



Turn your blended workforce into a community

Improve employee relations with *IndeedFlex*

Employee relations are struggling post-pandemic...

3.7%

of temporary workers say their employers never fail to meet their expectations¹

33.4%

of temporary workers say employers are not consistent with their shift offering²

Nearly 30%

of workers feel the companies they work for don't care about their wellbeing³

1 in 3

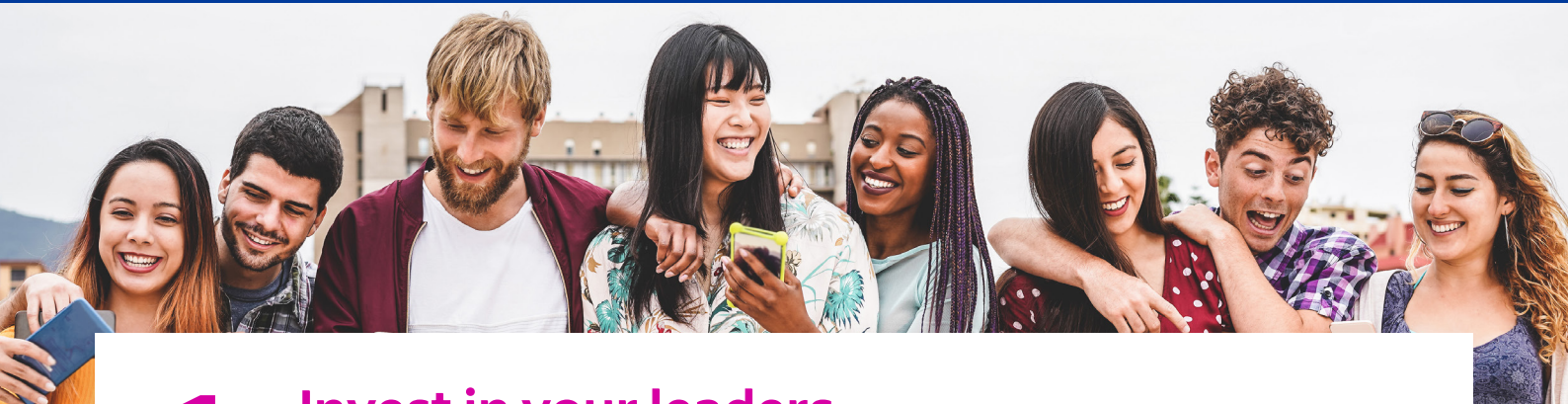
workers feel disconnected from their leader⁴

...And nearly half of all workers are considering quitting⁵

Why are employees unhappy?⁶

- ☹️ **26%** feel they aren't paid fairly
- ☹️ **21%** don't feel happy at work most of the time
- ☹️ **19%** don't feel energised in most of their work tasks
- ☹️ **16%** feel they don't learn new things
- ☹️ **14%** don't have the flexibility they need

Four ways to improve employee relations



1 Invest in your leaders

For most employees, management represents the employer - and therefore sets the tone for employer-employee relations. Businesses must therefore train their leaders to be empathetic and communicative.

How can we help? The Indeed flex platform allows leaders to communicate directly with their temp workforce to help build a strong relationship.

Managers account for up to **70%** of variance in engagement⁷

2 Be consistent

Temporary workers need a sense of stability. But employers regularly cancel shifts last minute, leaving them unable to plan their lives or earn a consistent living. Smart employers should factor temporary workers into their resource planning to ensure a level of consistency.

How can we help? The Indeed Flex platform allows employers to book schedules in advance for visibility and forward planning.

Just **35%** of companies currently include temporary workforce as part of their strategic planning.⁸

3 Enable flexibility

Workers want greater freedom, and employers must enable this. Enabling temporary workers to choose their shifts and ensuring they can work as much as they like - at locations that are convenient for them - is essential.

How can we help? Indeed Flex can provide important data to identify preferred shift patterns. Workers are given complete control over the shifts they sign up for.

45.5% of temporary workers prioritise the ability to fit work around their schedule⁹

4 Prioritise recognition

Feeling valued is at the heart of employer-employee relations. Businesses should make an effort to offer more frequent, personalised feedback and recognise individual performance both privately and publicly.

How can we help? Using the star rating tool to allow the workers know they are performing well. You can use the Indeed Flex worker pool feature to encourage your favourite workers to return.

Over **20%** of temporary workers ranked “career progression” as one of their priorities when choosing where to work.¹⁰

