



Technology

WELLBEING

INSIGHTS

2024

Contents.

Introduction

3

Respondent Overview

4

Physical Wellbeing

6

Mental Wellbeing

7

Company Support

8

Stress in the Workplace

9

Career Support

11

Current Trends

14

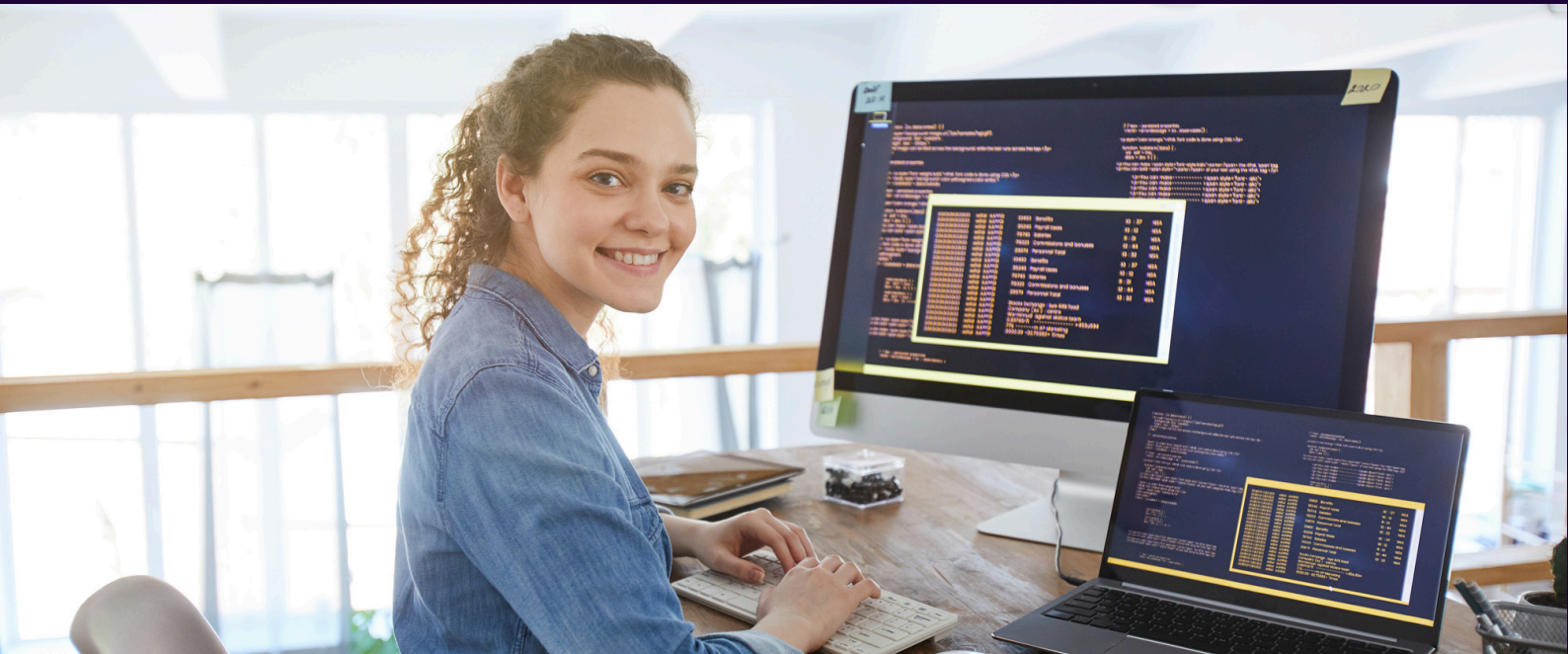
HR Perspective

15

Introduction

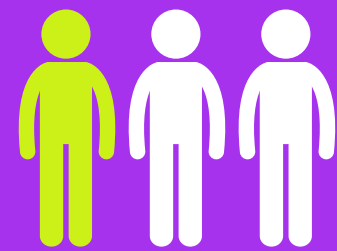
As we near the end of 2024, the tech sector continues to evolve rapidly. However it also experiences both new and continual challenges that can impact employee wellbeing.

Being a significant aspect of everyone's lives, it is crucial to recognise the impact the workplace has on it's employee's mental and physical health.



In response to this, we are pleased to share our survey insights into wellbeing within the tech industry. This in-depth survey explores both the physical and mental health of tech professionals and better understand current perspectives of wellbeing in the workspace.

These insights highlight trends in employee mental and physical wellbeing within the workplace, attitudes to work, and workplace support, offering valuable data for employers to foster healthier and more enjoyable work environment for the future and improve staff retention.



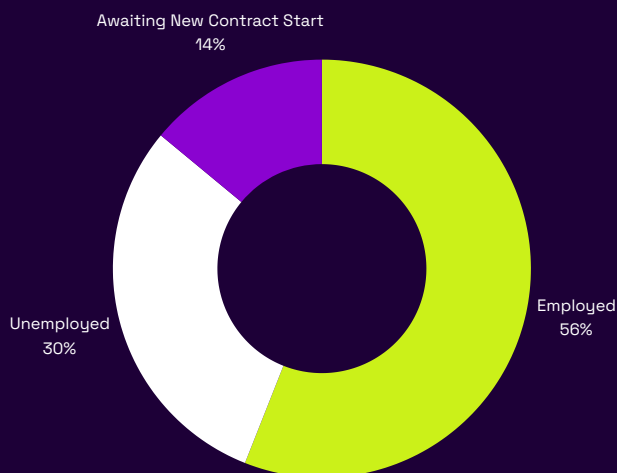
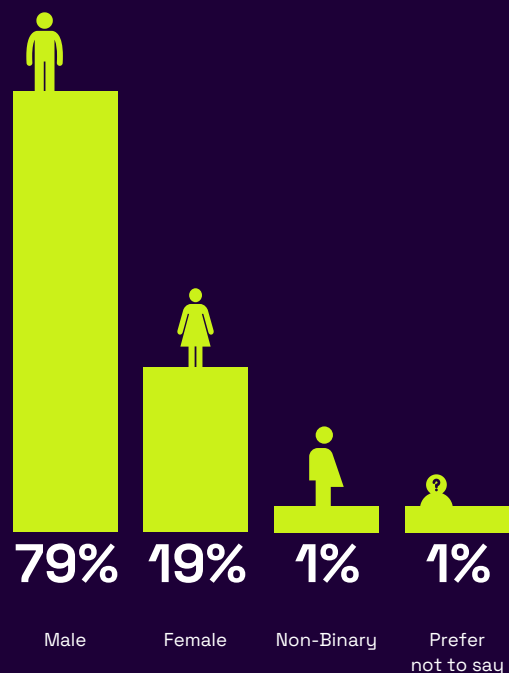
1 IN 3

agree that enhancing well-being initiatives would have a positive impact on employee retention.

Respondent Overview

This survey represents the broader market, with a heavier proportion of male workers in the technology sector.

Our respondents had a fairly even split in terms of their type of employment, with **57%** of them typically looking for permanent work, and **43%** opting for contract or interim roles.



During the time of this survey, only 56% of respondents were employed, making 44% of respondents out of work at the time of the survey.

Respondent Overview

The gap between larger businesses and SMEs is steadily narrowing, as businesses with less than 200 employees make up 49% of the total.

Less than 10 or self employed

23%

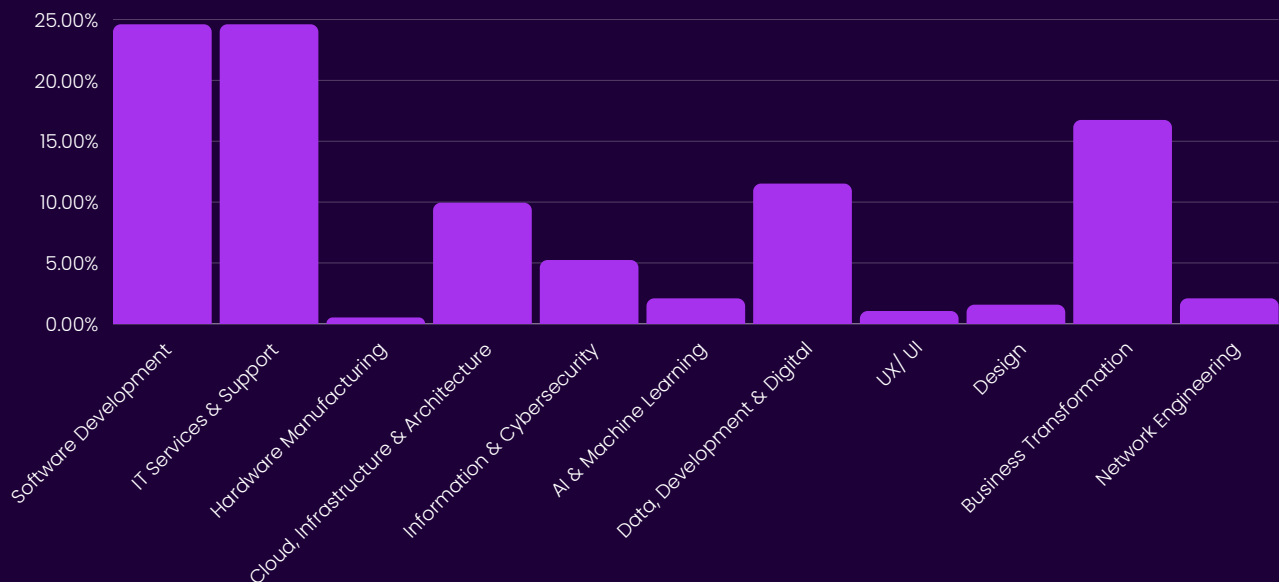
11 - 200 employees

26%

201+ employees

51%

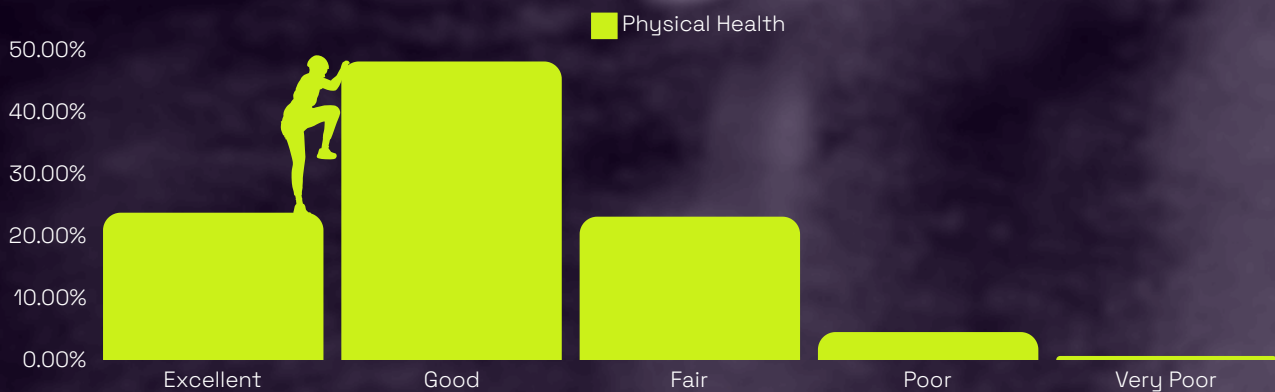
Job Specialism



Physical Wellbeing

Despite the concerns around desk-based work and sedentary working, individuals are dedicating time to move more and exercising in order to maintain a good physical health.

How would you rate your current physical health?



64%

Of those with fair to very poor physical health, said that their company does not offer any wellness programmes.

34%

Only of the respondents receive regular physical assessments, at least once a year.

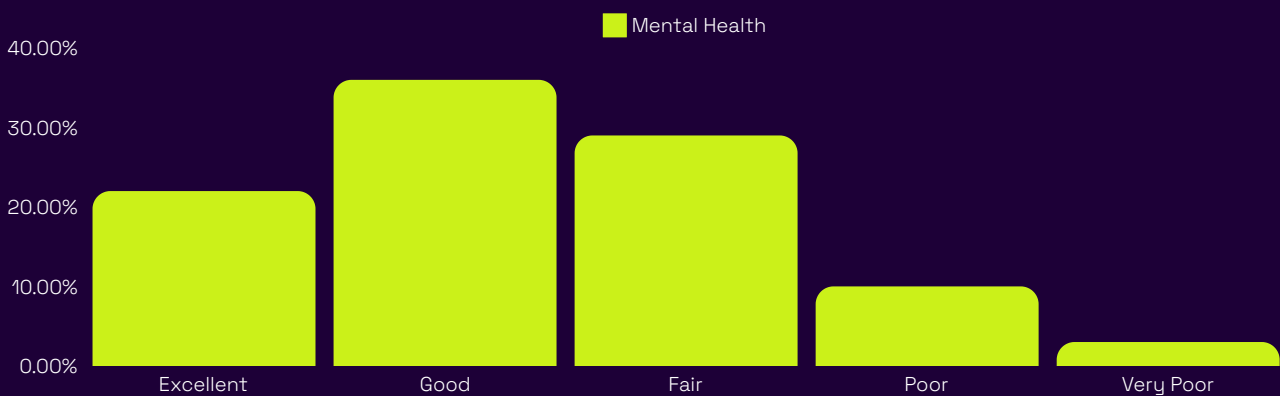
47%

have never received a physical health assessment at work.

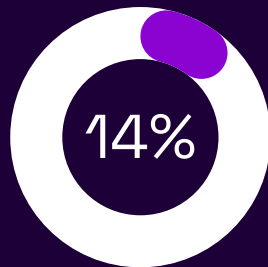
Mental Wellbeing

As the tech industry continues to expand and evolve, so do the mental health challenges faced by its workforce.

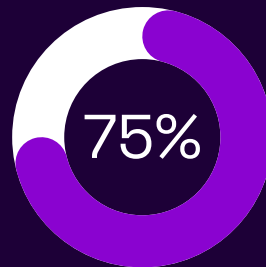
How would you rate your current mental health?



There was a direct correlation between poor physical health and poor mental health.



of respondents rated their mental health as poor or very poor.



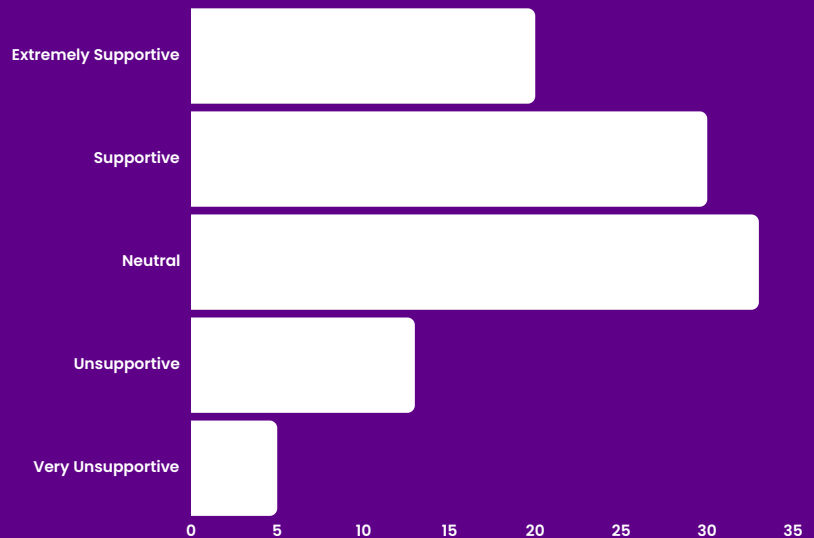
of those rated their mental health between fair and very poor.

Company Support

50% of respondents stated that their workplace is supportive in terms of mental health. However the majority said that their workplace was 'neutral'.

Candidates that rated their workplace as unsupportive were **50%** more likely to move jobs within 6 months.

How supportive is your workplace in terms of mental health?



34% of employees said that their influence to stay at a company would be impacted by the availability of more mental health and well-being resources.

53%

of respondents have access to mental health resources at their workplace.

However, only

6%

actually use those resources.

Stress

in the Workplace

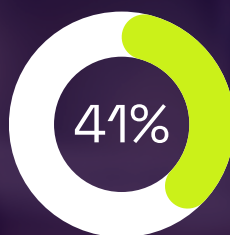
In today's fast-paced environment, workplace stress has become an important concern for both employees and companies, which can result in a negative impact on productivity, physical and mental wellbeing and overall job satisfaction.

Only **22%** of respondents rarely experience stress at work and **64%** feel overwhelmed by their workload.

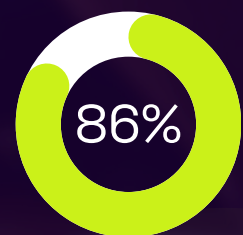
Out of the employees with poor to very poor mental health



Experience at least some stress at work.



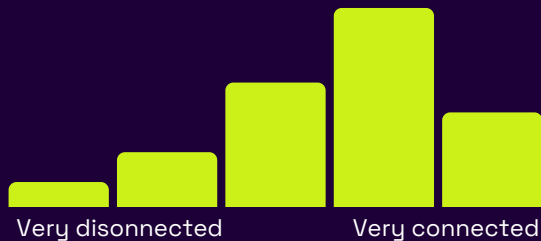
Feel stressed all the time.



Have experienced increased anxiety due to recent layoffs in the tech industry

Stress in the Workplace

How connected do you feel with your colleagues?



How often are you able to partake in social activities with your colleagues?

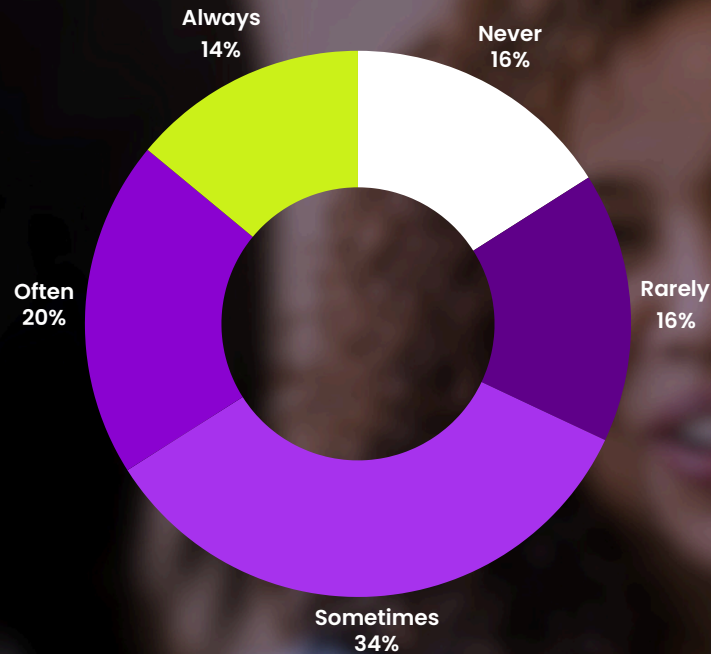


Despite spending a large amount of time with colleagues, partaking in social activities outside of work can help employees feel more comfortable and content at work.

94%

of respondents that take part in regular social activities with co-workers felt well connected with their colleagues and experiences less stress in the workspace.

Career Support



We asked...

Does your company provide sufficient opportunities for professional growth?

Only 34% of respondents felt that they regularly feel that they are provided with opportunities to grow their career and within the workplace.

32%

Rarely or never receive constructive feedback from their manager. However, in terms of appraisal

66%

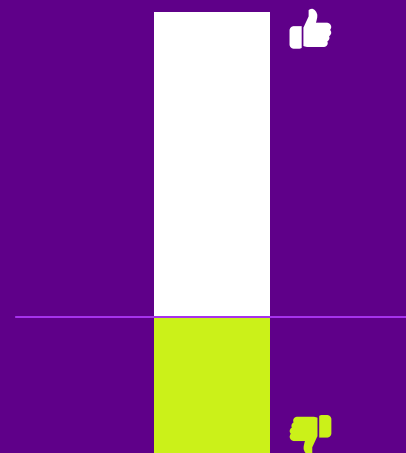
felt that their company recognises and rewards their contributions.

Artificial Intelligence

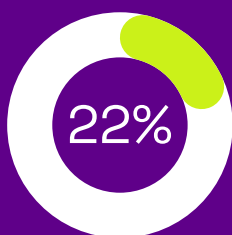
The advancements of Artificial Intelligence (AI) is reshaping the tech industry, having a big influence on both productivity and innovation. By taking over mundane jobs, the implementation of AI allows teams to focus on higher-value work that requires creativity, emotional intelligence, and complex decision-making which can ultimately reduce stresses over workload. However the growing presence of AI can also bring challenges, specifically concerns over job security, being replaced and increased job performance expectations.

48% of respondents believed AI will have a positive impact on their role in the next few years.

Only 19% of the candidates thought that AI will impact them negatively in the workplace and 33% don't think AI will affect them in any regard.



Have improvements in AI and the thought of being replaced by a computer negatively impacted your mental health?



Have had their mental health affected.



Have not had their mental health affected.



Are not concerned at all about being replaced by AI.

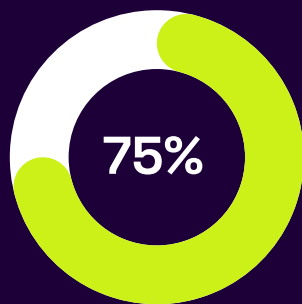


WELLBEING

HR Perspective

HR Perspective

To gain a better overall understanding of how important the wellbeing of employees is to an employer, we set up an additional survey to target what companies believe they offer to ensure a healthier workspace.



75% of respondents said their company provides a formal wellbeing programme, of which has been around for 3 or more years.



100% of those programmes cover Mental health, Physical health and Professional Development.



100% offer mental and wellbeing education as part of their company's onboarding process for new starters.



However, only 25% offer this as a comprehensive part of their onboarding process.

33% of respondents agree that enhancing mental health and well-being initiatives would have a positive impact on employee retention.

HR Perspective

Challenges companies face in promoting employee wellbeing.

Most employers found that a lack of resources inhibited them from offering more wellbeing benefits, as well as high stress levels throughout the Tech industry.



67% of respondents say that their company will be introducing new wellbeing initiatives or at least expanding their current wellbeing programmes in the future.

Additional resources

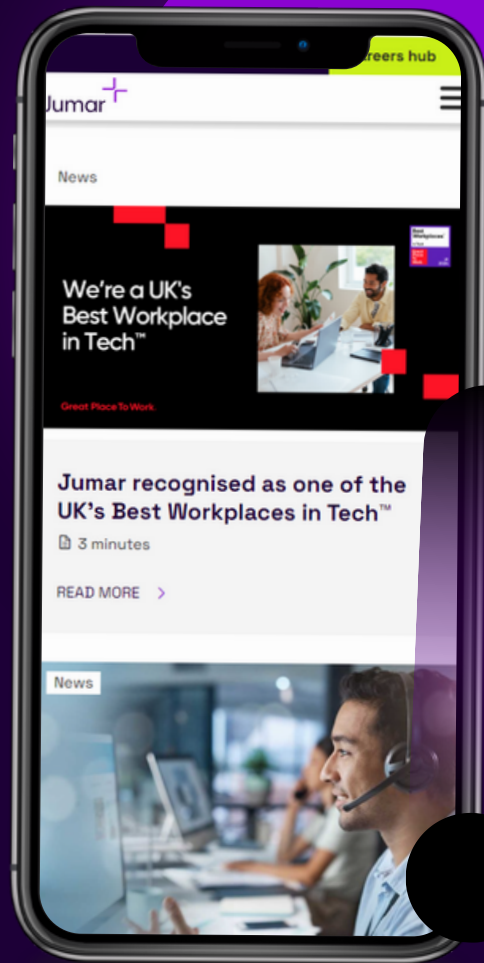
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