

Employee benefits new tool to retain talent, finds study

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Mumbai: While India has one of the largest talent pools in the world, around 65% employees here are worried about their family's financial security in the event of their premature death.

If employers address that concern, employees are more likely to stick to their jobs, reveals a new study. Interestingly, around half the employees in India are going to look for a new job in the next one year.

“Employee benefits are

turning out to be the new tool to retain talent globally,” said Maria R Morris, executive VP, global employee benefits, MetLife, one of the largest insurance companies in the US.

Indian employees want more and not a mere higher

salary from employers. A caring boss, work-life balance, secure savings and wellness are some of the broader value propositions that they are looking for, according to the PNB MetLife study, that covered around 2,500 employees and 320 employers.