

Quiet Quitting

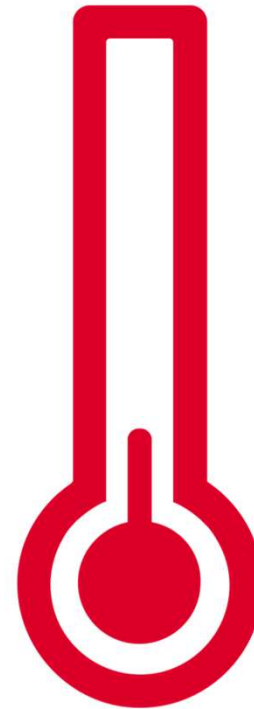
Today's Challenges & Tomorrow's
Solutions



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BIG PICTURE

Both **Quiet Quitting** and the **Great Resignation** are simply symptoms of **lower organizational commitment.**



79% of the global workforce is not engaged.

86% of Europe's workforce is not engaged.

67% of the Romanian workforce is not engaged.

51% of the Romanian workforce consider this is a good moment to find a new job.

39% of the Romanian workforce experienced significant stress on the day preceding the survey



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Source: State of Global Workplace Survey 2022 by Gallup

CHALLENGE

Organizational commitment and employee wellbeing have a mutually causal relationship.



OPPORTUNITY

If we **improve one of them**, we automatically **improve the other**.



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POLL

How does **your company** experience **lower organizational commitment**, if at all?



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INVESTIGATION

We set out to explore
the state of **Romanian wellbeing**
together with **D&D Research**.

Starea de bine a Românilor/The Wellbeing of Romanians, a study conducted by D7D Research for REGINA MARIA Private Health Network, Summer 2022

Sample 1: 1,050 respondents, professional active population in Romania, women & men, 22-60 y.o.

Sample 2: 1,206 respondents, Regina Maria Subscribers from 11 counties, women & men, 22-60 y.o.

01

Healthy lifestyle habits

02

Quality of life

03

Relationship between professional
and personal life

04

Psychological well-being at work

05

Attitudes & behaviors related to
psycho-emotional health



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FINDING #1

1.6x corporate employees feel that their professional life **negatively impacts** their personal life.

30%

of general population
respondents

49%

of corporate employees
respondents



FINDING #2

4x more corporate employees experienced difficulties triggered by psychological imbalances.

13%

of general population respondents

63%

of corporate employees respondents



FINDING #3

2.5x more corporate employees feel the need to discuss their problems with someone outside family and friends.

22%

of general population respondents

56%

of corporate employees respondents



FINDING #4

4x more corporate employees
have ever talked to
psychotherapist than the general
population.

11%

of general population
respondents

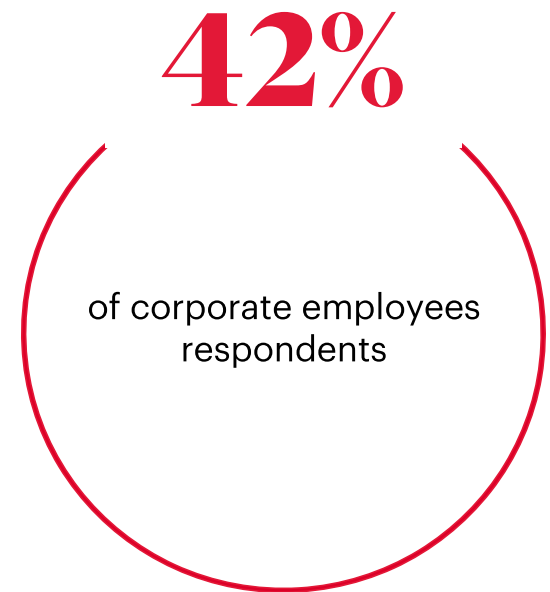
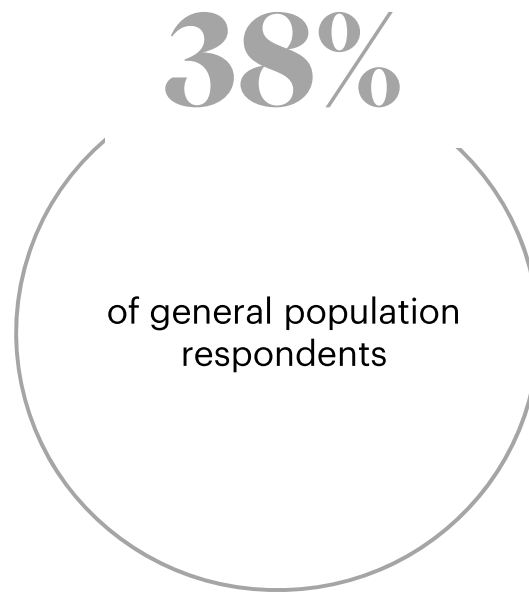
45%

of corporate employees
respondents



FINDING #5

Burnout symptoms are perceived at similar levels.



FINDING #6

Corporate employees are **more aware of** their psychological wellbeing.

98%

of general population respondents rated their psychological wellbeing as being OK or good.

70%

of corporate employees respondents rated their psychological wellbeing as OK and good.



CURRENT PRACTICE

When **looking at wellbeing**, companies usually focus on **three pillars**.



Awareness



Intervention



Prevention



POLL

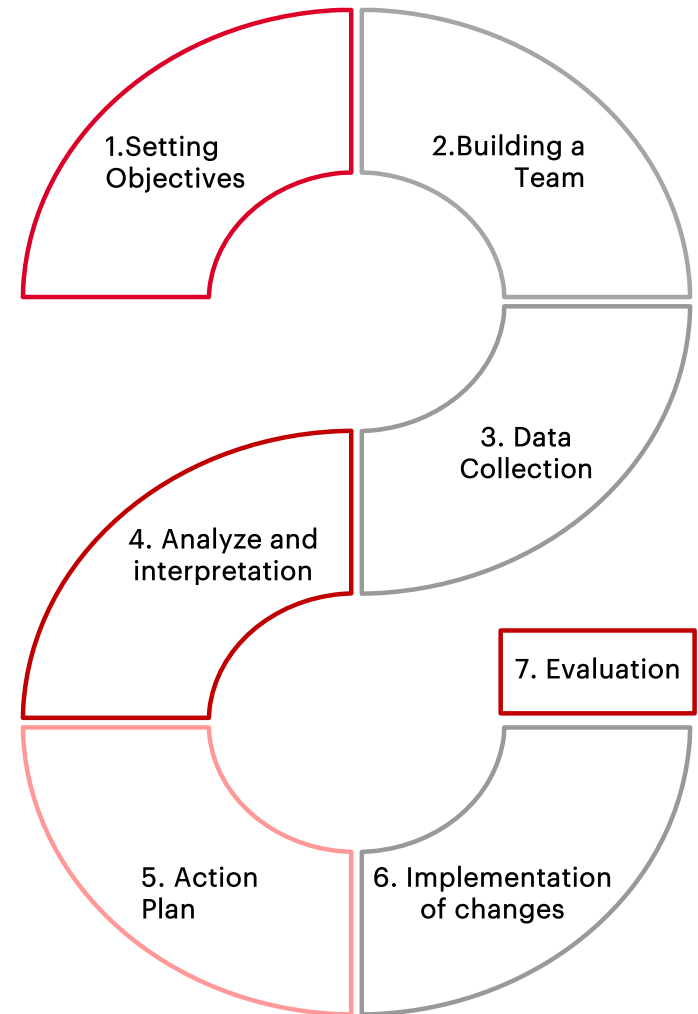
Which of the **three pillars** are **already implemented** in your organization?



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CURRENT PRACTICE

For **significant, long-term impact**, well-being programs should be run as a **continuously improving** process.



BEST PRACTICES

We have identified **6 success factors** for wellbeing programs.



Objectives



Metrics



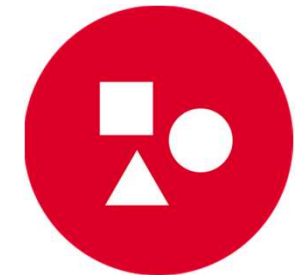
Steering
Committee



Branding



Continuity



Keep it simple!



The future of work is **employee wellbeing.**



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