

# Financial Wellbeing

## Why companies need to do more than pay decent salaries when it comes to the financial feel-good factor

First the good news: More than three quarters of employees in Germany consider themselves fairly and adequately paid. Now the not so good news: One in three employees says that financial worries affects their performance, ranging from difficulty to concentrate to absenteeism. Which options are available to employers to minimize such interferences to their company? Especially considering that employees are generally happy with their financial compensation.

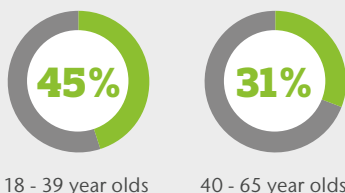
### SURVEY

The survey conducted by Aon together with Statista covered 2,000 employees in Germany and provides a representative opinion.

Set up a meeting with us to learn more about the survey results and the implications for your company.

### Why is employees' financial wellbeing important?

#### Financial concerns affect my performance



Financial wellbeing has a major impact on performance. More than one in three employees (37 percent) reports that financial worries affects them. Among the younger employees such concerns affect almost every other employee.

When asked about the effects, it is quickly clear that the concerns go far beyond finding solutions to private financial problems during working hours. The spectrum ranges from difficulty to concentrate (38 percent) and sleep disorders (49 percent) to serious health problems (25 percent) which also lead to absenteeism (11 percent).

### Assistance with retirement planning is particularly appreciated

#### Topics on which employees seek assistance

TOP 3



Planning for retirement and protection against personal risk are at the top of employees' wish lists when it comes to assistance from their employers. Employers can initiate actions to effectively improve their employees' work performance and satisfaction with their overall life situation. Such actions can include offering company pension plans, insurance programs and other fringe benefits tailored to the employees' specific needs.

The potential is huge, also because many employees feel that their employer's fringe benefits do not necessarily match their actual requirements (65 percent).

## Communication: Employees rarely feel well-informed



Employees ask for direction and assistance when making decisions on financial topics which they perceive as too complex and confusing.

Only one quarter (27 percent) of employees feels well-informed about the fringe benefits of their company, indicating a clear need for an improvement in communication. Better communication also increases the appreciation for the benefits offered. When asked about the type of communication, individual advice – especially among the younger generation – is most appreciated.

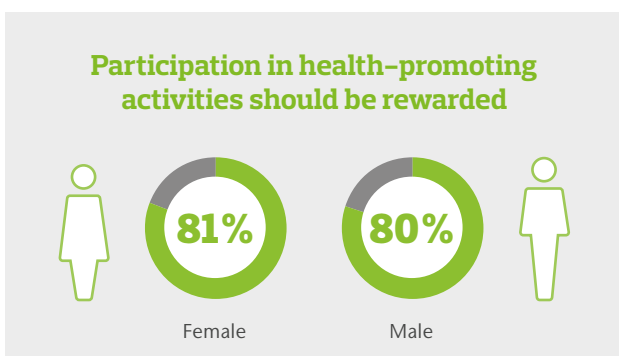
## The world without paper is emerging



Paper communication is seen as a thing of the past. Most employees (78 percent) feel that financial information does not need to be provided on paper. Even among older employees, the non-digital-natives, the clear majority can imagine doing without printed material altogether.

Although employees prefer the classic personal consultation as means of communication, a paperless digital form is deemed acceptable for providing accompanying information.

## Health: Rewarding preventive measures



Employees' health is not a private matter. Four of five employees (80 percent) expect their employer to reward them for participating in activities which improve their health. Even employees who need to retire early for health reasons, expect financial support from their employer (77 percent).

This illustrates the central role employers can play in a current megatrend. For many employees, health is their life essential. If they know to expect an attractive level of support, this will strengthen and positively influence their engagement with the company.

# CONCLUSION

The survey shows: When employees ponder over their current or a future employer, it is more than what is on the salary statement. Often the "little things" make the difference. It's high time for employers to tackle these topics.

Contact us  
to receive details on the survey.

Phone +49 40 3605-0 | [info.de@aon.com](mailto:info.de@aon.com)

Aon | Retirement Solutions  
[www.aon.de](http://www.aon.de)

**AON**  
Empower Results®