

# EMPLOYEE ENGAGEMENT OUTLOOK: Life Sciences

The Life Sciences industry includes the fields of biotechnology, pharmaceuticals, biomedical technologies, life systems technologies, nutraceuticals, cosmeceuticals, food processing, environmental, biomedical devices, and organizations and institutions that devote the majority of their efforts in the various stages of research, development, technology transfer and commercialization. The industry faces several challenges with spending and overtreatment being two key areas of concern. The industry has a 13.2% global average turnover rate as of Q1 2019.

- Pharmaceuticals
- Biotechnology
- Biomedical devices
- Environmental
- Nutraceuticals
- Biomedical technologies
- Food processing
- Cosmeceuticals
- Life systems technologies

## Industry Turnover

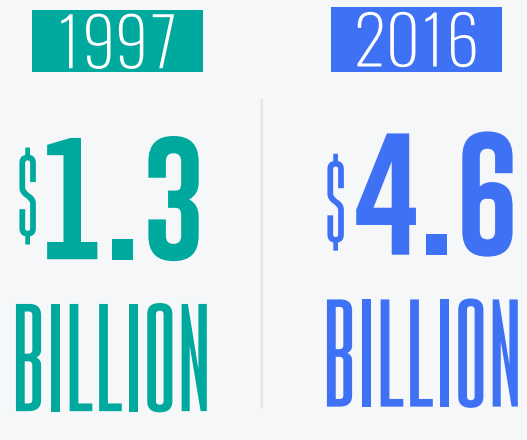
# 13.2%

Global average voluntary turnover in life sciences on a trailing 12-month basis among life sciences companies (up from 12.8% in Q4 2018).

## Industry Challenges

### Spending

Healthcare spending continues to cause challenges across all health sectors. Spending in the US hit \$3.3 trillion (17.8 percent of the GDP) in 2016. In fact, expenditures on drug advertisements have quadrupled since 2000. From administrative burdens and low-value care to overtreatment and archaic payment mechanisms, there is a significant amount of waste in the system.



### Overtreatment

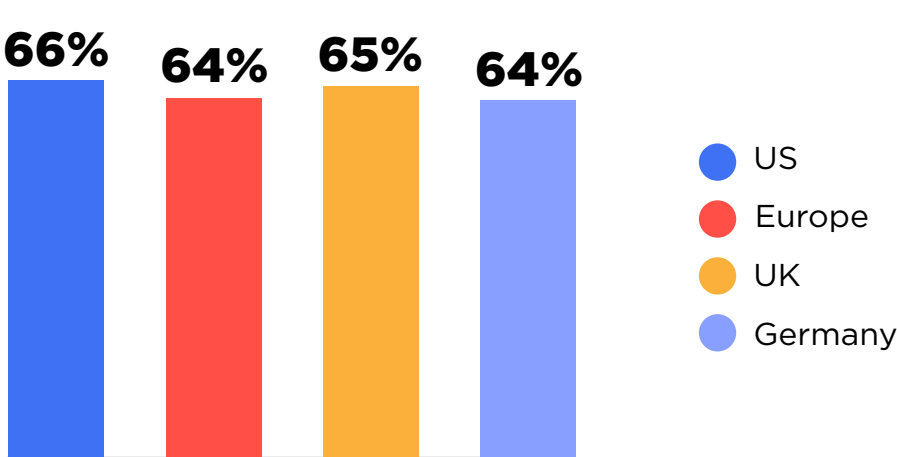
64% of physicians believe that 15%-30% of medical care is not needed according to a Johns Hopkins University survey of 1,206 physician-members of the American Medical Association. On average, the response from physicians was that 20.6 percent of overall medical care is unnecessary, including 24.9 percent of tests, 22 percent of prescription medications and 11.1 percent of procedures.

## Employee Engagement

On average, two-thirds of employees are positively engaged at work. Employees in the United States, and those working in biotechnology and medical devices are the most engaged, whereas employees in Asia Pacific countries have lower than average engagement levels, as do employees at pharmaceutical and contract research organizations (CROs).

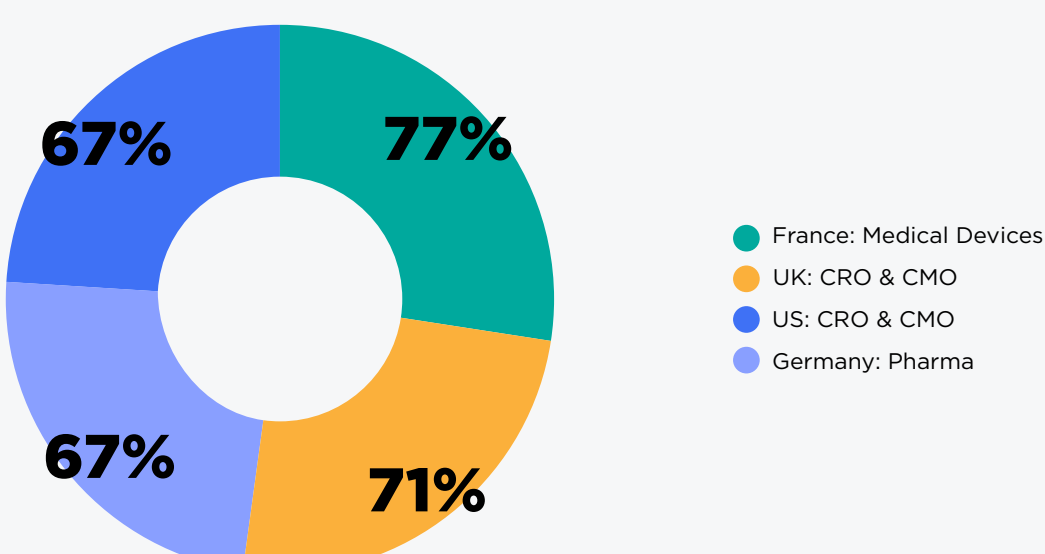
### Engagement by Country

Globally, employees in the USA life sciences industry are the most engaged.

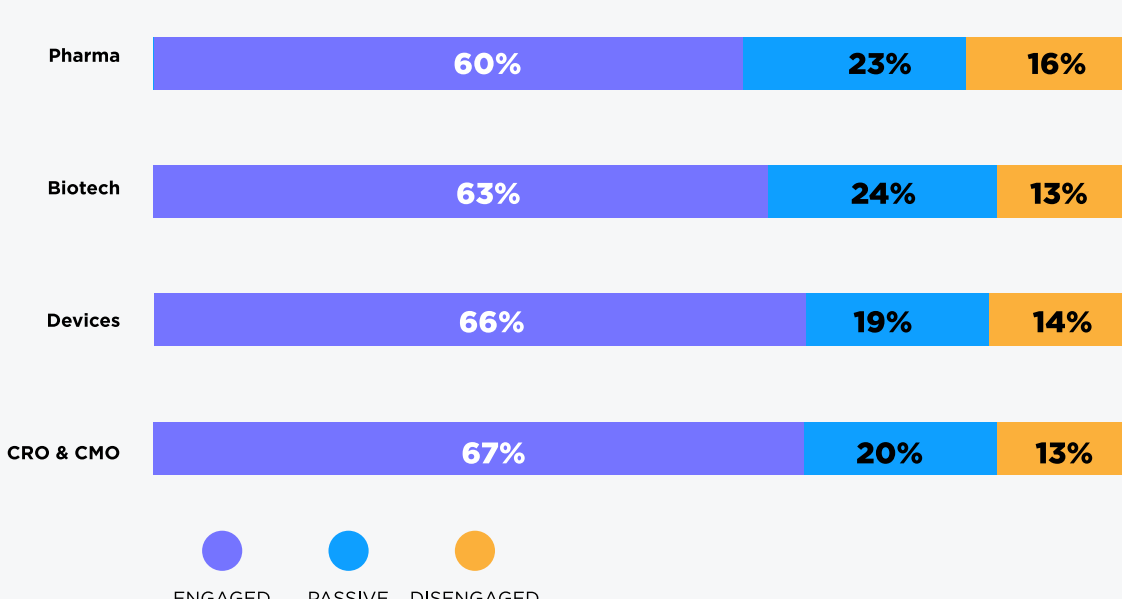


ProClinical/Staff Science Life Sciences Employee Engagement Report

### Engagement by Company Type



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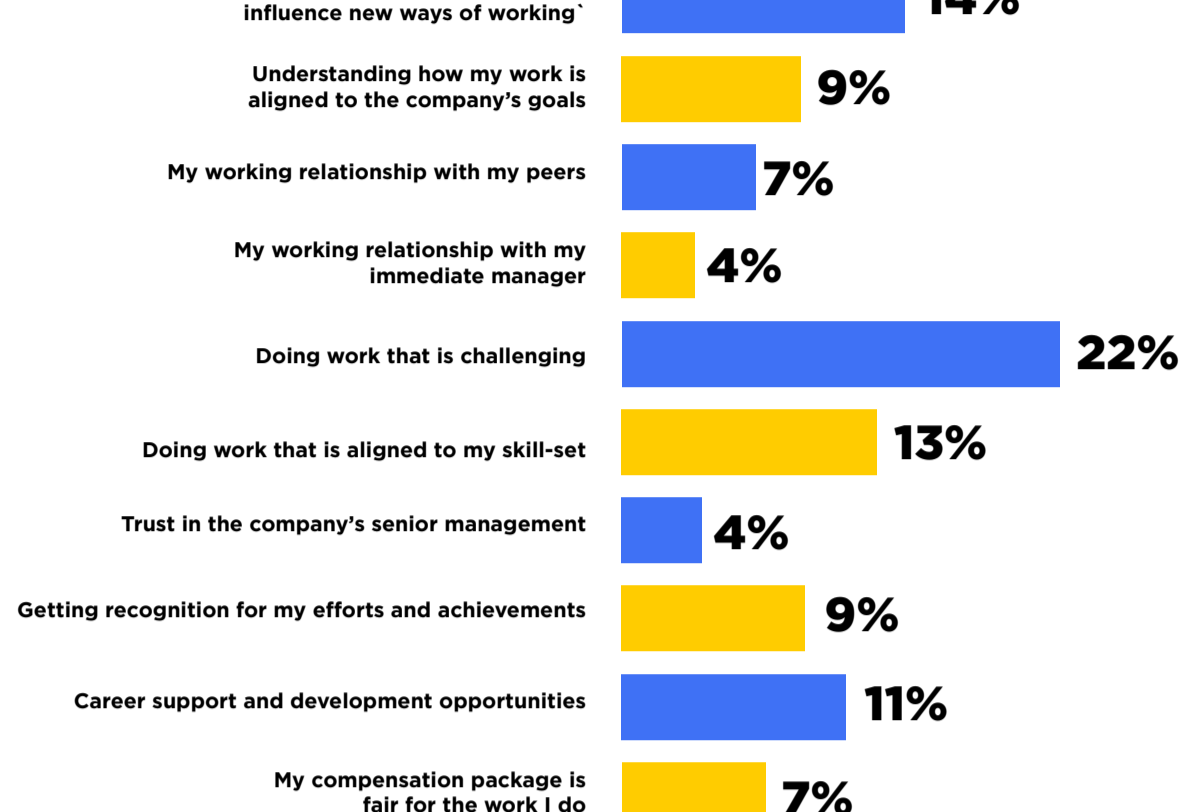


ProClinical Life Sciences Employee Engagement Report 2018

Only 56% of surveyed employees in life sciences say they are satisfied at work overall versus 70% for all sectors.

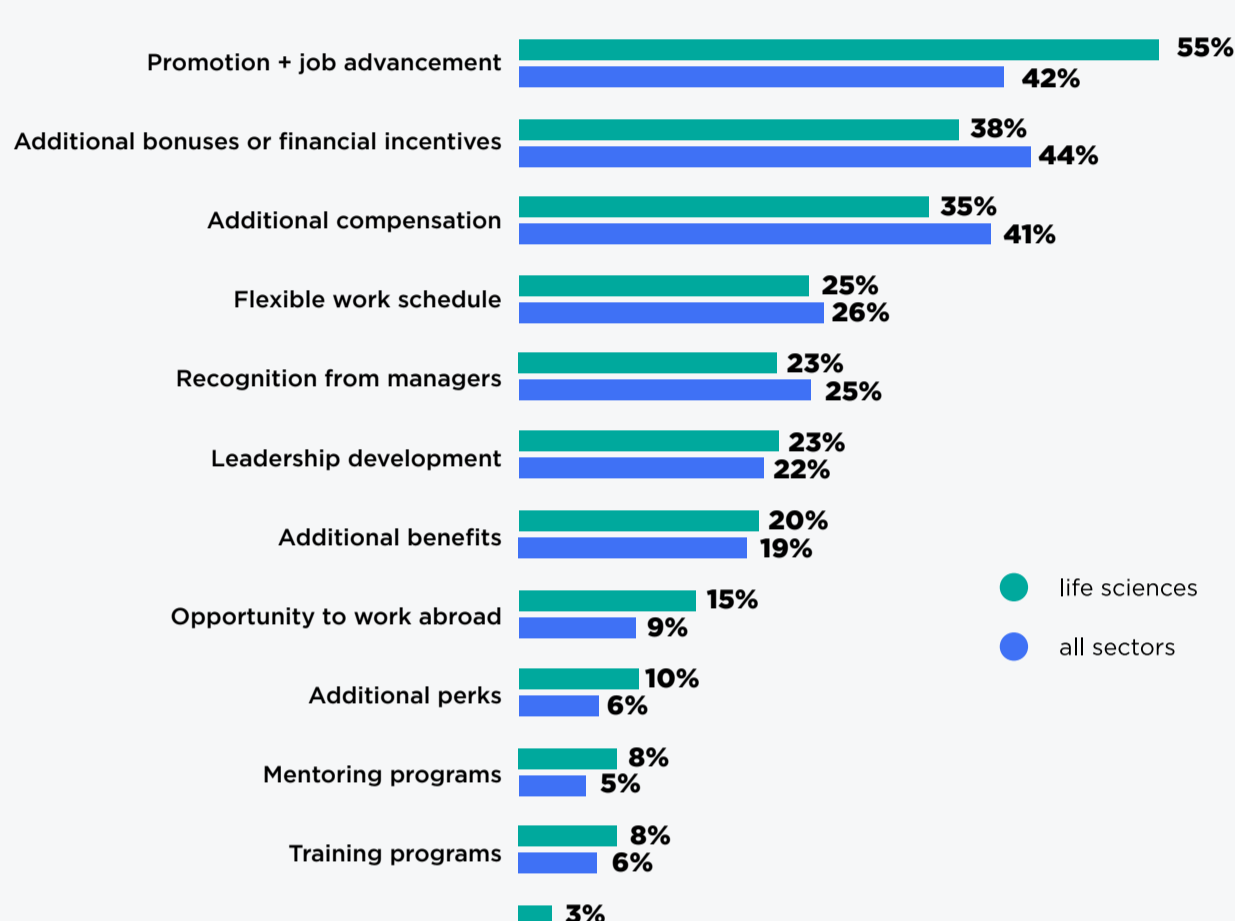
## What Influences Engagement?

A 2018 study by ProClinical found that life sciences companies were good at giving their employees recognition for their efforts and achievements (57%) which was one of the top 5 motivators, although there is certainly opportunity here to make employees feel more valued. Also, career support and development opportunities were reported as a relatively significant influencer (11%) yet only 46% of employees said that they received adequate opportunities at their current company.



ProClinical/Staff Science Life Sciences Employee Engagement Report

## Incentives that keep life sciences employees with their current employer

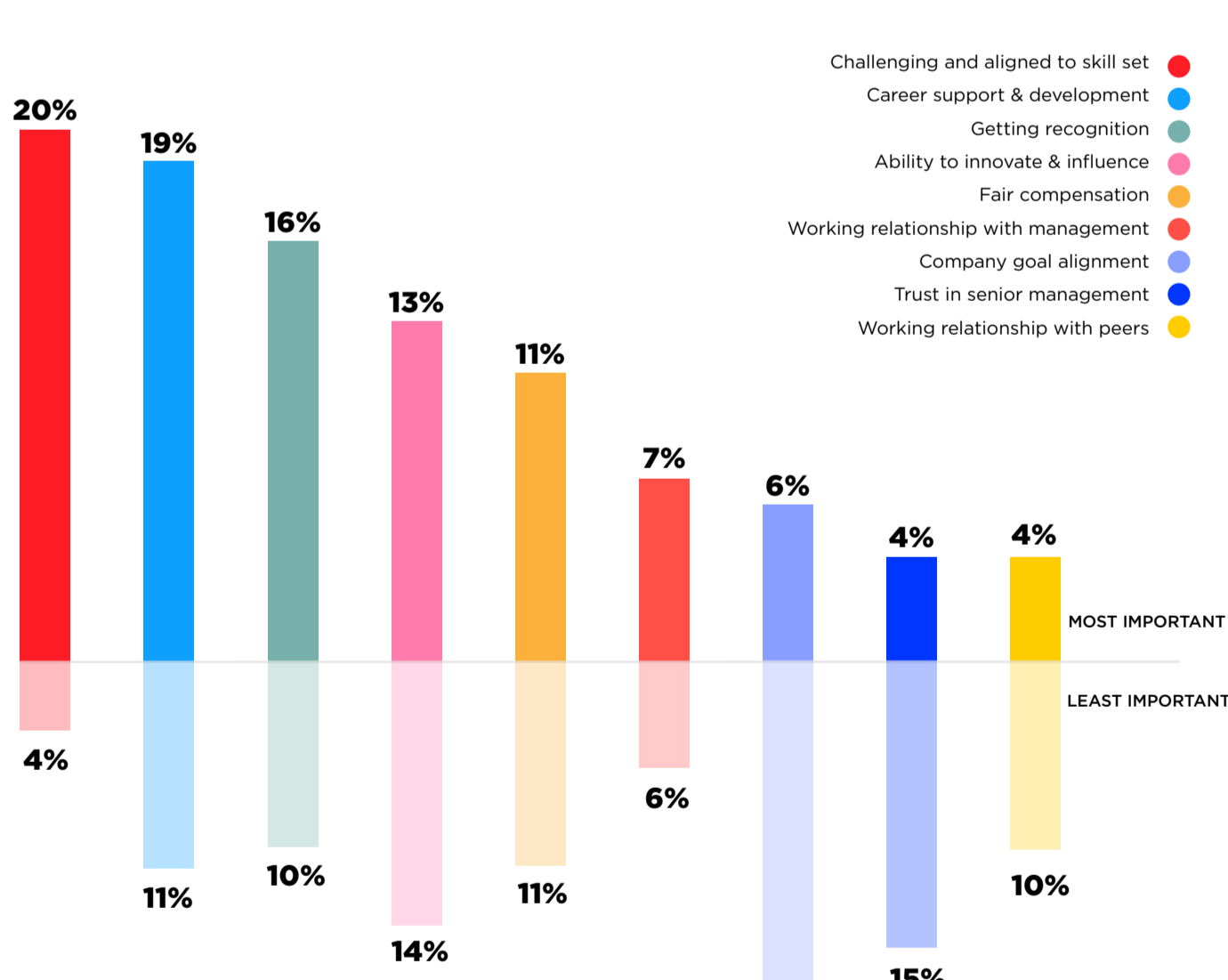


Deloitte Talent 2020: Life Sciences

## Recognition: A Key Driver of Engagement

ONE QUARTER OF EMPLOYEES SAY RECOGNITION FROM MANAGERS WOULD INCENTIVIZE THEM TO STAY WITH THEIR CURRENT EMPLOYERS.

## Most & Least Important Factors in Determining Engagement Level

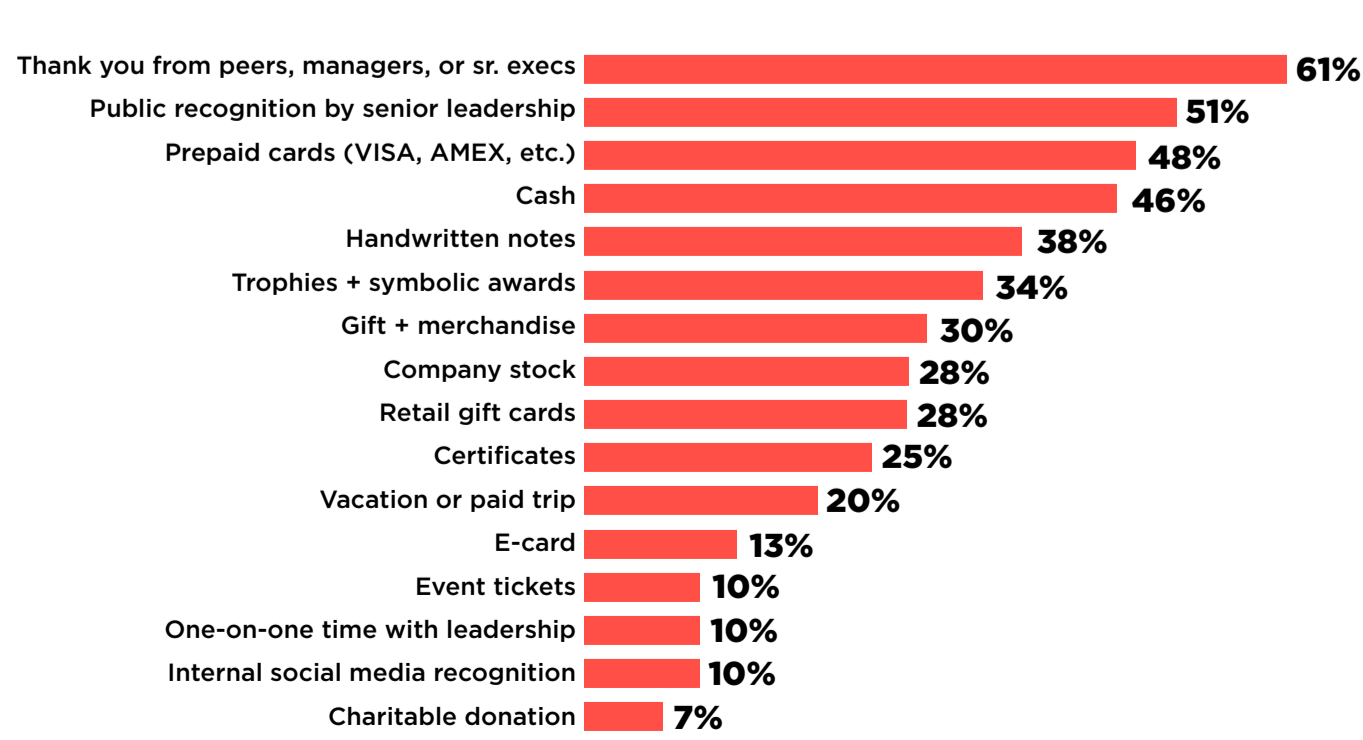


ProClinical/Staff Science Life Sciences Employee Engagement Report

## 'Thank You' is a powerful tool.

A 2016 AON Radford Talent Pulse survey examined recognition vehicles used as part of its Life Sciences Sector Employee Engagement & Recognition Practices series and found that monetary rewards are appreciated, but the meaning behind them is just as important.

## Recognition Vehicles Used



Radford Talent Pulse 2016