

How employees are feeling right now

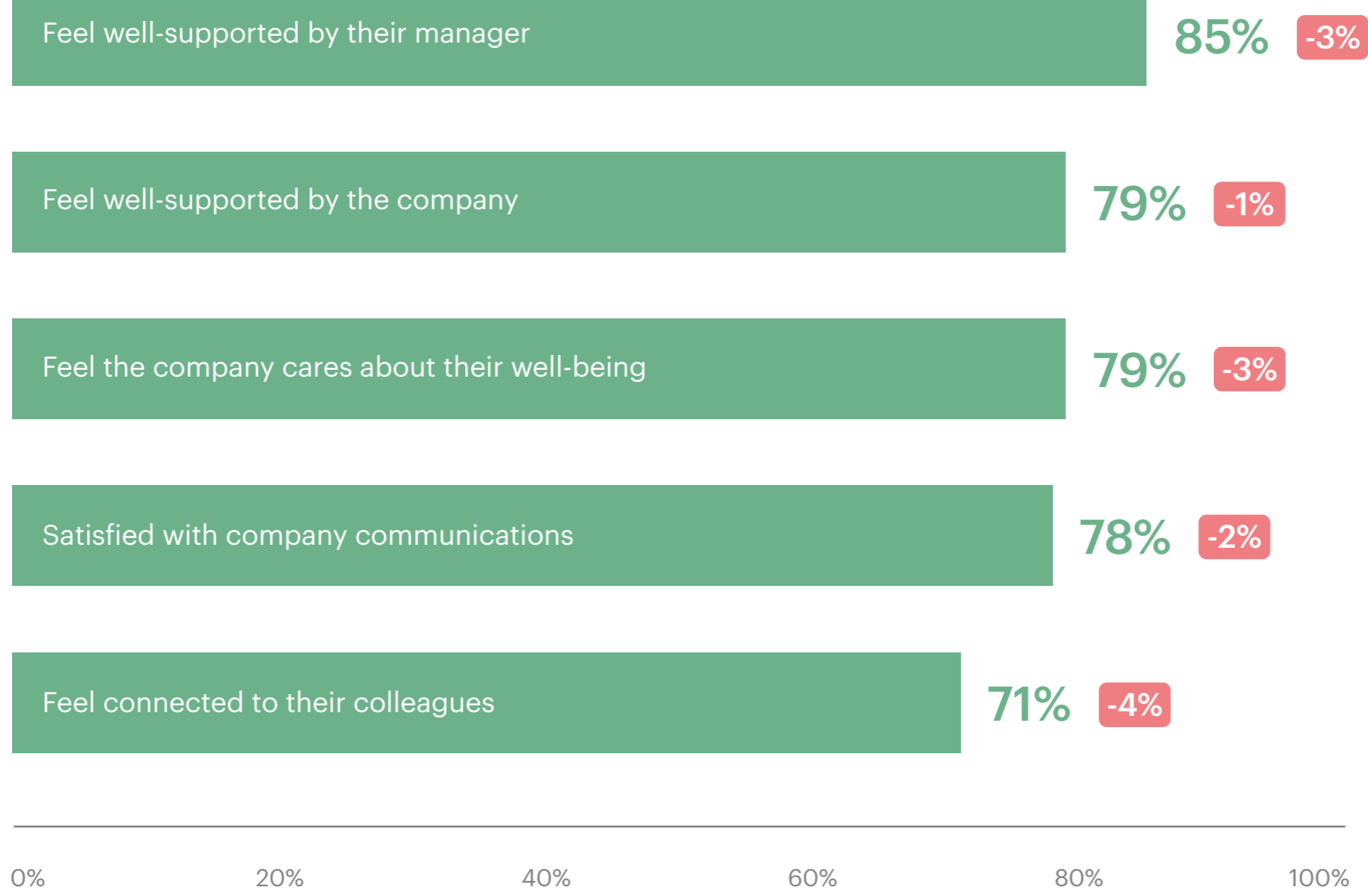
Data-driven insights during COVID-19

Each month, Glint releases new aggregated data showing current trends and insights about how employees are feeling, so organizations can respond and support their workforce in the wake of COVID-19.

For our August report, we looked at the impact of furloughs and layoffs on the employees who remain. We also examined employees' perspectives on job security.

Scores on survey questions that measure employee distress continue to slide from highs earlier in the pandemic. The largest monthly change occurred in employees' sense of connection, prolonging the trend we highlighted in July.

Employee Distress Trends



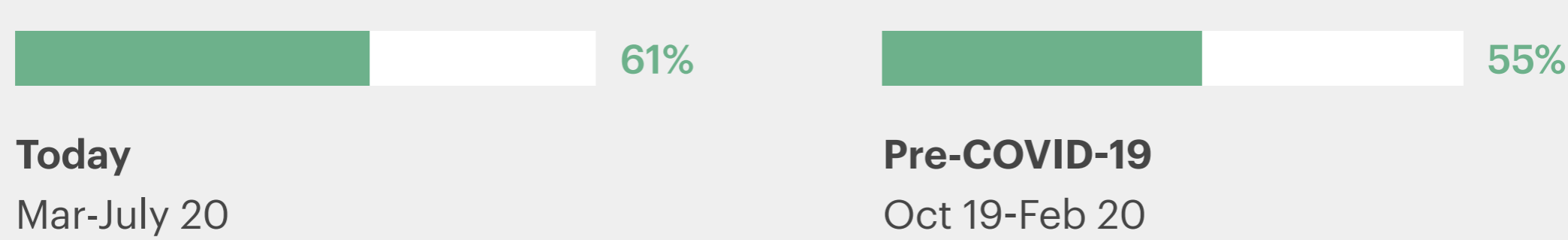
Percent of people who responded favorably
 Note: Items represented by fewer than 20 companies are excluded. Date range is 6/19/20 - 7/31/20.

Job security

Since the pandemic's onset, employees expressed the highest level of concern for their job security in May. Their nerves have since calmed, with negative employee sentiment of job security dropping in June and July.

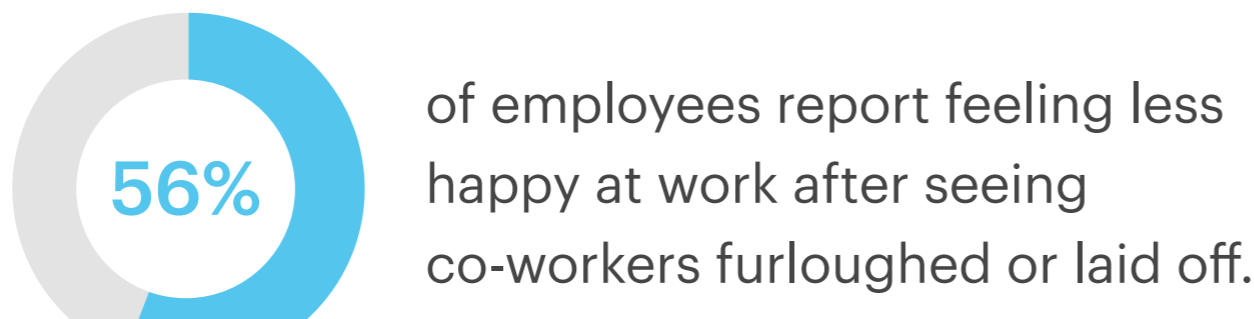
But employees' confidence in their job security has not returned to pre-pandemic levels.

Employees are less interested in looking for a new job:

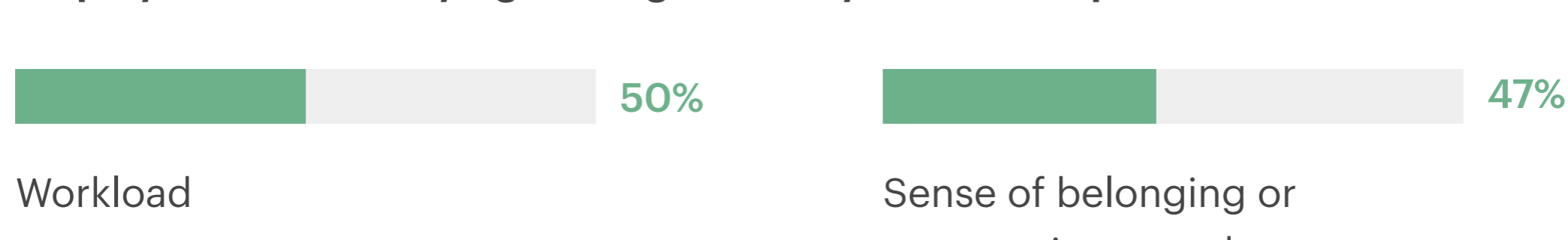


Layoffs

As employees see their co-workers furloughed or laid off, their **happiness at work declines**.



Employees are also saying furloughs and layoffs have impacted their:



Note: Percent reporting a negative impact.

49% of respondents have a co-worker who has been furloughed or laid off since the onset of the COVID-19 pandemic.

Industry insights
Recreation & Travel has felt the greatest impact.

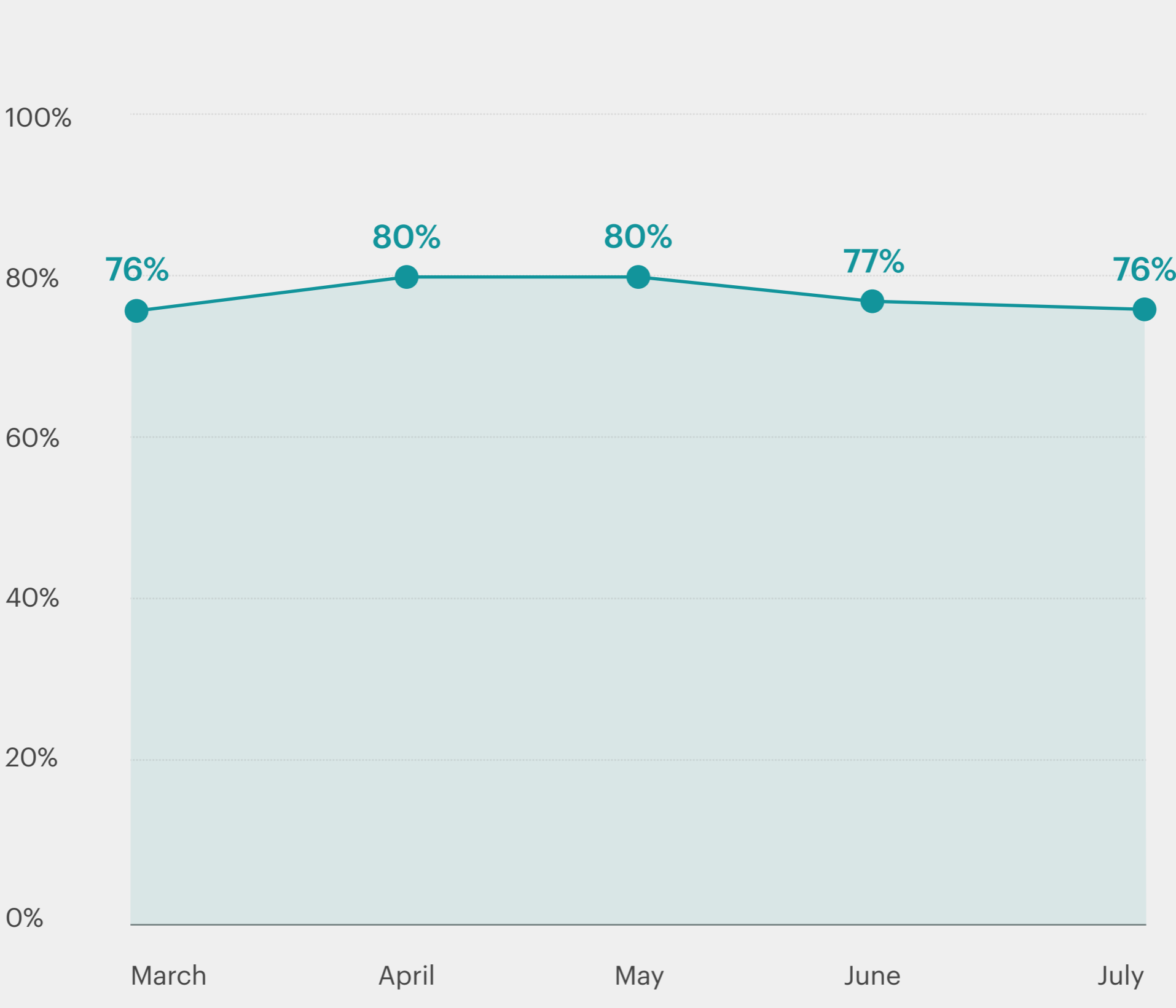
4 out of 5 employees have a co-worker who has been furloughed or laid off.

Finance has felt the least impact.

1 out of 3 employees have a co-worker who has been furloughed or laid off.

Happiness at work

Overall happiness at work rose at the beginning of the pandemic, when organizations responded quickly to employees' new needs. We're now seeing employees' happiness at work plateau or drop as the pandemic persists.



Since launching distress-related surveys in March 2020, Glint has collected 7 million data points via surveys to employees on how companies are responding to COVID-19.

Visit glintinc.com/buildthenewworldofwork for more resources as you respond, recover, and reimagine the workplace.