

BENEFITS & BEYOND

Five benefits trend realities



Shatter common workplace benefits perceptions and create fresh realities for the modern workforce. Start with these trends that Prudential uncovered in our eye-opening Benefits & Beyond study.

Perception #1: Evaluating benefits programs requires an army of decision-makers.

Reality:
Smaller but specialized is better, backed by the expertise of internal and external partners.

60% OF EMPLOYERS anticipate growth or specialization of their HR team.

Perception #2: Employees dread it when their coworkers go out on leaves of absence.

Reality:
Employees are open to the opportunities that coworker leaves provide.

Employees who get additional training on a coworker's job are

1.6x MORE LIKELY to report increased personal development.

Perception #3: Employee assistance programs offer enough to help employees manage their behavioral health.

Reality:
Employees want more mental health resources from their employer.

Employees with mental health resources beyond EAP are

2x MORE LIKELY to rate benefits above average.

Perception #4: Rising costs mean benefit cuts or passing the cost to employees.

Reality:
Supplemental health insurance and plan choice or tiered benefits are cost effective.

Employee interest **INCREASES** when told supplemental health insurance can pay beyond what medical insurance covers.

Perception #5: Employers do a great job tailoring benefits communications for different employee segments.

Reality:
All five generations of employees in the work force say there's room to better personalize communications for their own situation.

Employees who are happy with personalized benefits communications are

MORE LIKELY TO:

2.2x Report high satisfaction with benefits

Find out more about these benefits perceptions and realities in Benefits & Beyond.

For more information, please contact your Prudential Representative.