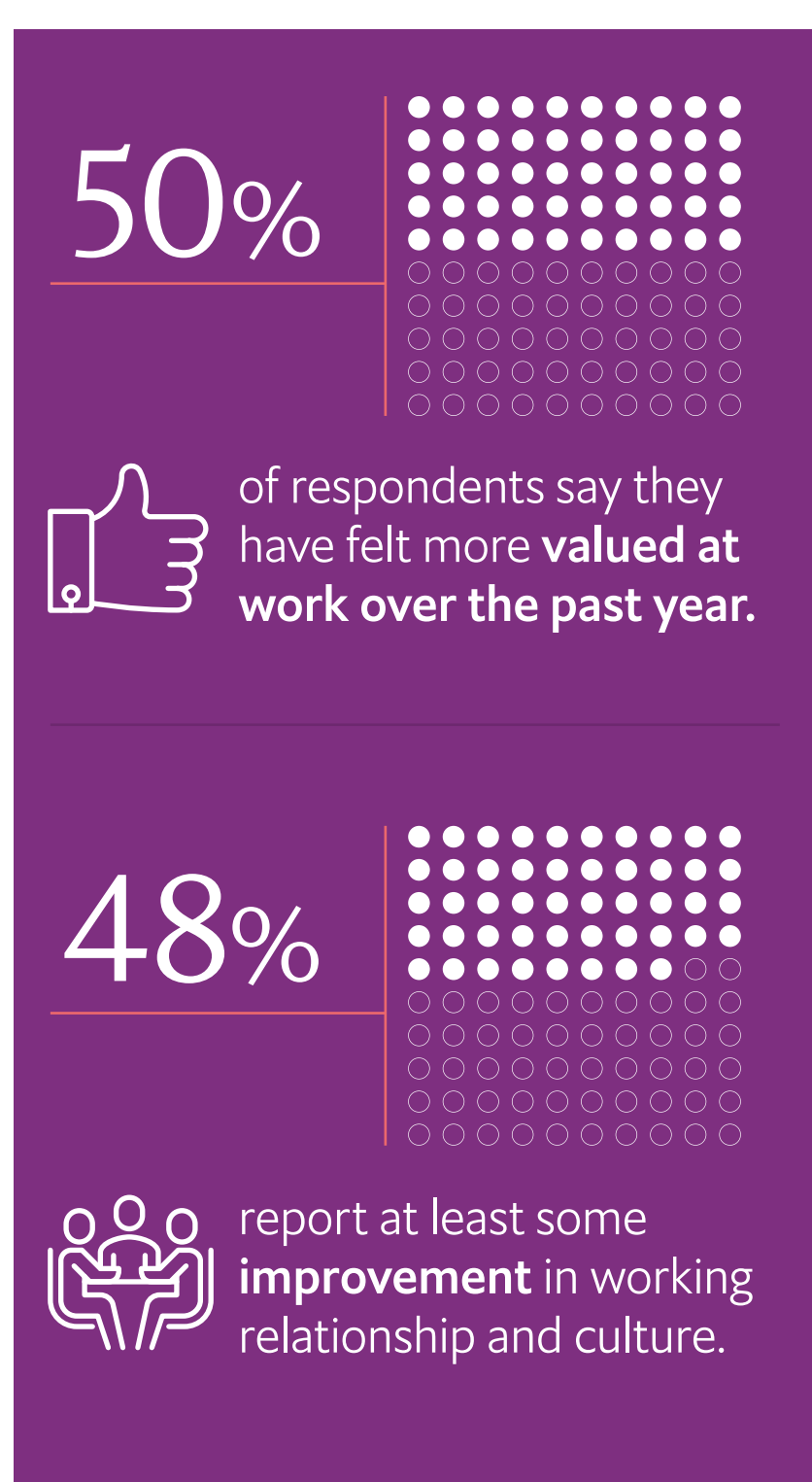


Prescribing for the future: The new work paradigm in US healthcare

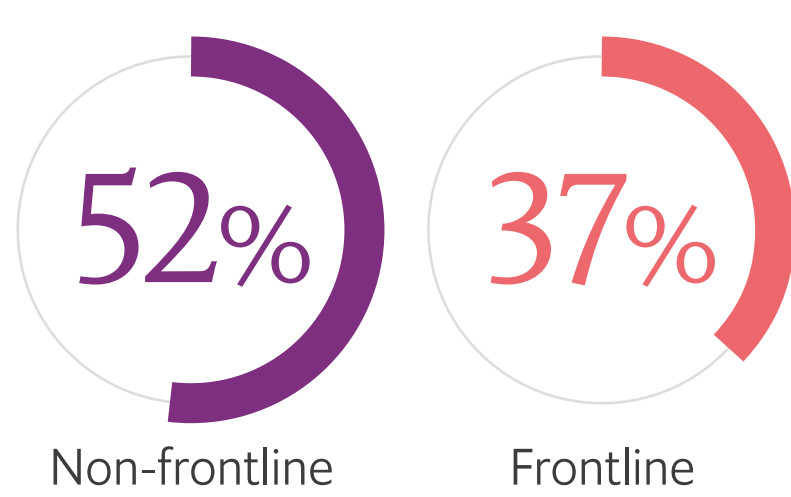


The covid-19 pandemic was truly disruptive, accelerating a new work paradigm within the US healthcare sector. A sector-wide survey involving more than 1,200 workers and executives reveals the impact of the pandemic on organizations and sheds light on ways employers can cultivate workers' sense of value.¹

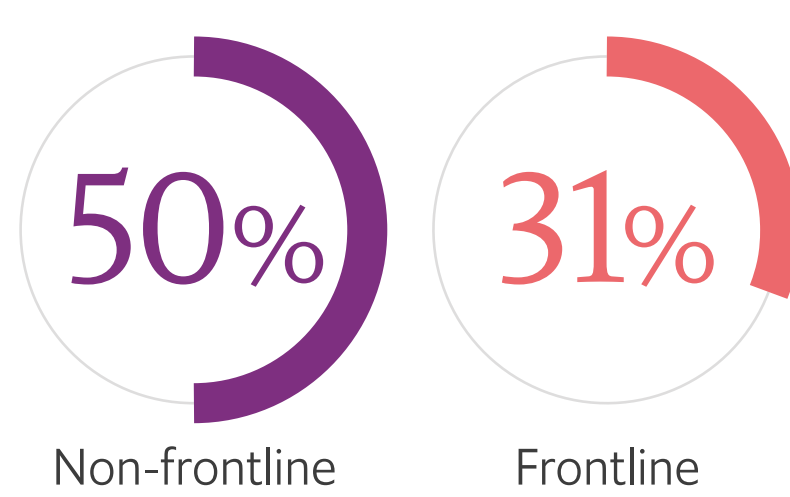
Although the overall workplace culture has improved over the past year, frontline workers tend to feel less valued than non-frontline workers.



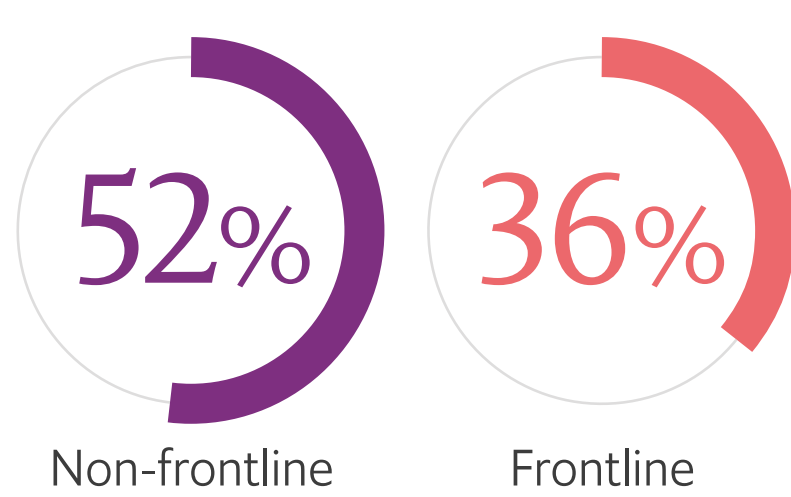
Workers feel respected:



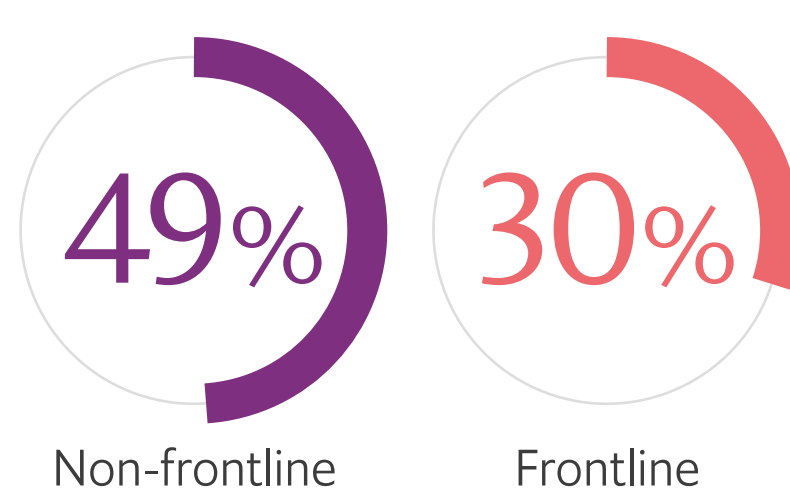
Workers feel valued:



Workers are free to express their opinions:

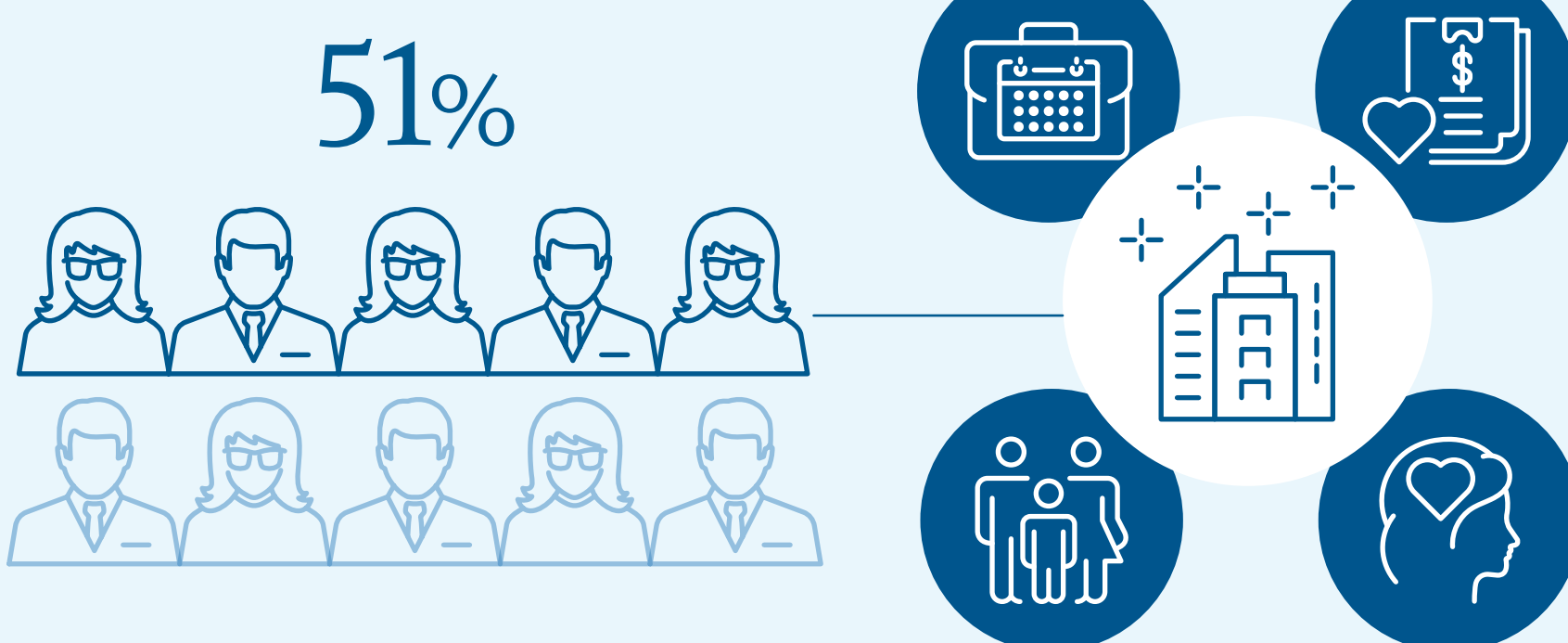


Workers' perspectives considered in broader company planning:



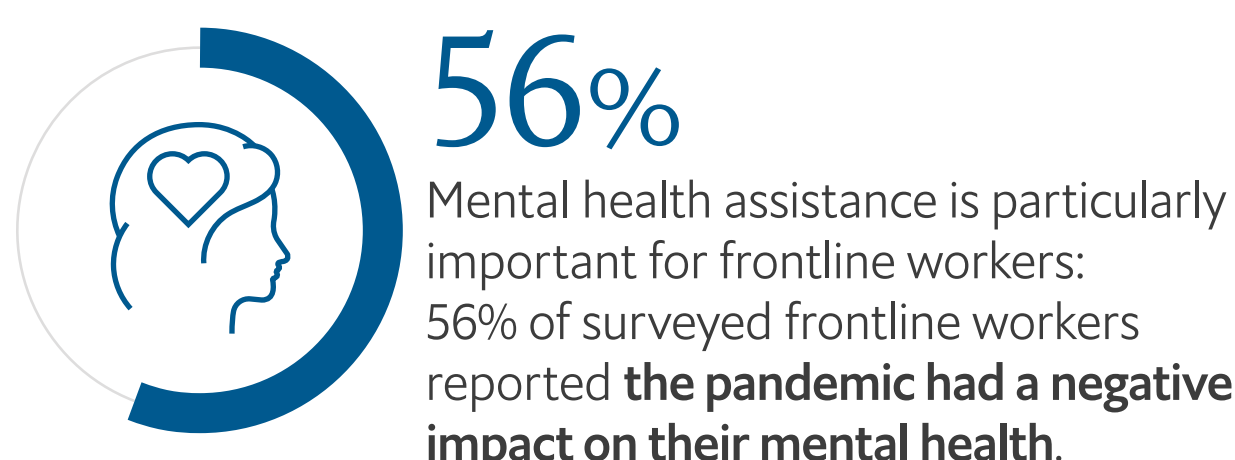
To reaffirm a sense of value amongst workers, benefits are increasingly paramount.

More than half (51%) of workers selected workplace benefits, including a strong retirement plan, financial wellness programmes, mental health support and childcare support, as most important to feeling valued.



“Financial health and mental health are really the two endemics after covid-19.”

Ms Sarasohn-Kahn,
Health Economist at THINK-Health



Remote work, along with arrangements offering greater time flexibility, provides another way to accommodate workers' needs and cultivate their sense of value.

67% Two-thirds (67%) of respondents said they either started or increased remote work during the pandemic.

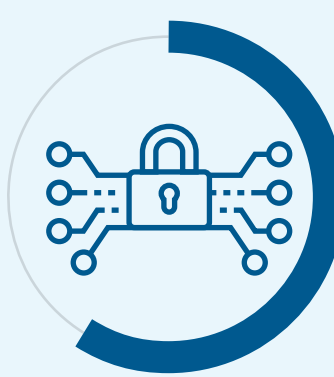


57% Of these people, 57% said that their productivity had improved and 71% said they would like to keep working remotely more than half the time.



As organisations look beyond the pandemic investing in their long-term success, it is important to ask how these priorities align with bringing value to workers.

Top 3 areas executives anticipate significant or moderate increases in investment over the next two to three years:



Source:

1. Unless otherwise indicated, data based on a survey of 1,091 healthcare workers and 153 healthcare executives conducted by Economist Impact (formerly The Economist Intelligence Unit) in November and December 2020 and sponsored by Prudential.

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