

# The State of Employee Burnout



**52%**  
of U.S. office workers say they are stressed at work on a day-to-day basis.



**60%**  
report that work-related pressure has increased in the past five years.



**95%**  
of HR leaders blame employee burnout for the inability to retain staff.



**46%**  
say employee burnout is responsible for up to half of workforce turnover.



Up to **\$190 billion** in U.S. healthcare costs

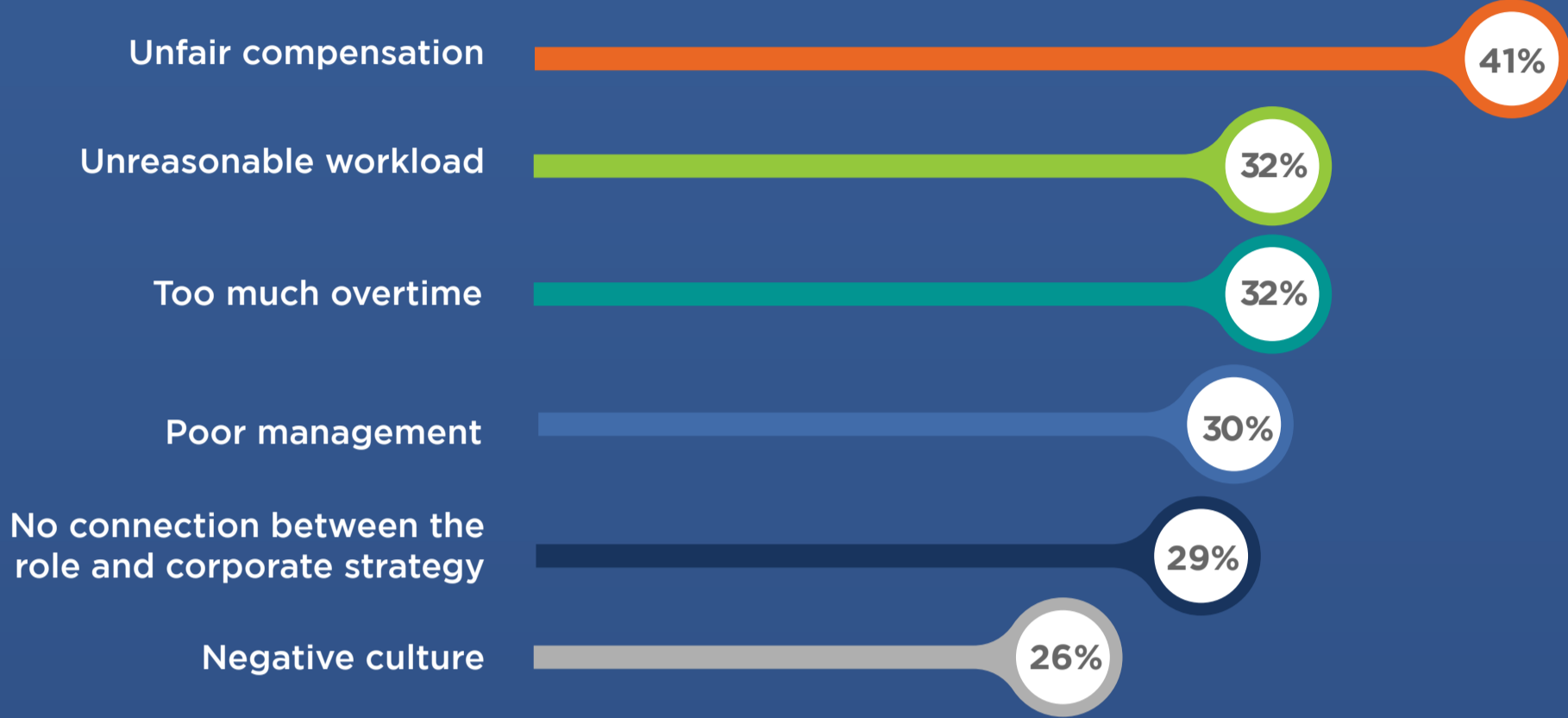


and **120,000 deaths** each year are attributed to workplace stress

Sources: Accountemps survey, 2017; Stanford University Graduate School of Business meta-analysis, 2015

## Top Reasons for Burnout Cited by HR Leaders

Source: Kronos Inc. and Future Workplace study, 2016



**54%** of employees ended 2016 with unused vacation days.

**1 in 5** employees work 60-plus hours a week

**28%** of employees miss three to six days of work each year due to stress



**47 hours** length of the average workweek for full-time U.S. employees.



**662 million** vacation days went unused in 2016.

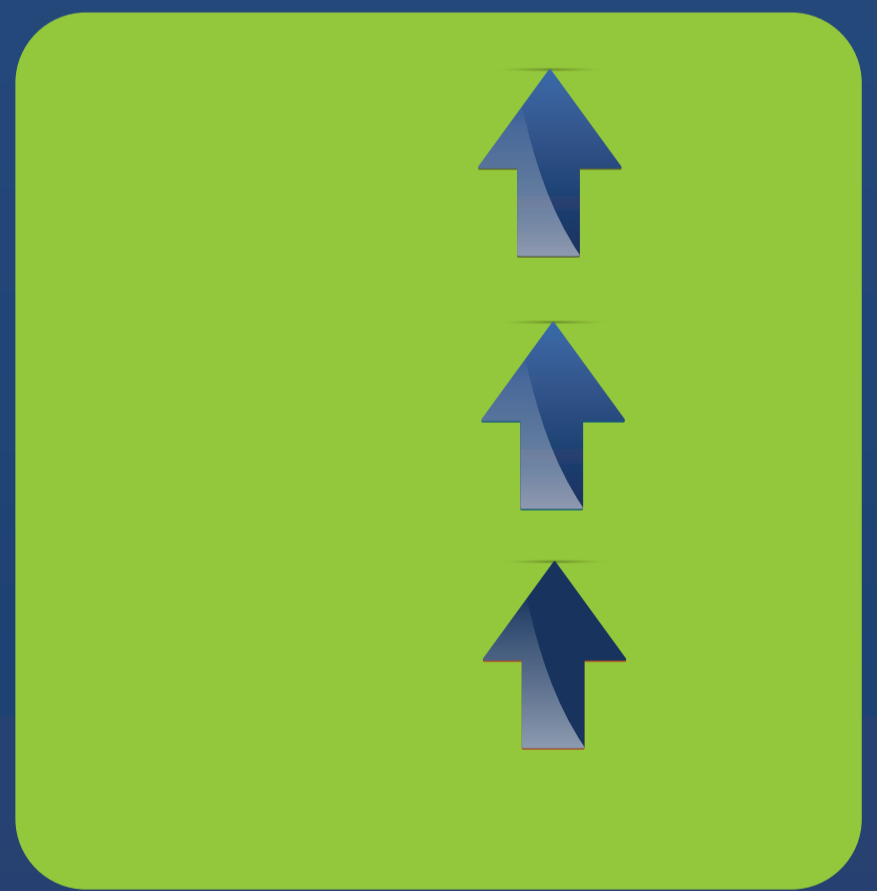
Source: The State of American Vacation 2017, Oxford Economics.

## The Signs of Stress

Source: CareerBuilder survey of U.S. employees, 2017



- Being tired all the time
- Sleepless nights
- Aches and pains
- High anxiety
- Weight gain
- Inability to keep things straight
- Anger issues at work
- Depression



## Employee Assistance Program Calls Between 2012 and 2022

Source: Workplace Options global study,

## Top 5 Contributors to Employee Satisfaction

- 1 Respectful treatment
- 2 Compensation
- 3 Trust between employees and senior management
- 4 Job security
- 5 Opportunities to use skills and abilities

## Society for Human Resource Management 2017 Employee Job Satisfaction and Engagement research report.



**1 in 3**

U.S. workers are engaged in their workplace.



**3 in 10**

have the materials and equipment they need to do their work right.



**3 in 10**

strongly agree that their opinions seem to count at work.



**1 in 5**

say their performance is managed in a way that motivates them to do outstanding work.



**3 in 10**

feel strongly that they have received recognition or praise for doing good work in the past seven days.



**2 in 10**

strongly agree that they have a best friend at work.

Source: State of the American Workplace report, Gallup Inc.,