

What do employees think about benefits?



Benefits are a major consideration for employees deciding whether to stay with their employer or seek new opportunities. LIMRA's first annual BEAT Study: Benefits and Employee Attitude Tracker provides insights into what employees value about benefits — and what employers can do to optimize their benefit offerings to help them attract and retain talent.

63%

of employees say their **benefits** make them at least **slightly more likely to stay** with their employer.

OPPORTUNITY FOR EMPLOYERS TO ENHANCE THEIR BENEFITS OFFERING

46%

of employees report **high satisfaction** with their **benefits**.

3 ways employers can add value to their benefits programs

1

ADD OPTIONS — INCLUDING SUPPLEMENTAL AND VOLUNTARY INSURANCE BENEFITS — TO MEET DIVERSE EMPLOYEE NEEDS.

Benefits satisfaction increases as employers offer more options

WHEN EMPLOYER OFFERS	0 benefits	1-3 benefits	4-6 benefits	7-9 benefits	10-12 benefits
EMPLOYEES REPORTING HIGH SATISFACTION	12%	28%	43%	55%	69%

2

COMMUNICATE ABOUT BENEFITS MORE FREQUENTLY THROUGHOUT THE YEAR.



7 in 10 employees report **high satisfaction** when their employer communicates about benefits **frequently** throughout the year.



8 in 10 employees prefer **digital communication** methods, including email, online portals, and virtual meetings.

3

OPTIMIZE DIGITAL ENROLLMENT.

Digital enrollment increased during the pandemic — and employees are on board.

72%

of employees **enrolled electronically** or online during their most recent benefits enrollment.



78%

of employees choose **electronic/online enrollment** as a **preferred method**.

WHO IS MORE SATISFIED WITH THEIR BENEFITS?

EMPLOYEES WHO ARE:

- Older
- Working full-time
- Employed at companies with 100+ employees
- Senior executives and managers
- Earning higher incomes



Explore the complete research for more details regarding what employees value about benefits.

Download LIMRA's 2022 BEAT Study: Benefits and Employee Attitude Tracker.