

# Tech Employee Experience Report 2023

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Final summary.

A person wearing a beige sweater is sitting at a wooden desk, typing on a silver laptop. The image has a blue overlay. On the left side, there is a white play button icon followed by the text "PURPOSE OF STUDY" in white capital letters.

# ► PURPOSE OF STUDY

# Why the Tech Employee Experience Report exists.

**It might sound obvious to ask, but do you know what the employee experience is? What impacts it so you can tell if it's a good or bad experience?**

From the moment an employee walks through your company's door until they close it for good, everything that employee sees, does, feels, learns and receives contributes to creating their employee experience.

With this in mind, the purpose of this study is to demonstrate that increasingly common arguments such as "they like what they do" or "they enjoy their day-to-day work" fall short when it comes to employee experience in the tech sector.

Employee experience is often associated with employee satisfaction, but it goes beyond that. This is why it is crucial for companies to take a strategic approach to improving the employee experience; not only to attract and retain talent, but to drive the growth of their organization.

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**This study seeks to demonstrate that the tech employee experience can be measured and that failure to do so prevents us from reaching the level of detail necessary to design actions that really impact people's experience.**

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# Employee Experience and Company Culture.

Culture is created and shaped by the people who form it and affects each and every area and activity of the organization. Having a good company culture is a fundamental pillar to create the best possible experience for your people.

But it is also so important for the development of any business that it is considered one of the most decisive factors in the success of a company.

**And how is success measured? Most commonly, by the profitability of the business itself and the experience it offers, both for employees and customers.**

x4

Companies with a good corporate culture **multiply their revenues** by 4.

Fuente: [Forbes](#).

27%

Having a good company culture **increases customer satisfaction** by 27%.

Fuente: [Harvard Business Review](#).

47%

A good company culture **reduces employee turnover** by 47%.

Fuente: [Mercer](#).

## The companies' DNA.

We could say that company culture is the DNA of any organization. A DNA of which we will analyze 8 factors that are representative of the employees' experience.

- + Job satisfaction
- + Corporate values
- + Work environment
- + Feedback and communication
- + Leadership and fellowship
- + Employee recognition
- + Professional development
- + Employee engagement

The type of culture that governs your company and the caliber of the employee experience will be defined by the metrics you obtain as results, which will help you make the best decisions to positively impact the culture and employee experience.

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To improve the employee experience and create a good company culture, it is essential to be aware that preserving the aforementioned factors must be part of the company's day-to-day operations.

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## Description of sample.

The study below shows a very broad view of how the employee experience is evolving in **technology companies and/or with digital teams and jobs** in 2023.



Anonymized data collected between March 2022 and February 2023 in the Naitled App. With comparison between March 2021 and February 2022, and, in some cases, March 2020 and February 2021.

## It's not just a matter of 8 factors.

Beyond the 8 representative employee experience factors we analyzed in this study, it is equally important to consider what converges within those aspects that offer additional visibility into what works and what doesn't within each of them.

For example, if we look at employee satisfaction, we can obtain a single result that gives an overview of the degree of employee satisfaction in the company. And that's not bad.

**But, suppose your employee satisfaction is not as high as you might expect, how could you work on improving it if you don't know what's not working as it should?**

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**The depth and detail of your metrics can turn the decisions you make 180 degrees. The more closely you analyze a problem, the sooner you can draw valuable conclusions that allow you to make the best decisions.**

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It is crucial that companies take a strategic, data-driven approach to improving the employee experience; not only to attract and retain talent, but to drive the growth of their organization.

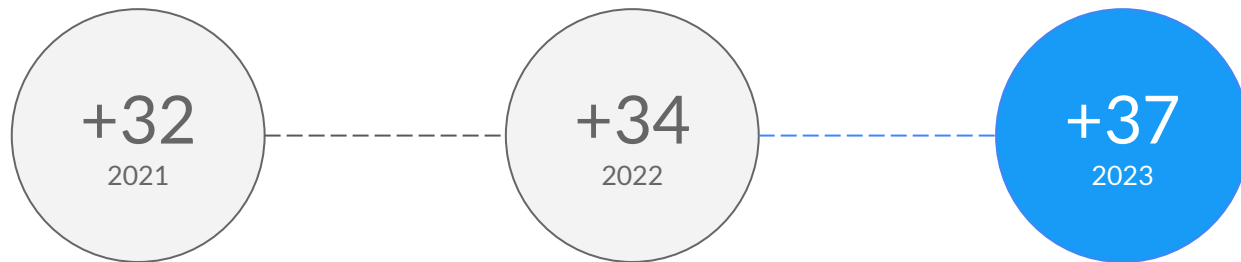




# ▶ JOB SATISFACTION

## eNPS 2023.

Employees responded to this question: On a scale of 1 to 10, would you recommend your company as a good place to work?



**PROMOTERS: 50,77%**

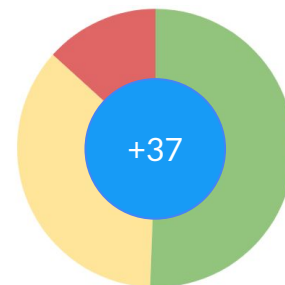
[Responses 9-10]: they are the segment most satisfied and committed to the company.

**PASSIVES: 36,17%**

[Responses 7-8]: they are happy in the organization but do not actively promote it.

**DETRACTORS: 13,35%**

[Responses 0-6]: they are not satisfied with the company. Having a high percentage of detractors could indicate a certain level of toxicity in the work environment.

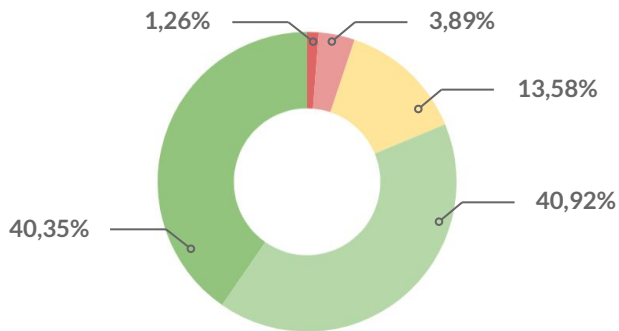
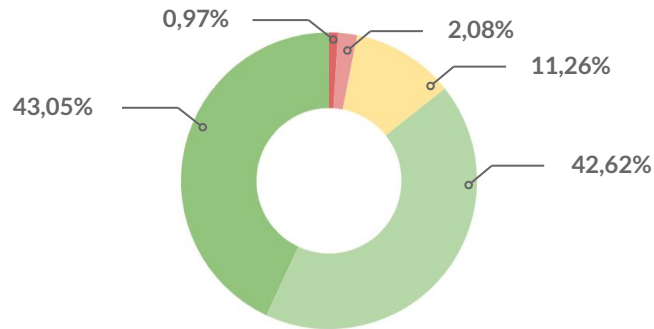


## The aspects that most influence job satisfaction.

### They have confidence in their work.

If employees feel that they are **contributing to the company's growth** and have a clear idea of what to do to **achieve their objectives**, this has an impact on their confidence and, therefore, on their level of satisfaction.

I feel that my work serves a purpose.



Of course      Yes      Sometimes yes, sometimes no      Few times      Certainly not

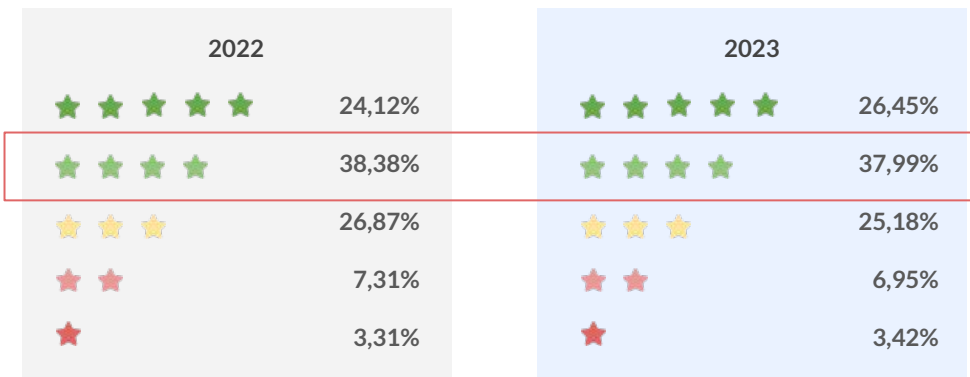
## The aspects that most influence job satisfaction.

They are happy doing what they do.

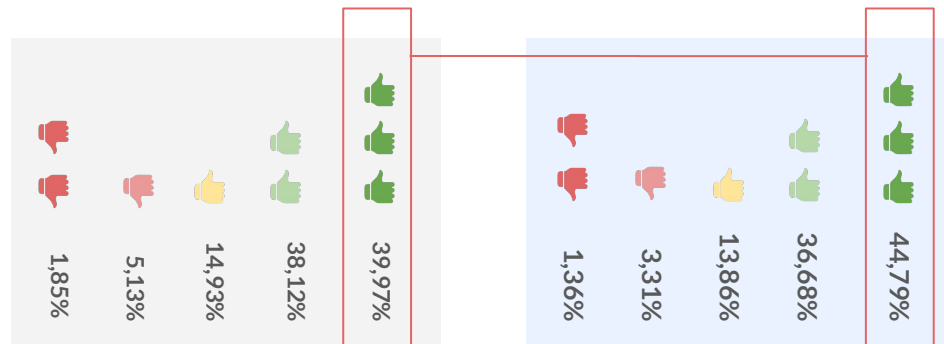
The results show **positive growth in this area.**

The highest ratings have added points compared to the previous year, while the lower ones have decreased.

### How would you rate your happiness at work?



### Do you like the work you do?

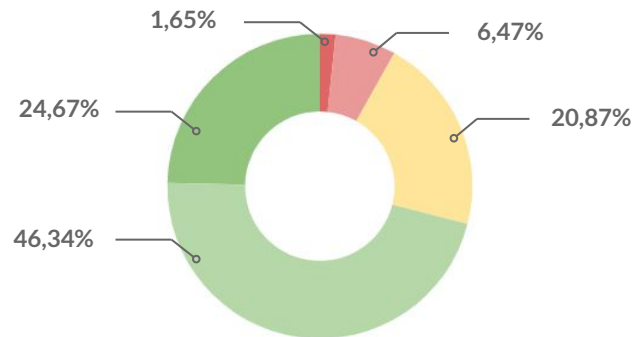


## The aspects that most influence job satisfaction.

They feel good about the operation.

In 2022, 34.65% claimed to feel more uncertainty than certainty about their job. In 2023, the change is positive, dropping to 28.99%.

Is the level of uncertainty you face at work reasonable?



I am involved in decisions that affect my work.



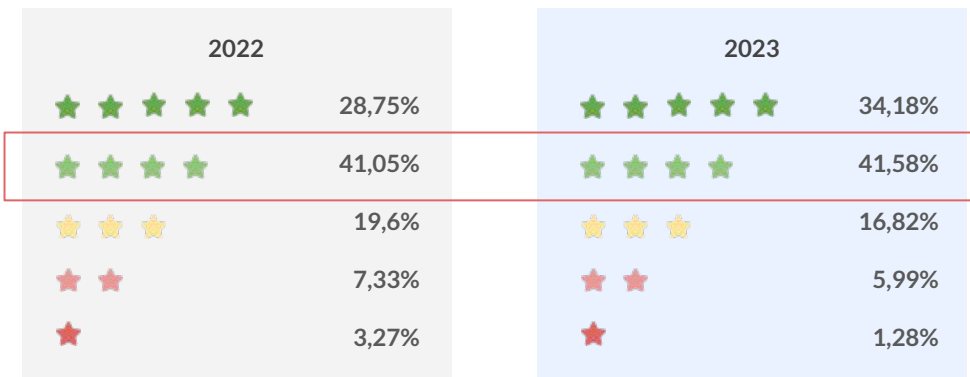
Of course    Yes    Sometimes yes, sometimes no    Few times    Certainly not

## The aspects that most influence job satisfaction.

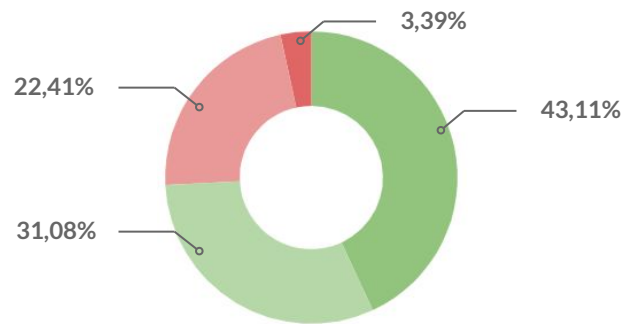
They have a work-life balance.

It should not be forgotten that **a quarter, 25.8% of employees, claim that their work affects their personal life.** There is some improvement compared to 2022, although this has barely decreased by 2% (27.83%).

I feel I can maintain a balance between my work and my personal life.



Have you noticed your work negatively affecting your personal life?



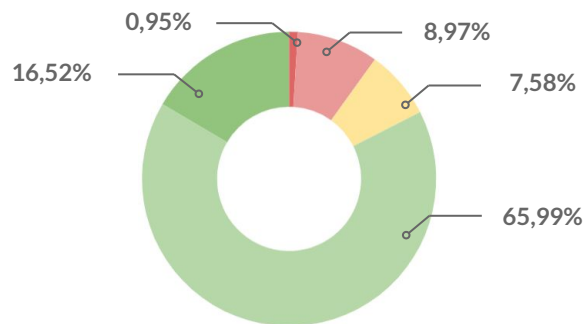
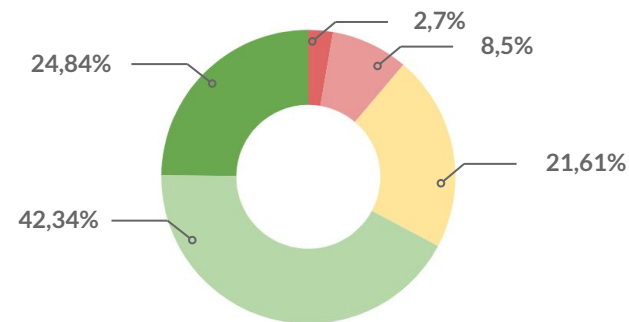
● No, it's ok ● Very little ● Sometimes yes ● Yes, continuously

## The aspects that most influence job satisfaction.

### They feel relaxed, stress-free.

In 2023, employees feel more relaxed than in 2022. Last year, this was confirmed by 60.73% of employees. In 2023, 67.18% said they do not feel overwhelmed at work.

I feel good at work, I do NOT feel overwhelmed.



I have a reasonable workload.

Yes, very good      Yes      Sometimes yes, sometimes no      Few times      Certainly not

## The aspects that most influence job satisfaction.

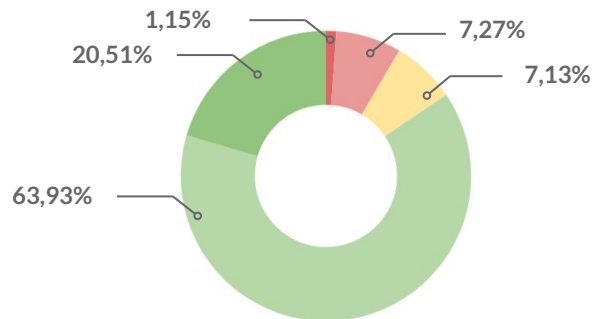
They have favorable conditions.

Salary has an impact on job satisfaction; 45.94% are not fully satisfied. There is a difference compared to 50.36% in 2022. However, this confirms that salary is still a concern present in employees' lives.



Considering my responsibilities, skills and experience, I believe my salary is fair.

Are you satisfied with the services offered by your company?



Of course      Yes      It could be better      I don't think so      Certainly not



## SATISFACCIÓN LABORAL

Taking the six aspects mentioned above as a reference, we could conclude that **job satisfaction refers to how employees feel about their work and conditions**, both general and day-to-day. It is an important measure that defines well-being and helps to put in numbers the impact it can have on the employee experience.

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Technology companies **have increased their eNPS to +37 in 2023**, 3 points above the previous year.

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- + **Confidence in their work:** 85.67% of employees are confident that their work is meaningful.
- + **They are happy doing what they do:** the number of employees who like their jobs has grown by 4.82% compared to 2022.
- + **They feel good about the operation:** 28.99% of employees feel some uncertainty in their jobs.
- + **They have a work-life balance:** 25.8% feel that their work affects their personal life.
- + **They feel relaxed:** 32.81% state that they feel or have felt stress at work.
- + **They have favorable conditions:** Almost half of the workers, 45.94%, confirm that they are not satisfied with their salary.

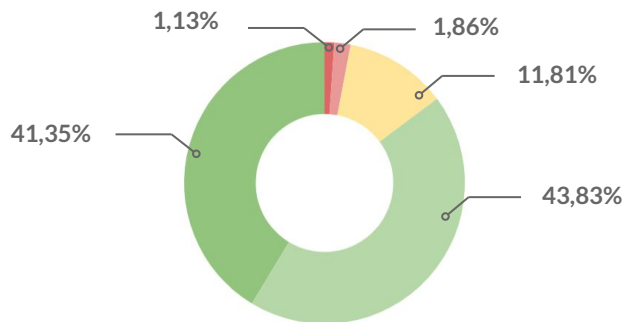


**CORPORATE  
VALUES**

**PASSION LED US HERE**

## Corporate mission.

Having a strong corporate mission helps align employees with the company's goals and provides a sense of purpose to their daily work.



Of course

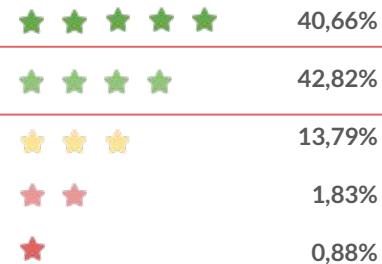
Sí

Sometimes

Not much

Certainly not

I like the mission and purpose of my company, and it motivates me.

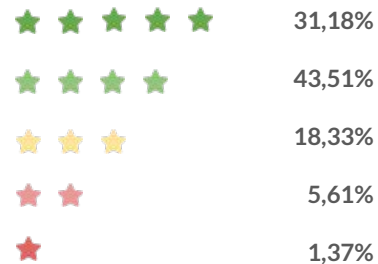


I feel that my company trusts me to fulfill our mission.

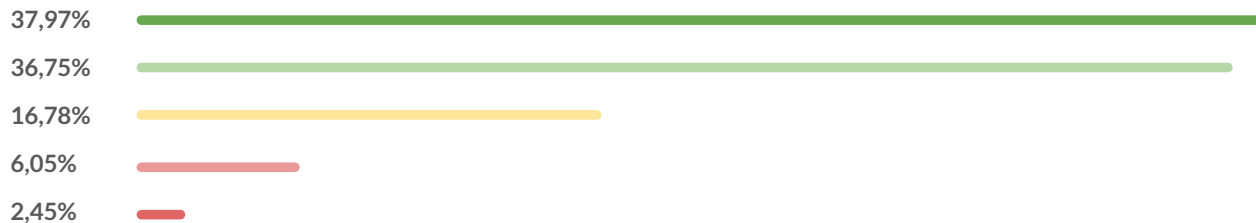
## Corporate vision and regulations.

Corporate vision helps set long-term goals and achieve alignment to create a culture that drives change and growth.

My company's regulations are adequate. There are no unnecessary rules.



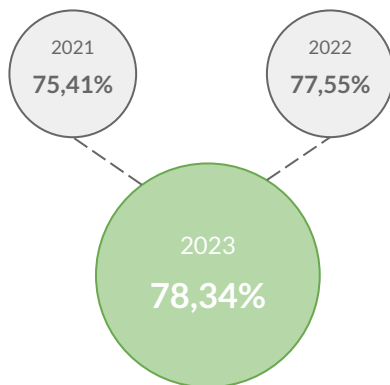
Do you have a clear long-term vision for your company?



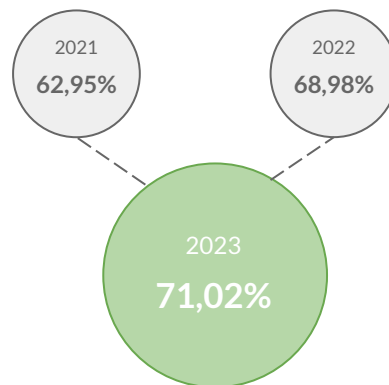
● Of course    ● Yes    ● Sometimes    ● Not much    ● Certainly not

## Business goals.

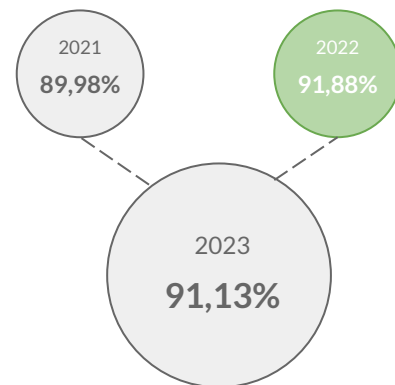
It is key to define measurable business objectives that help employees understand what is expected of them. In addition, meeting them will lead to increased employee motivation.



The objectives lead us in the right direction.



The company invests sufficient resources.



The company will be able to achieve the objectives.

## CORPORATE VALUES

As companies put more effort into creating positive work environments to attract and retain top talent, the employee experience has been strengthened. **A key part of that enhanced employee experience is the definition of a corporate mission, vision and values that reflect the essence of the company** and help strengthen alignment with employees.

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Establishing a **consistent mission, vision and values** helps to create a company culture that fosters commitment.

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- + **Corporate mission:** 85.18% of employees say that their company trusts them to fulfill its mission.
- + **Corporate vision:** 74.72% of employees are clear about the long-term corporate vision of their company.
- + **Regulations:** 25.31% believe that the company has unnecessary regulations and/or rules.
- + **Business goals:** In 2023, employee confidence in the direction of goals and satisfaction with the investment in resources has increased. Confidence that the company will be able to achieve its goals has decreased minimally, by 0.75%.









# WORK ENVIRONMENT

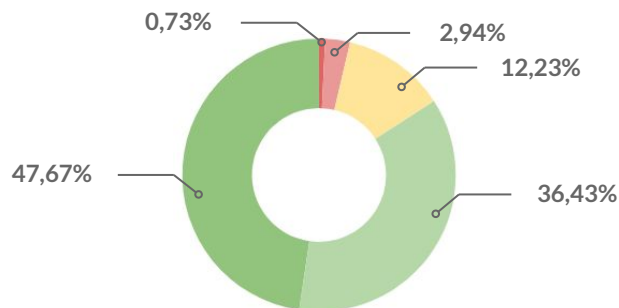
## What employees look for in a good work environment.

That reflects a positive culture.

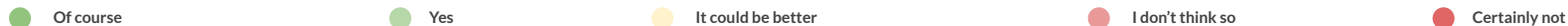
When the work environment reflects a good culture, it fosters the cohesion of motivated teams. This results in **increased employee retention and employee engagement.**

Do you think the work environment reflects the culture of your company?

Not at all		1,82%
In a few aspects		11,15%
Usually yes		43,74%
Yes, absolutely		43,29%



If a friend asked you if your company was a good place to work, would you say yes?



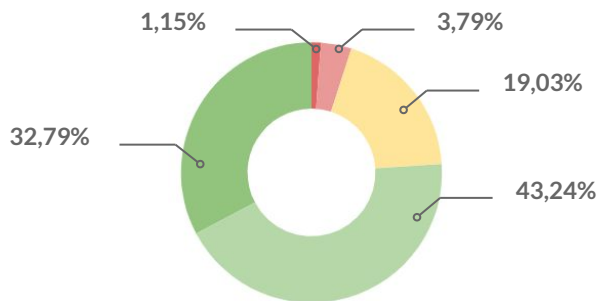
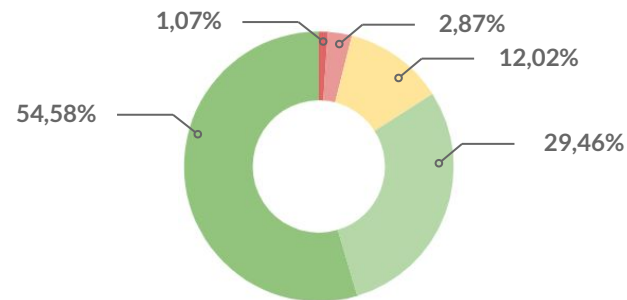


## What employees look for in a good work environment.

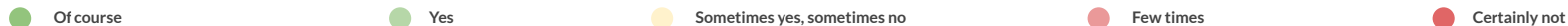
### That fosters a sense of belonging.

In 2022 we have positive data with no major differences compared to 2023. This shows that **companies continue to work on strengthening the sense of belonging**, both to the team and to the company.

I feel part of the team.



My company encourages employees to innovate even though we know that some initiatives may not work.





## WORK ENVIRONMENT

A positive work environment is characterized by a strong sense of community, collaboration and mutual support, reinforcing team cohesion. **When a good work environment exists, employees feel listened to, valued and respected**, making it clear that their contributions are considered important to the company's success.

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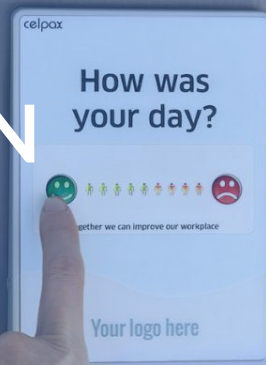
**84.1% of technology employees say their company is a good place to work**, up 1% from the previous year.

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A positive work environment improves productivity and innovation in the team, as well as reinforces satisfaction and reduces stress. **Employees who are satisfied with their work environment are more likely to stay with the company in the long term**, which results in maintaining a stable and experienced workforce.

- + **Reflects a positive culture:** 12.97% of employees believe that the work environment does NOT reflect their company culture.
- + **Fosters a sense of belonging:** 84.04% of employees say they feel part of the team. In addition, **76.03%** confirm that their companies support them when they want to innovate despite not being able to offer guarantees that it will work.

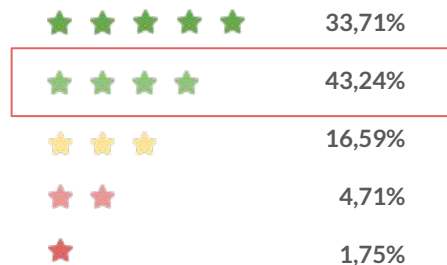
# ▶ FEEDBACK & COMMUNICATION



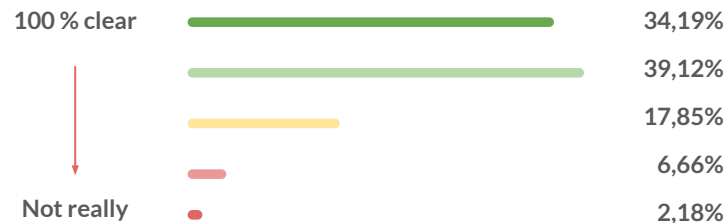
The company gives importance to feedback.

Good feedback and communication are very powerful because they allow companies to obtain valuable information about the performance, satisfaction and commitment of their employees, allowing them to make timely decisions that positively impact their experience.

How much importance does your company give to your opinions and suggestions?



My company communicates clearly and effectively with employees.



The employees give importance to feedback.

It is also essential for employees, as it gives them a clear picture of their performance and how they can improve. In addition, it makes them feel valued and gives them the opportunity to share their concerns and suggestions for improving their experience in the company they work for.





Are you satisfied with the frequency with which you receive feedback from your manager? And from your colleagues?

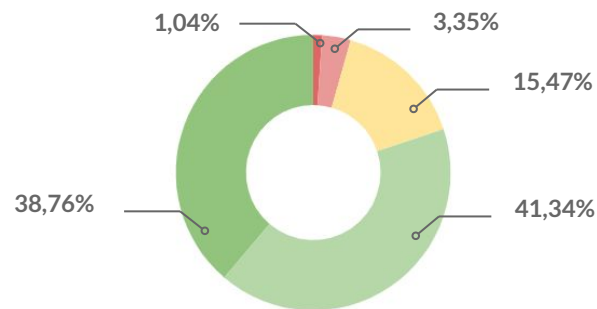


Feedback is useful.



Feedback allows us to identify strengths and areas for improvement that promote continuous evolution. It also contributes to strengthen communication and trust in the team.

The feedback I receive is helpful and accurate.

Not at all		1,82%
In a few aspects		11,15%
Usually yes		43,74%
Yes, absolutely		43,29%



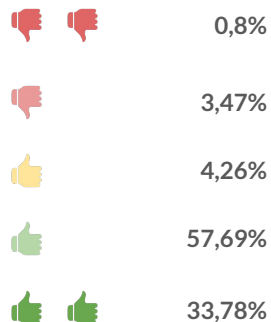
The feedback I receive helps me to grow and improve.

 Of course  Yes  Sometimes  Not really  Certainly not

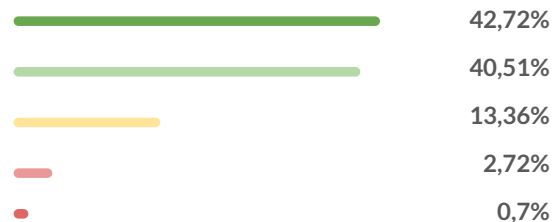
The feedback process foster emotional security.

The importance and use of feedback has an impact on the emotional security of employees. It is important to create safe spaces for feedback where they can share their opinions without any type of consequence.

If you had an idea for your company, how likely would you be to share it?



I feel I can freely express my opinion about my company.



Of course Yes Sometimes Not really Certainly not



## FEEDBACK & COMUNICACIÓN

Establishing feedback as a habit in the company is key. On the one hand, it is the basis for **identifying areas for improvement** and taking measures to address them, thus promoting professional development. On the other hand, it allows companies to **listen to the concerns, needs and interests of their people** and thus be able to work towards a better employee experience.

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In 2023, **12.97% of technology employees say the feedback they receive should improve**, down 5.23% from 2022.

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- + **The company gives importance:** 26.69% of employees perceive a lack of communication on the part of the company. In addition, **23.05%** believe that their suggestions and opinions are not fully taken into account.
- + **Employees give importance:** most employees report feeling satisfied with the frequency with which they receive feedback from their managers, **77.32%**, and from their colleagues, **77.37%**.
- + **It is useful:** 80.1% say they receive feedback that helps them to grow and improve.
- + **Fosters emotional security:** 83.23% of employees believe that they can share their ideas and opinions freely.





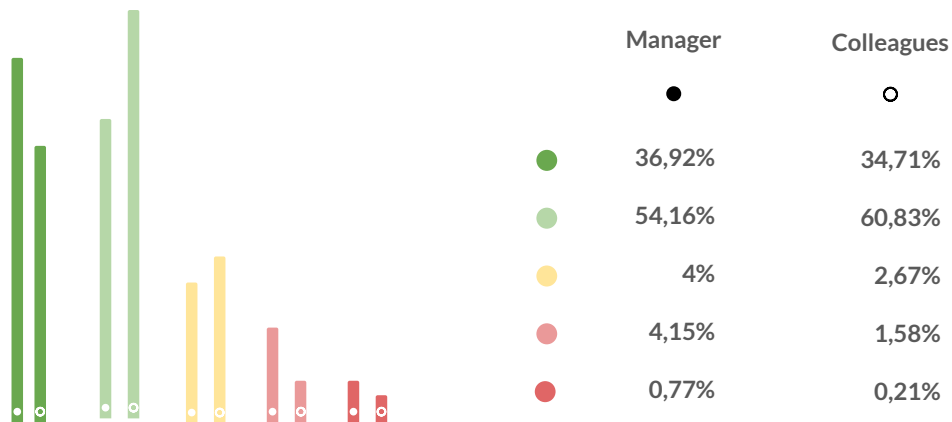
# ▶ LEADERSHIP & FELLOWSHIP

## The keys to leadership and fellowship.

### A good communication.

Constant communication within the team helps to avoid misunderstandings. In addition, communicating openly fosters an atmosphere of **trust and respect**, leading to **greater team collaboration and performance**.

Are you satisfied with the frequency with which you communicate with your manager? And with your colleagues?



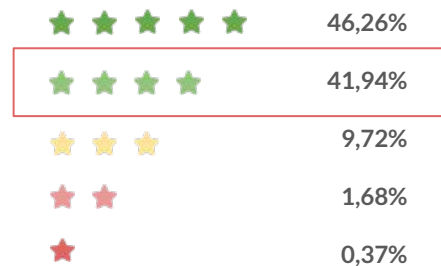
Of course      Yes      It depends      It could be better      Certainly not

## The keys to leadership and fellowship.

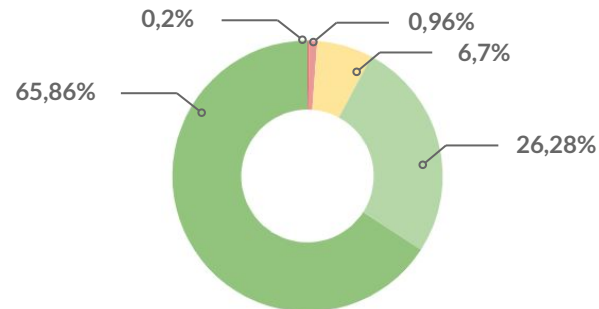
### Confidence in the team.

Trust in the team is key to **creating a strong team culture**. In addition, when the team trusts, the willingness to collaborate increases, which translates into increased team efficiency.

How would you evaluate the contribution of your colleagues in achieving the company's goals and objectives?



Can you count on your colleagues when you need help?



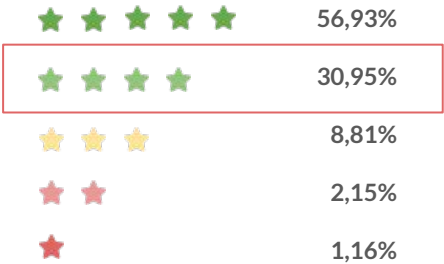
● Of course    ● Yes    ● Sometimes yes, sometimes no    ● Few times    ● Certainly not

# The keys to leadership and fellowship.

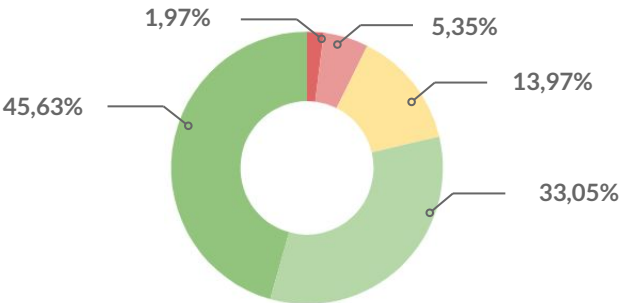
## Confidence in managers.

Trust in the manager is essential to foster a healthy and productive work environment. It allows for open and honest communication, facilitating problem solving and effective collaboration.

I trust my manager.



Do you think your company's managers see employees as key to the company's success?



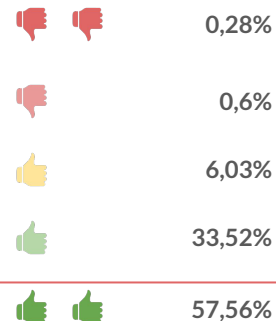
● Of course    ● Yes    ● Sometimes yes, sometimes no    ● Few times    ● Certainly not

## The keys to leadership and fellowship.

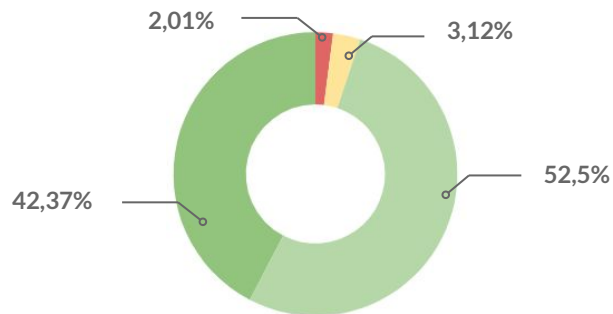
### Good relationship among colleagues.

When there is a good relationship between colleagues, teamwork is more effective and satisfying. **A sense of belonging is fostered**, improving motivation, commitment and employee experience.

I feel that my colleagues respect me.



My colleagues always act in good faith and with no bad intentions.



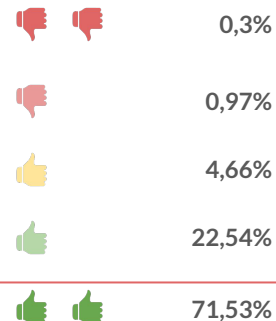
Of course    Yes    Sometimes yes, sometimes no    Few times    Certainly not

## The keys to leadership and fellowship.

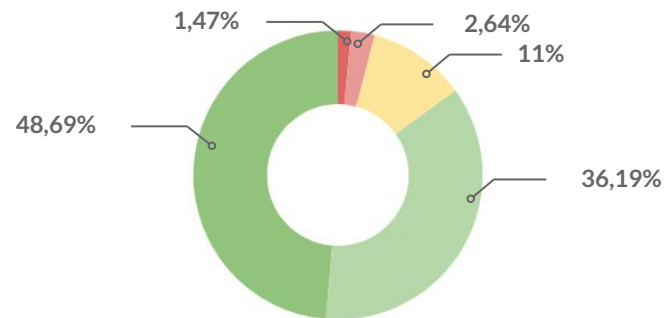
### Good relationship with their manager.

When there is a good relationship between the manager and the employees, **the work environment becomes more motivating and productive**. In turn, employees feel valued and empowered.

I feel that my manager respects me.



My manager is concerned about my well-being.



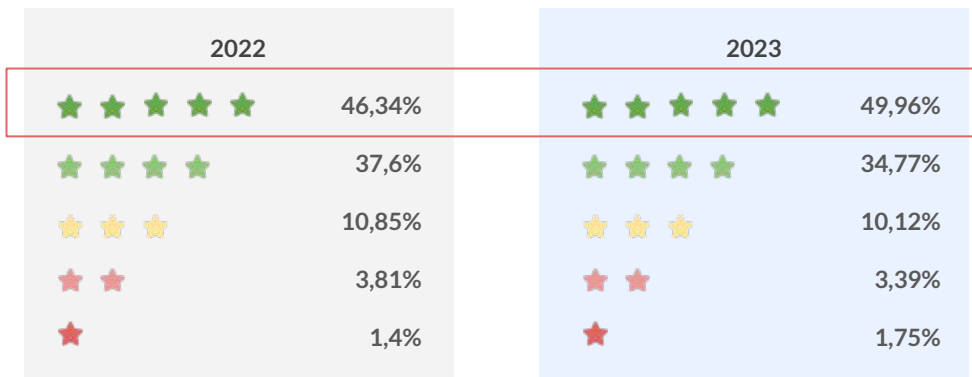
Of course      Yes      Sometimes yes, sometimes no      Few times      Certainly not

## The keys to leadership and fellowship.

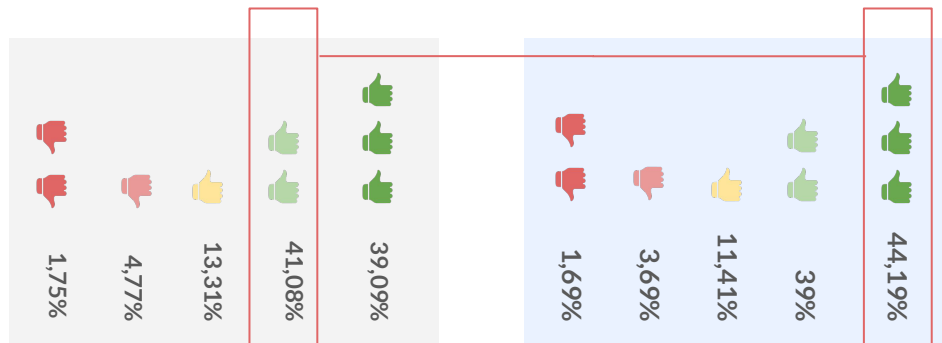
### Good managerial management.

A good manager must be able to **set goals**, **provide feedback**, **work on problem solving**, **offer development opportunities** and **convey the company culture and values to the team**. These guidelines will improve the experience of the employees, the team and the company.

### How do you rate your manager's management skills?



### My manager is aware of the problems that exist in the team.





## LEADERSHIP & FELLOWSHIP

Good leadership and a strong partnership foundation are key to improving the employee experience. A **good leader is one who listens to the team**, cares about their well-being and guides them to success. **Good fellowship is reflected in mutual respect and support**, as well as collaboration in achieving goals and solving problems.

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In 2023, **11.77% of tech employees want a greater contribution from their colleagues** to achieve goals.

---

- + **Good communication:** 95.54% of employees communicate better with their colleagues than with their manager, with a difference of 4.46%.
- + **Confidence in the team:** 92.14% are confident that, if they ask for help, they will receive it from their peers.
- + **Confidence in managers:** 12.12% of employees do not trust their manager 100%.
- + **Good relationship among colleagues:** 91.08% say that their peers always act with respect.
- + **Good relationship with managers:** 15.11% believe that their manager does not care about their well-being.
- + **Good managerial management:** in 2023, 83.19% say their managers are more aware of team issues, an increase of 3.02%.

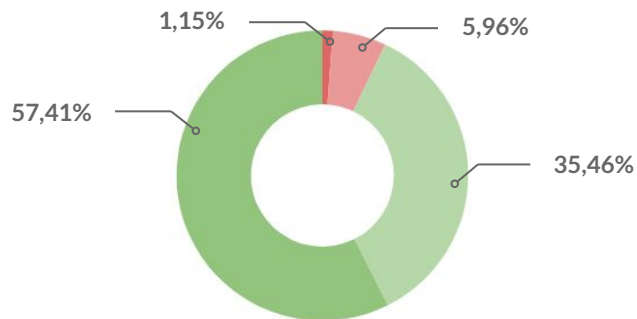


# ► EMPLOYEE RECOGNITION



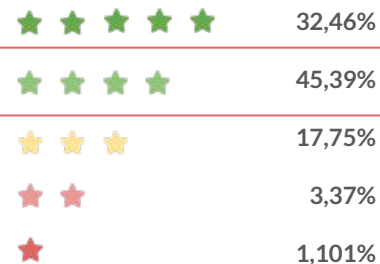
The company encourages the habit.

Recognizing employees' efforts and achievements helps to improve their experience and the company's own culture, fostering a positive and collaborative work environment.



Of course Yes Sometimes Not really Certainly not

My company celebrates our achievements and learning.



My company encourages employees to recognize the work of others.

The messages received are valuable.

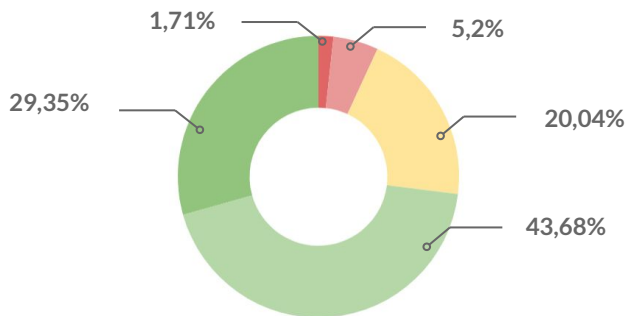
When recognition at work happens, it is important that it is meaningful. Thus, employees who receive these positive feedback messages will see the true value in improving motivation. This will encourage them to do the same with their colleagues, thus creating a positive feedback loop in the company.

When you receive recognition for your work, do you think it is honest and meaningful?



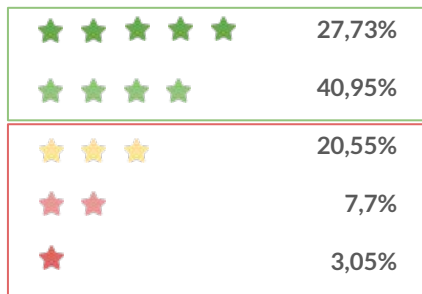
A constant frequency is maintained.

As these data show, more than a quarter of employees perceive shortcomings in the frequency with which they receive recognition for their work.



Of course Yes Sometimes Not really Certainly not

How would you rate the frequency with which you receive recognition for your work?



68,68%

31,32%

I am happy with the frequency with which my work is recognized.



## EMPLOYEE RECOGNITION

Employee recognition is a crucial aspect of improving the employee experience. When employees feel that their work is recognized, **their level of motivation and commitment rises**. It is common for the practice of employee recognition to also **improve performance and productivity**. When employees receive positive feedback for their work, they are more motivated to exceed expectations.

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In 2023, **77.85% of employees say their company celebrates their achievements**.

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In addition, it **improves employee self-confidence** by making them feel more secure in their work, thus reducing stress and increasing job satisfaction.

- + **Foster the habit: 92.87%** of employees say that the company encourages them to recognize the work of their colleagues.
- + **Offer recognition of value: 93.94%** say that the recognition they receive is honest, **1% more** than in 2022.
- + **Maintain a constant recognition frequency: 31.32%** of employees believe that the frequency of job recognition should be improved.





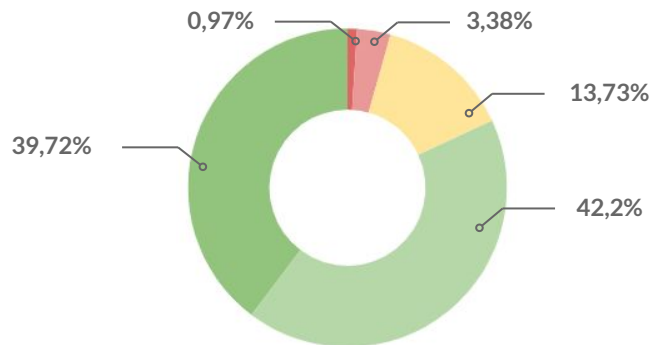
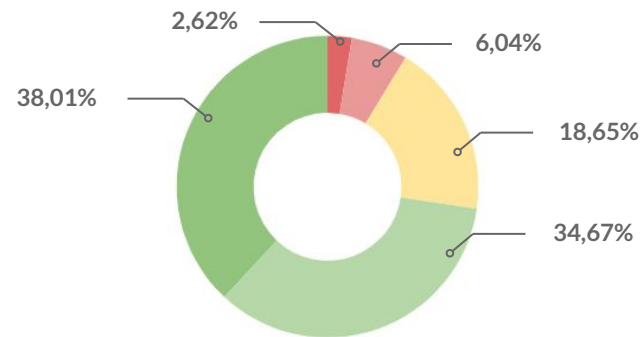
# ► PROFESSIONAL DEVELOPMENT

## Aspects that impact professional development.

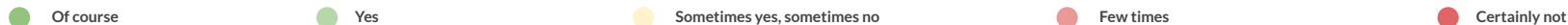
### Career projection.

Career projection is one of the most important aspects of an employee's professional development. The possibilities for growth **fuel** their motivation and level of commitment.

I have the opportunity to grow within the company.

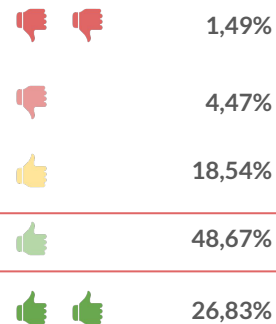


I have the opportunity to improve my skills.



## Aspects that impact professional development.

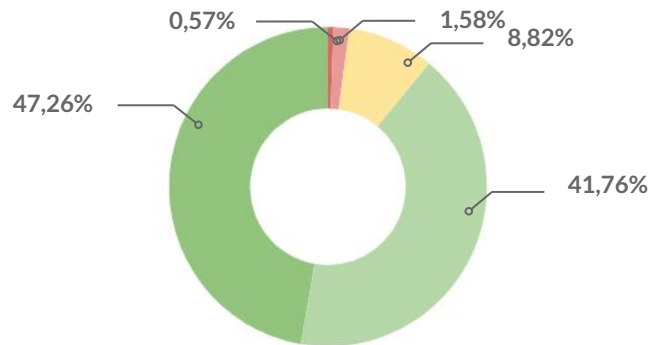
Most days I feel that I am closer to meeting my work goals.



### Alignment with goals.

According to a recent [PwC](#) study, 76% of employees believe that having clear career goals is important for their professional development.

I understand how my work contributes to the company's goals.



Of course      Yes      Sometimes yes, sometimes no      Few times      Certainly not

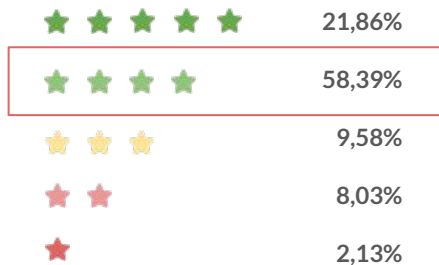


## Aspects that impact professional development.

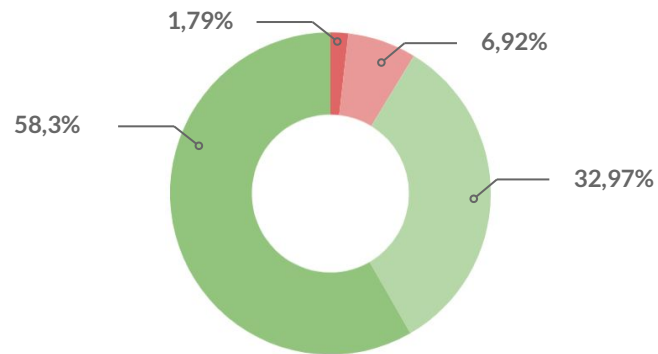
### The company's investment.

Not all employees may have access to the training and tools they would need to advance in their job. That's why it's so important to **be aware of this and proactively invest in their development.**

What are the chances that you will be able to access quality training or courses?



Are you free to try new tools to help you do your job better?



● Of course

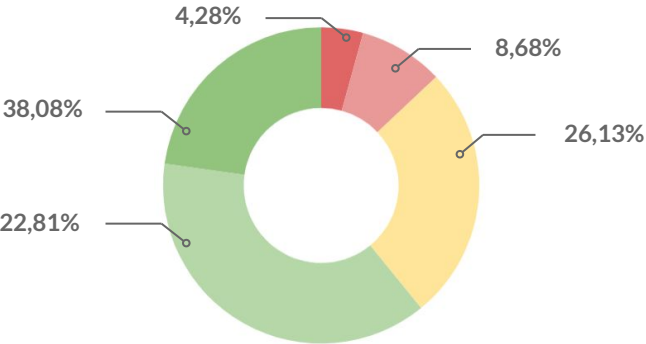
● Yes

● Few times

● Certainly not

# Aspects that impact professional development.

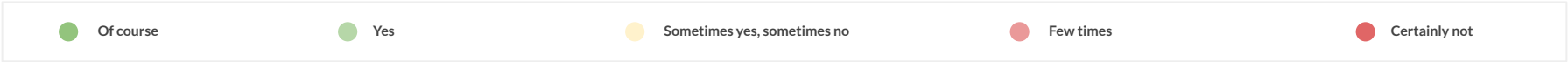
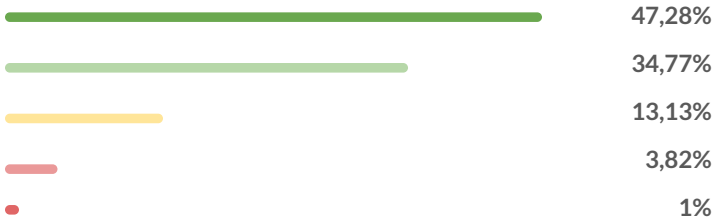
The company provides me with a development plan to improve my skills.



## Support from the company and peers.

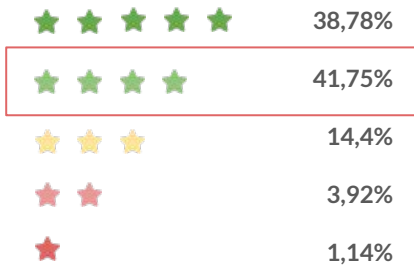
In 2022, only 55.27% of employees had a professional development plan. In 2023, this figure improved to 60.89%, 5.62% more than in the previous year.

Are there people in your job who help you grow professionally?



# Aspects that impact professional development.

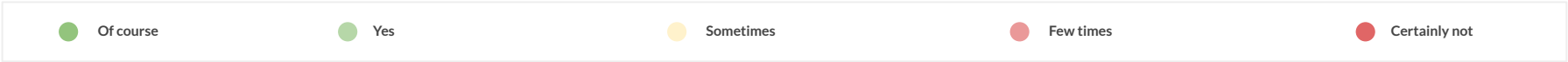
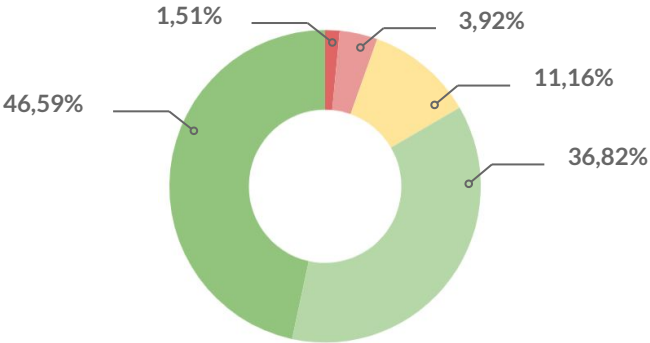
I feel like I have things under control in terms of the work I have to do.



To have control in their daily work.

In 2023, employees' control over their work increased by 6.06% compared to the previous year. In 2022, 77.53% of employees confirmed that they had everything under control; in 2023, 83.41%.

Do you think you have enough freedom to decide how to do your job?

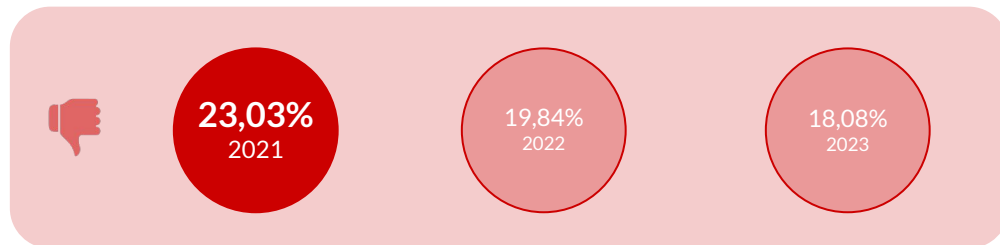
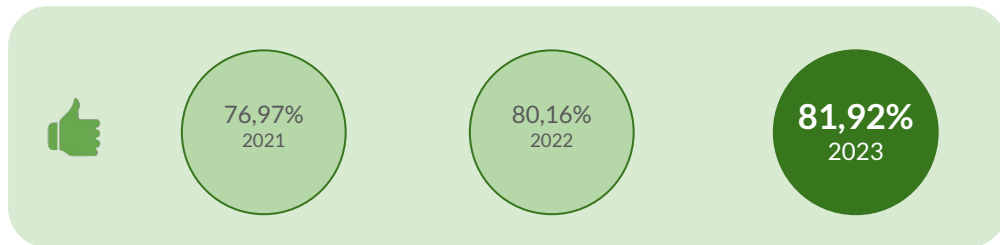


## Aspects that impact professional development.

### That the work is challenging.

When employees are faced with challenging tasks, they are closest to the possibility of professional growth. **From 2021 to the present day, 4.95% more employees say that their job is a challenge that impacts their professional development.**

Is your job a challenge for you?





## PROFESSIONAL DEVELOPMENT

Encouraging professional development strengthens employees' confidence in their work. When given the opportunity to develop new skills, **employees feel more confident in making more informed and effective decisions.**

All of this leads to increased motivation, engagement and satisfaction, which positively impacts their experience as employees.

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**27.31% of employees demand better growth opportunities** in their companies.

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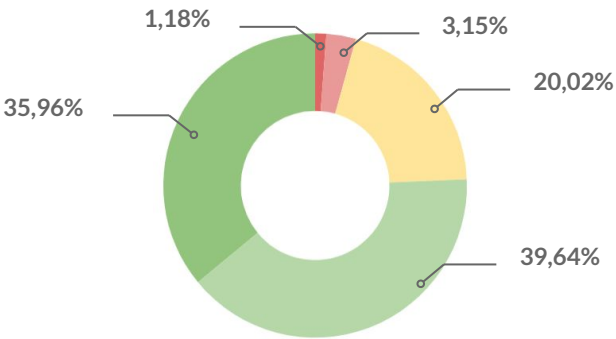
- + **Career projection:** **18.08%** need more opportunities to improve their skills.
- + **Alignment with goals:** **89.02%** believe they contribute to the achievement of objectives.
- + **The company's investment:** **91.27%** have access to the necessary tools. However, **19.74%** perceive a lack of training opportunities.
- + **Support from the company and peers:** **60.89%** of employees have a professional development plan, **5.62%** more than in 2022.
- + **To have control in their daily work:** **16.59%** of employees report a certain lack of freedom.
- + **That the work is challenging:** in 2 years, the percentage of employees who perceive their work as a professional challenge has risen by **4.95%**.



# EMPLOYEE ENGAGEMENT

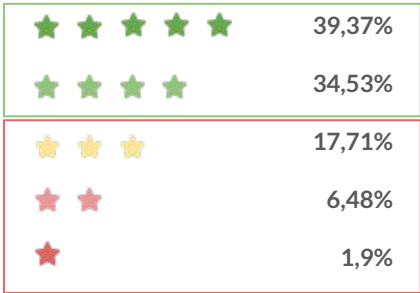
Employees trust and feel a strong connection to the company.

Employees are the main brand ambassadors. The trust they demonstrate is a good indicator of their level of commitment; if they don't trust, it will be difficult for others to do so.



Of course Yes Sometimes Not really Certainly not

Would you nominate your company for the "best place to work" awards?



73,9%

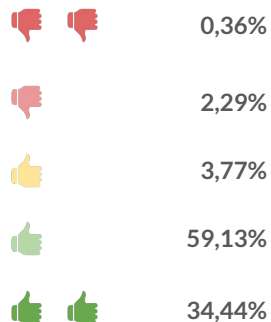
26,1%

I consider myself an ambassador of my company

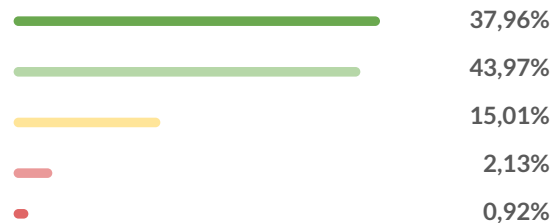
Employees are committed to the company, its services, and its purpose.

In 2023, 75.6% of employees say they consider themselves loyal brand ambassadors. By supporting the company, they are more likely to recommend it, resulting in better brand recognition and higher sales volume.

Would you recommend the products or services offered by your company?



I would love to become a customer of my company or buy the products/services you offer.



● Of course    ● Yes    ● It depends    ● I don't think so    ● Certainly not





## EMPLOYEE ENGAGEMENT

We could say that **employee engagement, beyond being one of the factors that impact the employee experience, is a compendium of the other 7**. There is no employee engagement if employees are not satisfied with their work, if there are no corporate values with which employees can identify, if the work environment is not positive, if communication and feedback are not worked on, if there are no good bases of companionship and leadership, if there is no room for

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En 2023, el **77,9% de los empleados tecnológicos nominaría a su empresa como “mejor lugar para trabajar”**.

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recognition at work, and if career development opportunities are not offered.

In conclusion we could say that a good employee engagement **is the key to the success of any company and fundamental to create a first class employee experience**.

- + **Employees trust and feel a strong emotional connection to the company:** 75.6% of employees say they feel they are ambassadors for their company.
- + **Employees are committed to their company, its products or services, and its purpose:** 93.57% of employees would recommend their company's products or services, and 81.93% would be customers.



# WHAT CONCERNS TECH EMPLOYEES IN 2023?



## What concerns tech employees in 2023?

Based on the responses of the more than 10.000 employees included in this study, it is clear that companies are working to improve the employee experience. In fact, these improvements have had a positive impact on employees, reflected in a rise in their eNPS of 3 points; reaching +37 in 2023.

**What can companies do to further improve the employee experience?**

This analysis has **shed light on the main shortcomings of tech employees in 2023.**

Working on them will undoubtedly help eNPS to continue to grow in 2024.

### Achieve a work-life balance

A good work-life balance will make them more motivated and committed to their work. In addition, employees' stress is reduced, which improves their level of job satisfaction.

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**25.8% say that their work affects their personal life. How can we reduce this figure?**

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Offering flextime, remote work options or even trying to implement the 4-day workday.

## What concerns tech employees in 2023?

### Perceive salary improvements

Offering a fair and competitive salary is essential to retain the best talent.

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**45.94% of tech employees believe that they should receive a salary increase. How to deal with this if there are internal constraints?**

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Other options can be considered, such as flexible compensation in the form of luncheon vouchers or transportation vouchers. Also, the management of private health insurance, training scholarships or bonuses for objectives.

### Reduce stress

Chronic stress can negatively affect the physical and mental health of workers, as well as decrease their productivity and level of commitment to the company.

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**32.82% state that they feel or have felt stress derived from their work. What can we do to avoid it?**

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Offer wellness programs and provide tools to manage stress. It is also important for the company to be attentive to the concerns of its employees and work together to identify the causes of stress.

## What concerns tech employees in 2023?

### Unnecessary internal regulations

In addition to being perceived as a waste of time, unnecessary rules limit the effective performance of employees.

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**25.31% of employees believe that the company has unnecessary regulations. How can we solve this situation?**

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Involving employees in the decision-making process. Use feedback to discover which processes are considered unnecessary and which are essential to maintain.

### La falta de comunicación de la empresa

Lack of communication can generate uncertainty, distrust and demotivation.

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**26.69% believe that the company should improve its communication. How do we ensure that it is good?**

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Fostering a culture of open and transparent communication. Create new communication channels, define satisfaction surveys and feedback exchange meetings such as [1:1 meetings](#). In addition, ensure that managers are open to answering employee questions and providing guidance.

## What concerns tech employees in 2023?

### Better recognition frequency

Lack of recognition can generate demotivation and decrease satisfaction.

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**31.32% of employees believe that the frequency of employee recognition should be improved. How should we act?**

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Implement a regular and effective recognition program. You can [gamify the recognition process](#) to make it a habit that encourages everyone to send positive messages to their peers.

### Lack of professional growth

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**27.31% of employees demand more opportunities for growth. 39.11% claim not to have a career plan.**

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Stagnation leads to loss of motivation, resulting in job dissatisfaction and, eventually, increased turnover.

To avoid this, [conduct performance reviews](#) and create ad hoc career plans, including aspects such as specific skills training or mentoring and coaching.



# ▶ FINAL SUMMARY

## Final summary.

The Tech Employee Experience Report 2023 is the result of the analysis of **anonymized data from 10.213 Tech employees from 91 technology companies**; data extracted from the Nailed platform.

[Nailed](#) is the employee experience platform for digital HR teams. An all-in-one solution that guides you and your organization in applying best practices in employee engagement towards creating a culture that everyone wants to be a part of.

The data collected here helps build the reality of the digital employee experience; how they feel and what they care about most concerning their work.

With this study you can learn more about 8 representative factors of employee experience and, based on the conclusions drawn, apply what you learn to your specific case to understand how to improve it in your company and thus create a better place to work.

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And remember, [the employee experience can be measured](#). Not doing so prevents you from getting to the level of detail needed to design actions that truly impact people's experience.

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