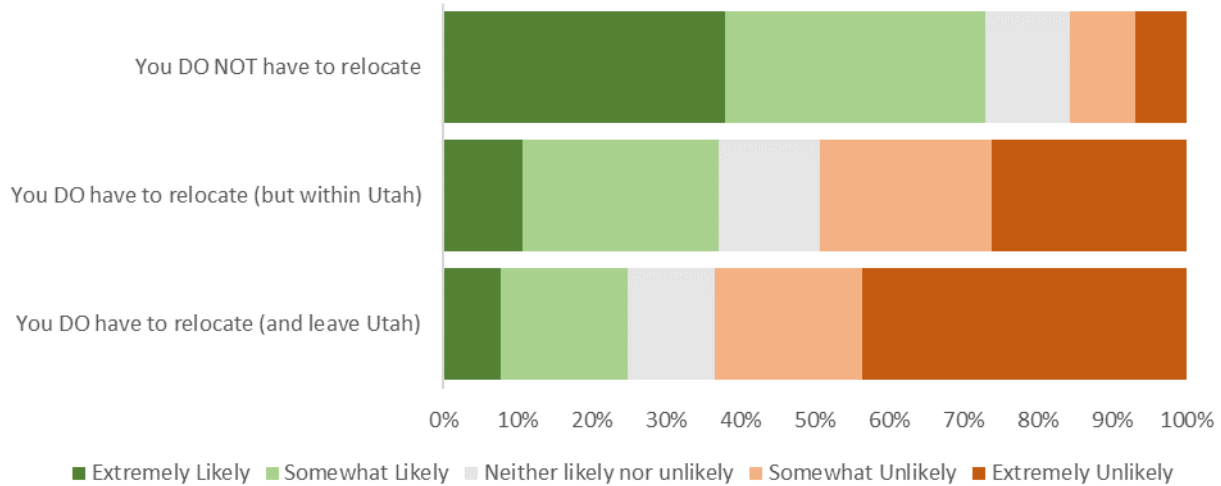
Work and Live in Utah	96%
Lived in Utah more than 10 years	69%
Work in a tech company	66%
Company has a formal office in Utah	88%
Company has a headquarters in Utah	72%

¹ See "Pulse Survey Demographics Outline" (insert link) to see breakdowns of demographics by gender and age.

² Breakdowns in our sample match nation-wide percentages of men and women in the tech industry.

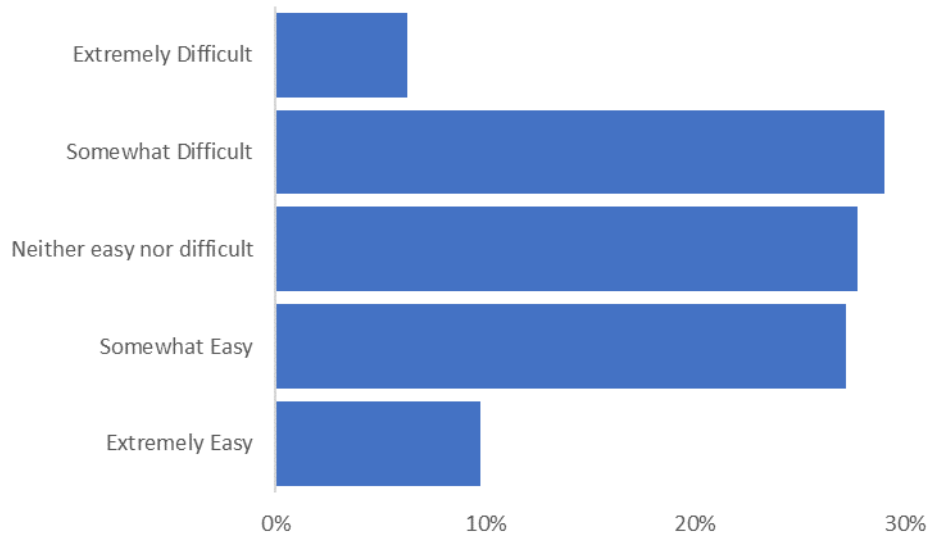
Most employees are willing to change jobs for a higher salary if they don't have to move.⁴

How likely would you be to change companies if another employer could provide a higher salary with similar benefits (e.g. health insurance and vacation time) than your current employer for the same job and:



Most employees feel it is hard to find a good match for their skills in Silicon Slopes.

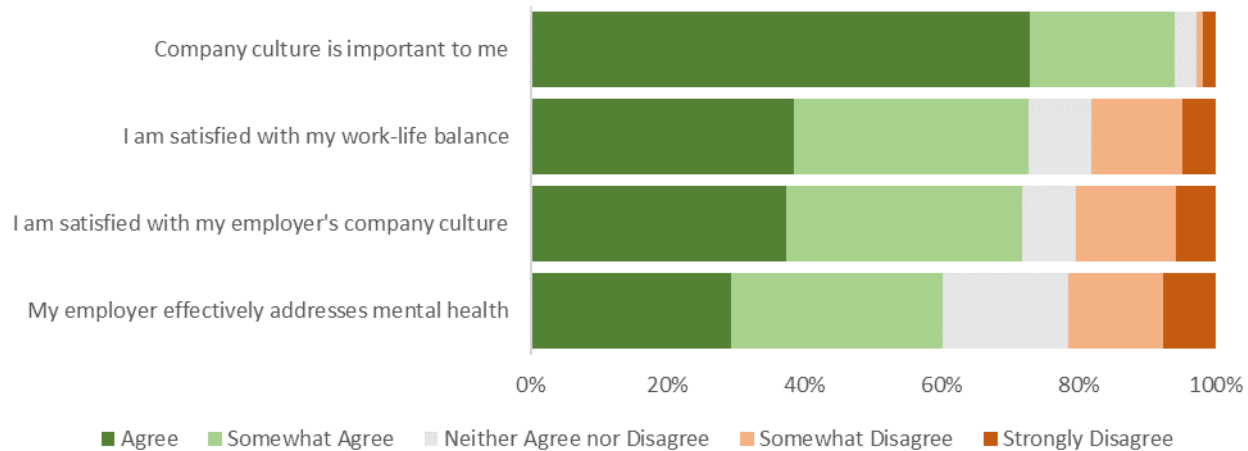
How hard is it to find a good job match for your professional skills and abilities in the Silicon Slopes community?



⁴ See “Human Capital Risk from Remote Work” (insert link) for more details on how the remote work options of competitors may threaten jobs in Utah.

Work Environment & Culture

Company culture is important to employees.



Employees value autonomy in their work.

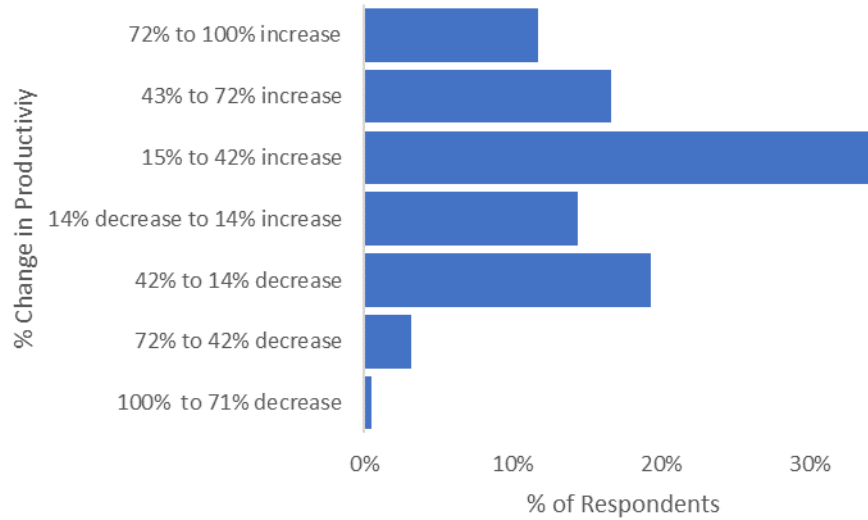
The following is a list of non-monetary aspects of work that people often report are important to them. Please choose up to three that are most important to you.

This chart indicates the percentage of people who chose this aspect as one of their three.

Autonomy/freedom to do your job	55%
Interesting work	24%
Job security	22%
Desirable advancement opportunities	22%
Involvement in decisions that affect your work	21%
Relationships with co-workers	20%
Flexibility in when to work	20%
Flexibility in where to work	19%
Ability to impact company outcomes	19%
Recognition and appreciation	15%
Ability to utilize your strengths daily	13%
Inspiring company mission/purpose	12%
Training provided to keep your skills current	10%
Fun at work	7%
Ability to impact social and/or societal outcomes	6%
Positive company reputation	4%
Ability to use cutting edge technology	4%
Pleasant physical work environment	3%
Frequent feedback	2%
Other	2%

Employees perceive remote work as more productive.⁵

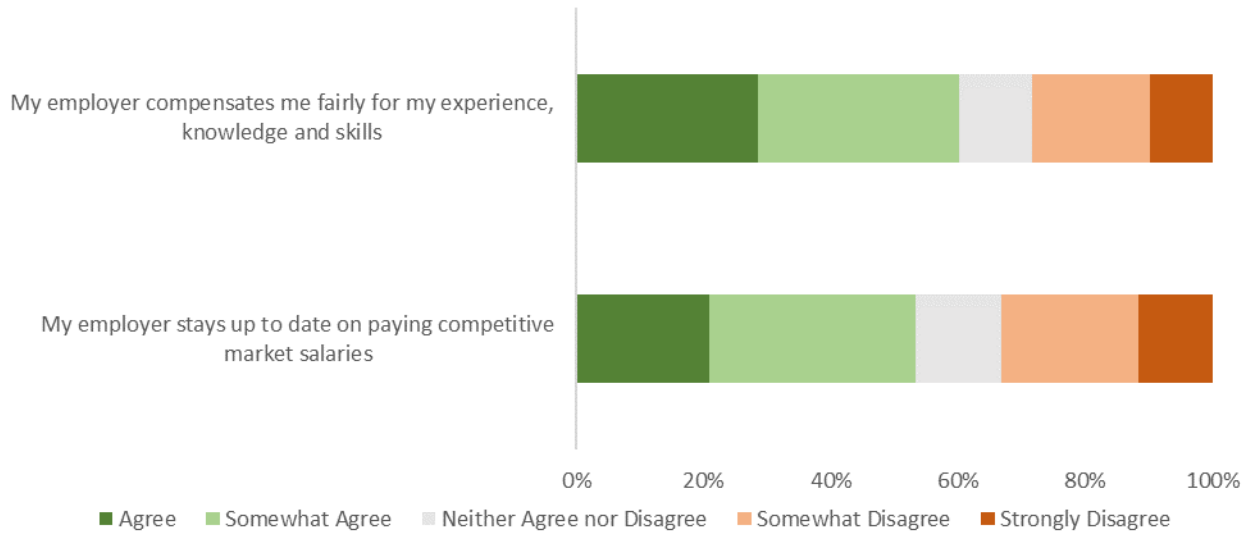
Please indicate the percent to which your overall work productivity increases or decreases when working remotely:



⁵See "Human Capital Risk from Remote Work" (insert link) for more details on how the remote work options of competitors may threaten jobs in Utah.

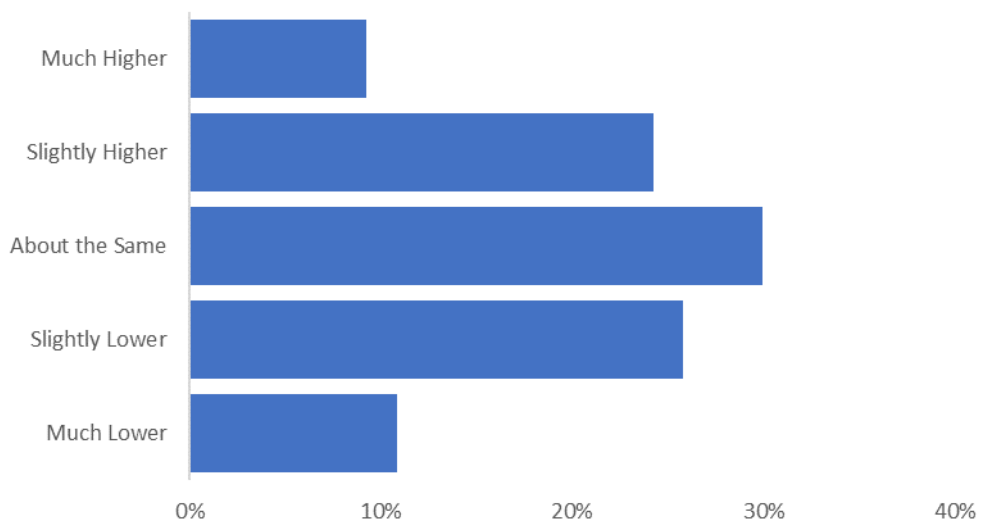
Compensation

Silicon Slopes employees feel that pay is somewhat fair.



Employees report that their compensation is comparable to others in Utah.

From your perspective, how does your combined salary and benefits compare to the average employee in Utah with your job/position?



Paid benefits offered by Silicon Slopes employers.

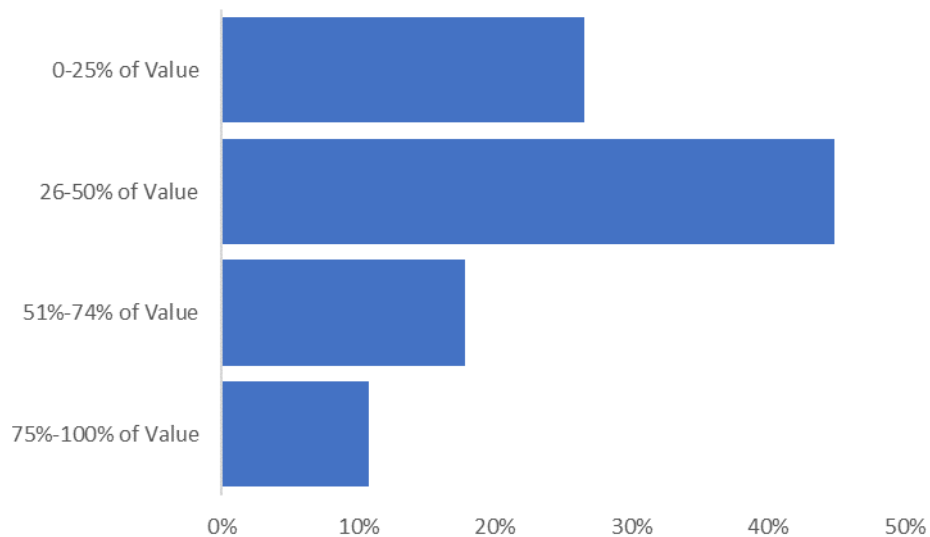
Which of the following are perks or benefits currently offered by your employer? (Please select all that apply)

This chart indicates the percentage of people who chose each benefit.

Paid time off	92%
Health Insurance	91%
Dental Insurance	86%
Retirement benefits and/or accounts	80%
Vision Insurance	79%
Healthcare spending or reimbursement accounts	77%
Long term disability insurance	64%
Short term disability insurance	63%
Wellness Programs	51%
Workplace perks such as recreation, food and drinks, etc	47%
Tuition reimbursement	40%
Gym memberships or discounts/reimbursements	39%
Childcare benefits	22%
Other	11%

Employees value non-monetary perks as an average of 43% of their total compensation. ⁶

Approximately what percentage of the total value you get from your work (including salary, benefits, meaningfulness, autonomy, work flexibility, etc.) comes from non-monetary aspects of your work? (One way to think about this question is to consider a competitor company offering you nothing but cash and traditional benefits like health insurance. What percentage pay raise would they have to offer to hire you away? This is approximately the percentage of total value you get from non-monetary aspects of work at your current company).

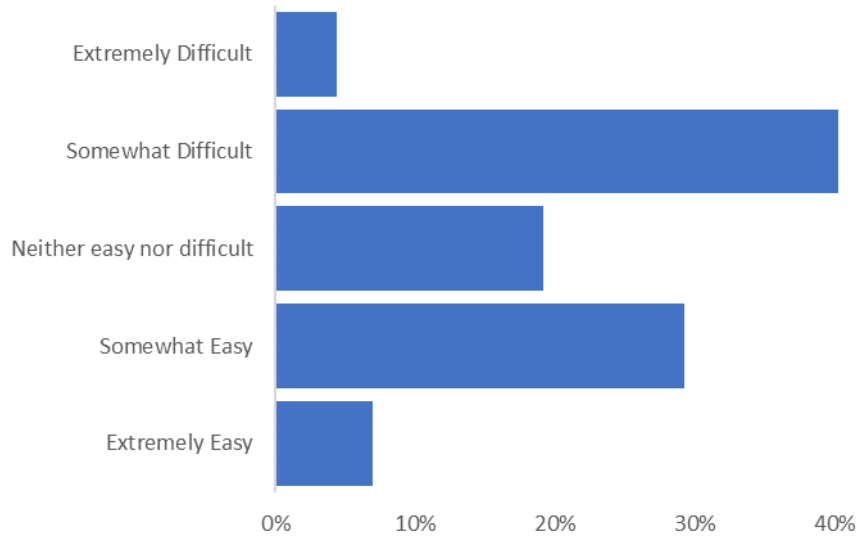


⁶See "Understanding Non-monetary benefits" (insert link) for more details on how gender and salary impact perceptions of non-paid perks.

Silicon Slopes Job Market

Employees feel it is hard to find qualified employees.

How hard do you think it is for companies in the Silicon Slopes community to find qualified employees for their open positions?



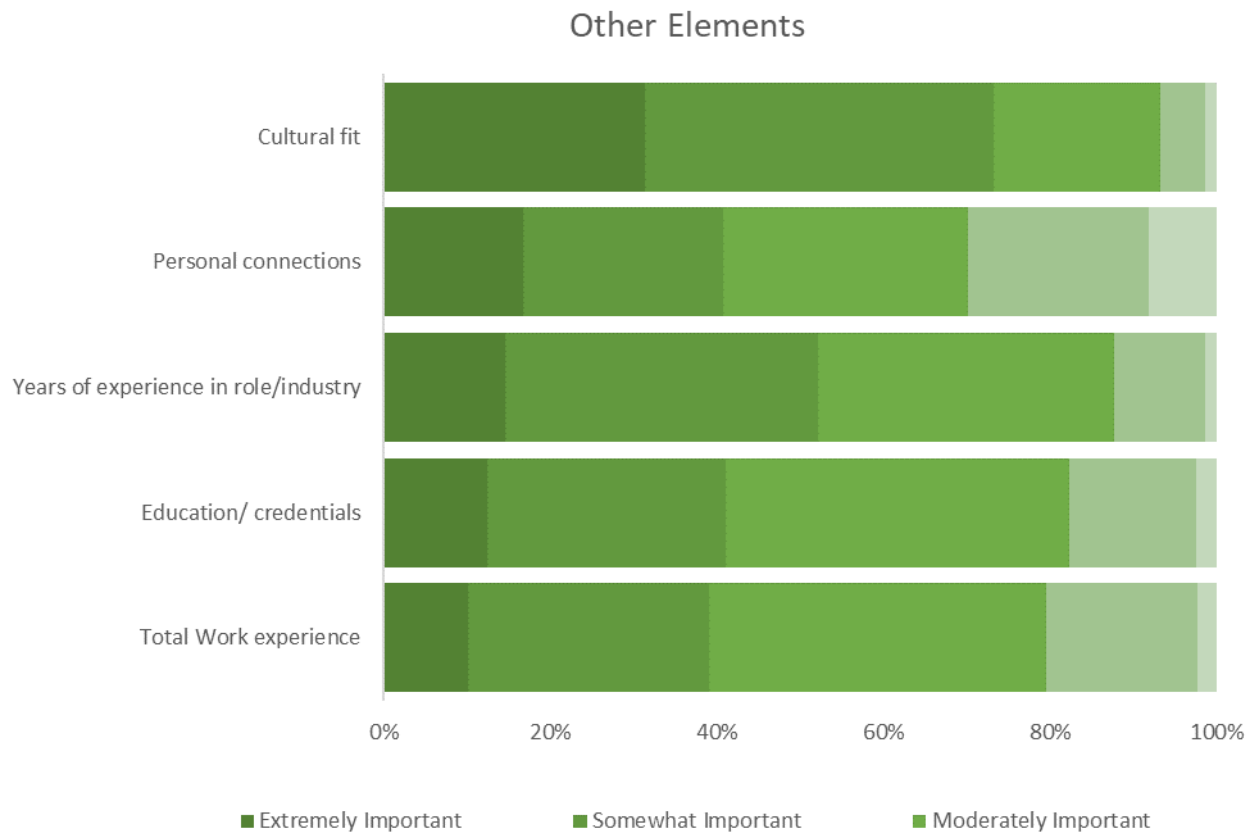
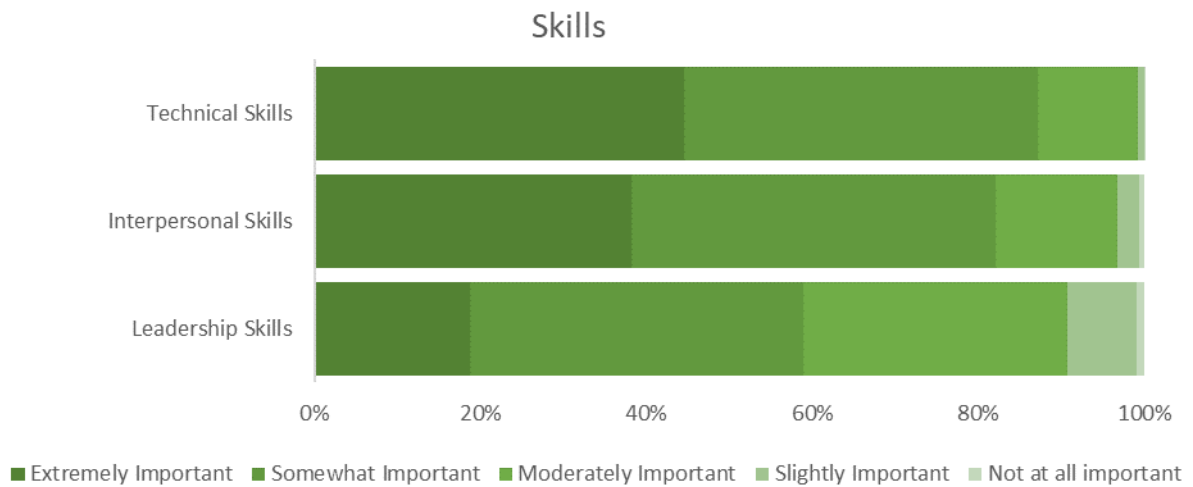
Connections to old coworkers seem important in finding new work.

Please indicate the top (up to three) ways that you think people find jobs within the Silicon Slopes community:

Connections to former co-workers	78%
Postings on job boards (e.g. Indeed, LinkedIn Jobs, etc.)	59%
Connections to people with whom you went to school	53%
Connections to family	27%
Headhunters/Search firms	23%
Connections to religious group	19%
Applying for a position without any connection	19%
Company Careers web pages	17%
Other	2%

Employees think technical and interpersonal skills are most important when hiring⁷

Below is a list of things employers consider when hiring employees. How important do you believe each of the following items are to employers in the Silicon Slopes community?



⁷See “Trends in Employment and Higher Education in Utah and Surrounding States” for more details on education.

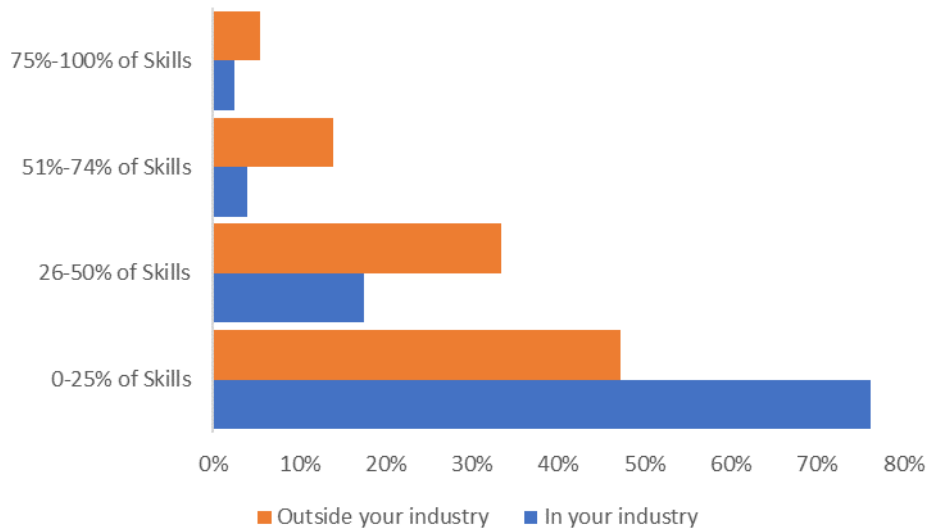
Skills employees think are important and skills they think are underutilized.

“Please list the top (up to two) skills you possess that have most influenced your career success to date” and “Please list the top (up to two) skills you possess that have been under-utilized by your current employer”

Rank	Skills employees feel have contributed most to their success so far	Skills employees feel are under-utilized in current job
1	Problem Solving	Project Management
2	Ability to learn	Public Speaking
3	Project management	Problem Solving
4	Critical thinking	Strategic Thinking
5	People skills	Data Analysis
6	Communication skill	Decision Making
7	Hard work	Strategic Planning
8	Work ethic	Team Building
9	Attention to detail	People Management
10	Build Relationships	Leadership skills

Employees feel that few skills are difficult to apply at other companies.

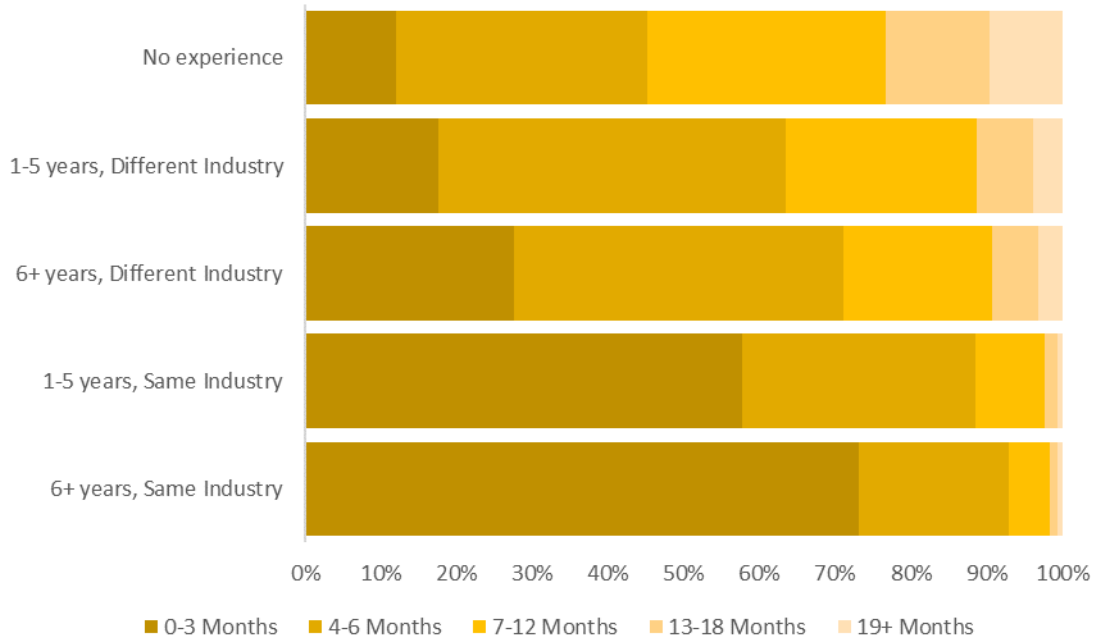
What percentage of the skills you use in your current job would be difficult to apply at a different company?



Employee Onboarding and Training

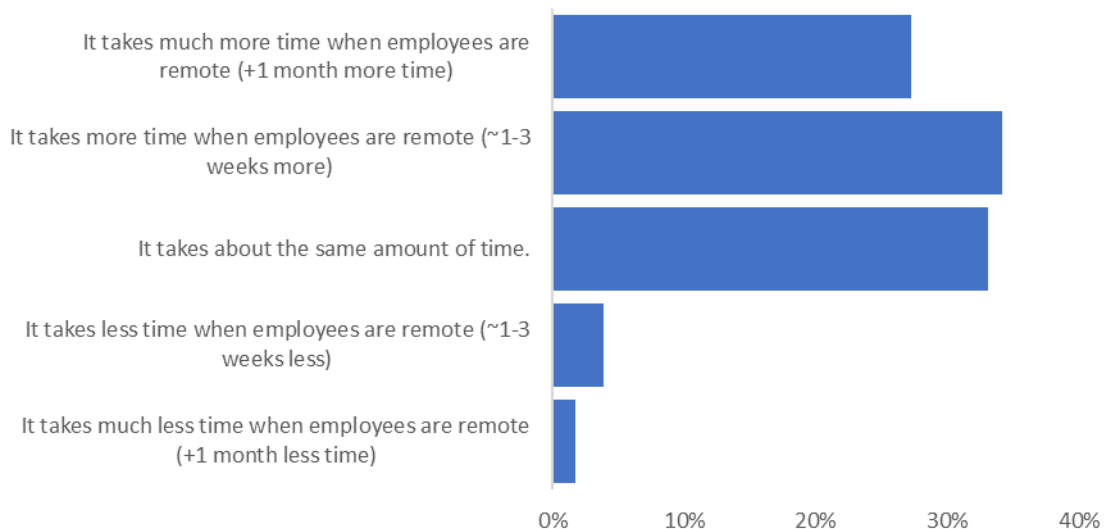
It is easier to onboard if you have experience in the industry.

How long it takes new hires with ____ experience to function



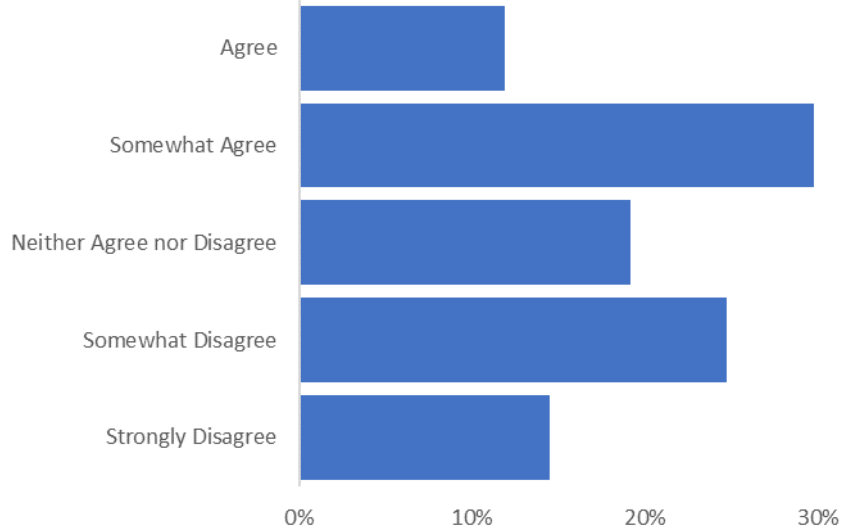
Employees report that it takes more time to onboard remotely.

In general, how does the time required to get employees up to speed and functioning change when those employees are fully online and/or remote (compared to on site employees)?



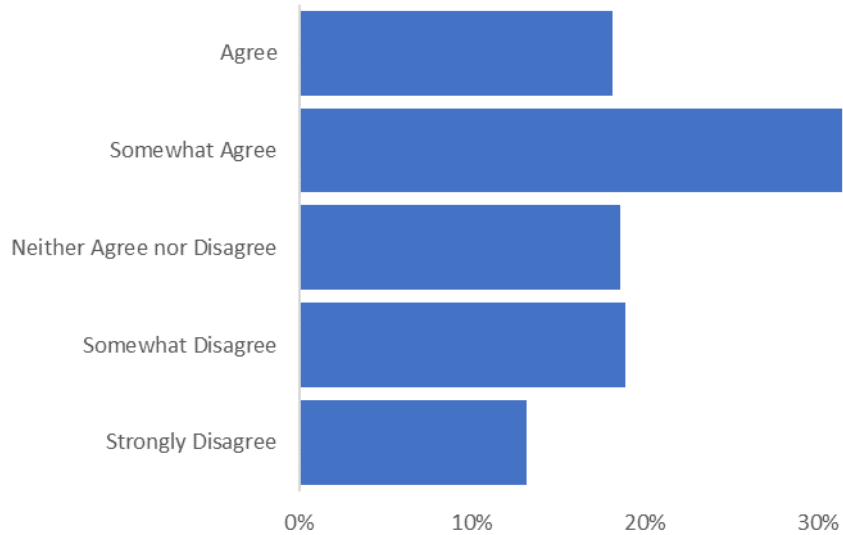
Employees have mixed feelings about how effective leadership training is at their company.

Indicate the extent to which you agree with the following at your current company: “Employees receive effective leadership training”



A majority of employees feel they receive somewhat effective coaching.

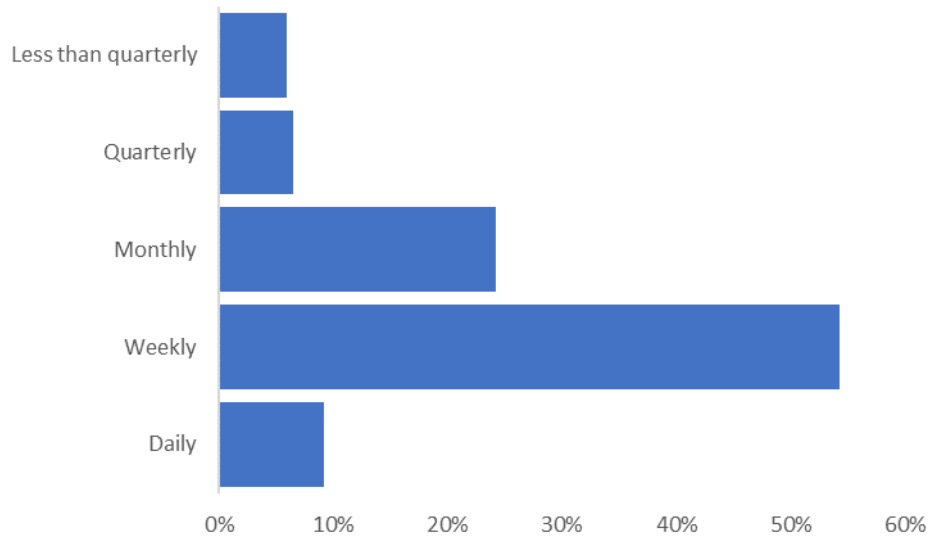
Indicate the extent to which you agree with the following at your current company: “I personally receive effective coaching from leaders.”



Managers

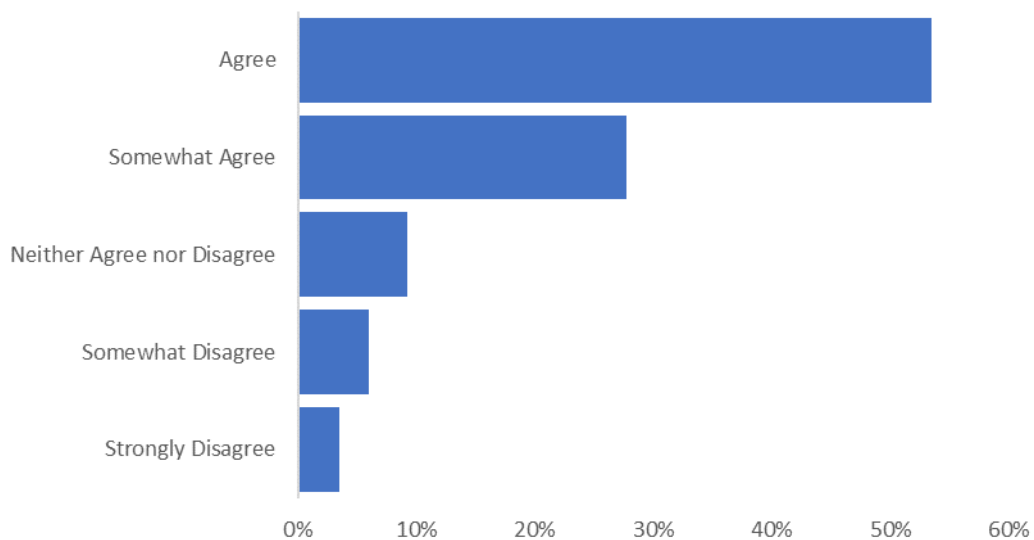
Most people meet weekly with their manager.

How frequently do you meet one-on-one with your manager?



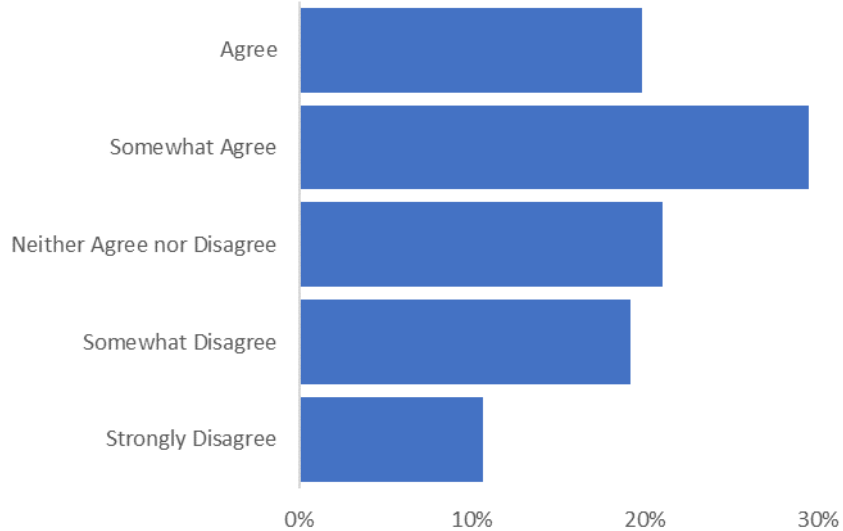
Most employees feel their manager values their input.

Indicate the extent to which you agree with the following at your current company: My manager values my input and perspective



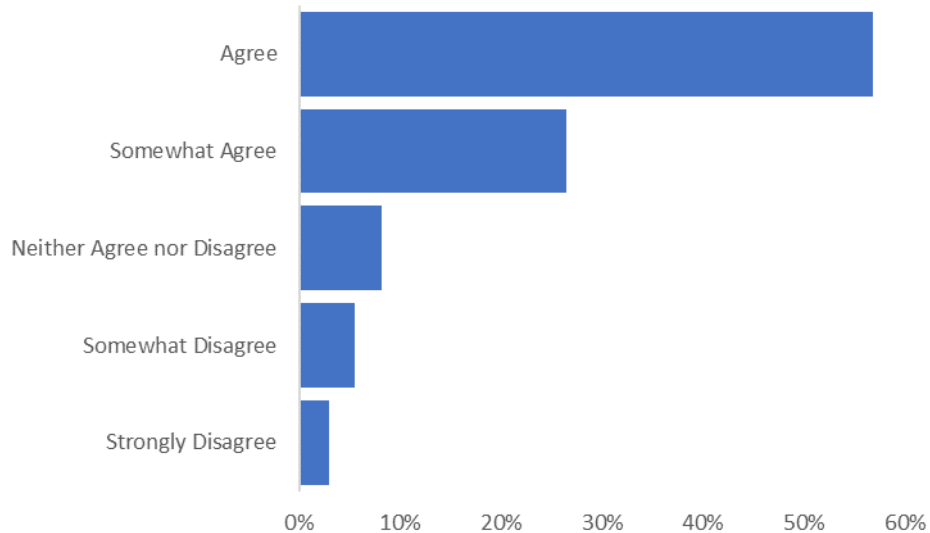
Most employees feel they have adequate opportunities for promotions.

Indicate the extent to which you agree with the following at your current company: My employer offers adequate opportunities for promotions and career development



Most employees respect their manager.

Indicate the extent to which you agree with the following at your current company: I respect my manager



Employees notice when their managers listen well and trust them.

What are the top two leadership attributes your manager possesses?

Rank	Over 40	Under 40
1	Good Listener	Good Listener
2	Not micro-managing/ trust	Not micro-managing/ trust
3	Strategic thinking	Technical Skill
4	Interpersonal Skill	Interpersonal Skill
5	Technical Skill	Care for employees
6	Care for employees	Strategic thinking
7	Hard Workers	Hard Workers
8	Project management skills	Project management skills
9	Leads by example	Leads by example
10	Team management	Critical Thinking

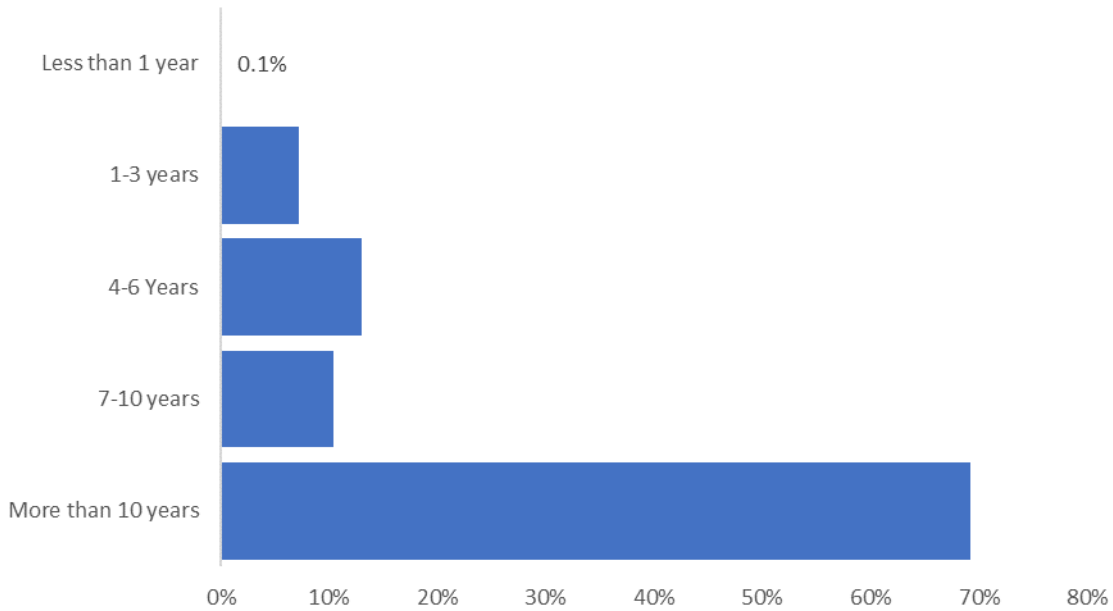
Workers in Utah

Most employers and employees in this survey are based in Utah.

	Yes
Do you currently live in Utah?	97%
Do you currently work in Utah?	97%
Does your current employer have a formal office in Utah?	89%
Is your current employer headquartered in Utah?	72%

Most respondents have lived in Utah more than ten years.

How long have you lived in Utah? (of those that report currently living in Utah)



Most employees move to Utah for opportunities.

Which of the following was the primary motivation for you moving to Utah?

Job opportunity for myself	37%
Education opportunities	23%
Other (please specify)	14%
Opportunity for someone else	13%
Community	5%
Recreational opportunities	5%
Better cost of living	3%
Business climate	2%

Employees think that most of their coworkers are from Utah.

Approximately what percentage of your company's (insert type of employee) is from outside of Utah?

