

The future of work: Creating the ideal employee experience

The cognitive era is also the human era. As the boundaries between people and technology become blurred, organizations are leveraging employee experience to gain a competitive advantage.



IBM Smarter Workforce Institute
and Globoforce WorkHuman®
Research Institute

A study of 23,000 employees
in 45 countries

Happy
employees
are...

2x
more likely to go
the extra mile

2x
more likely to stay
in their jobs

23%
more likely to perform
at higher levels



How can businesses future-proof their employee experience?



Build great teams and encourage collaboration

77%
report higher levels
of satisfaction when
coworkers help each
other out

73%
associate good
employee experience
with teamwork



Ensure work is meaningful and aligned to employees' talents

80%
are happier when their
work is in line with
their organization's
core values

81%
find work more
rewarding when their
job makes good use
of their skills



Provide regular feedback and recognition programs

83%
connect good employee
experience with
receiving recognition
for their work

81%
are happier at work
when their organization
offers rewards tied to
core values



Empower employees to participate in decision-making

83%
are happier in their
jobs when they feel
their ideas and
suggestions matter

79%
link higher levels of job
satisfaction with the
freedom to organize
their own work



Offer flexibility and time to relax

79%
are happier at work
when they have time
for family and personal
commitments

77%
link good employee
experience with having
the chance to recharge

The world of work is changing fast.
Can your employee experience keep up?

Get the report

Read the full report to learn how managers and
senior leaders can help drive the transformation.