

10th edition of the Edenred-Ipsos Barometer (2015)
on the well-being and motivation of European employees

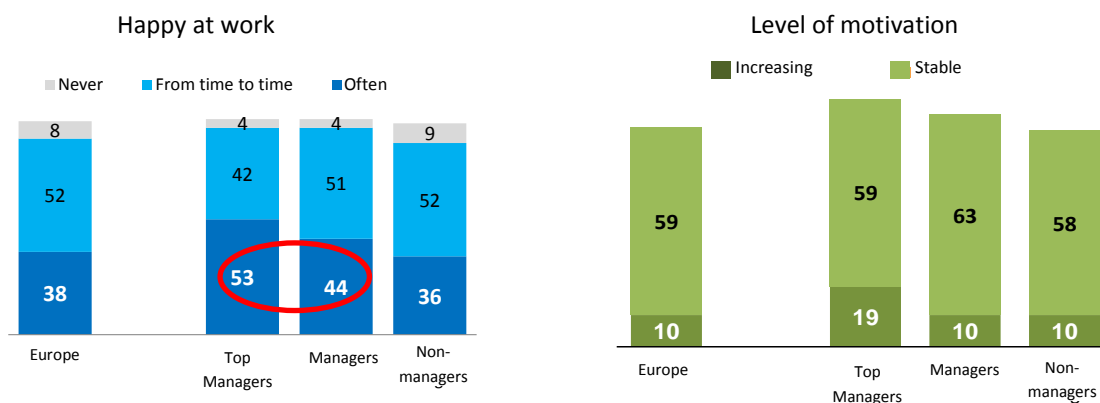
EUROPEAN MANAGERS

Review of the methodology: survey undertaken among representative samples of employees from **14 European countries** (France, United Kingdom, Germany, Belgium, Spain, Italy, Sweden and, for the first time this year, Poland, Romania, Turkey, Finland, Austria, Czech Republic, Netherlands). Over 13600 employees were surveyed online in January 2015.

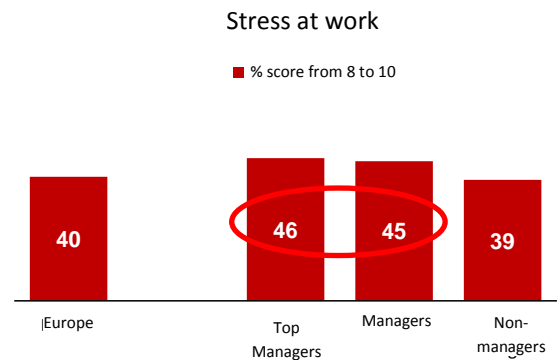
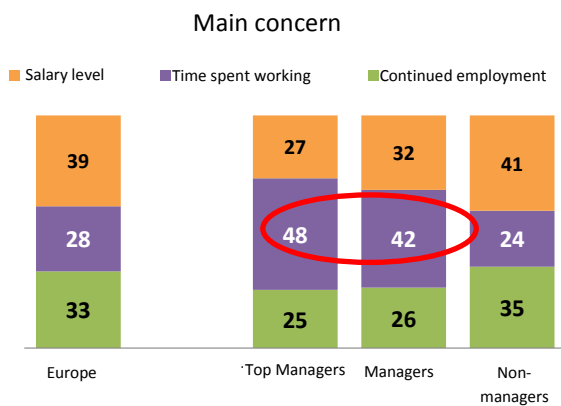
Number of respondents		
Top Managers	Managers	Non-Managers
631	2359	10688

Key indicators

- **Managers (and especially 'top managers') have much more positive results than non-managers for most of the barometer's key dimensions.** They are more satisfied with their well-being at work (and 'happiness' at work) and are **more motivated on a daily basis.**

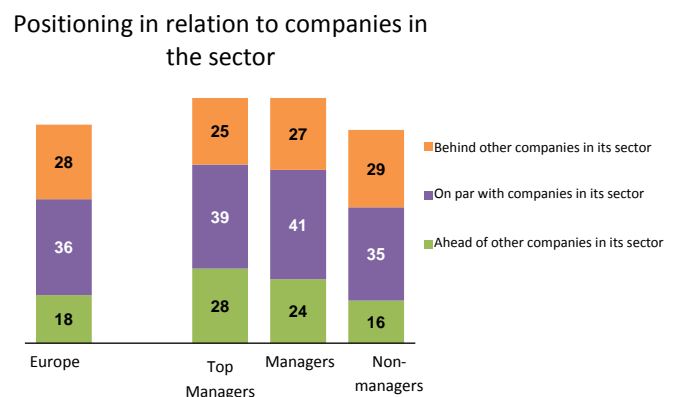
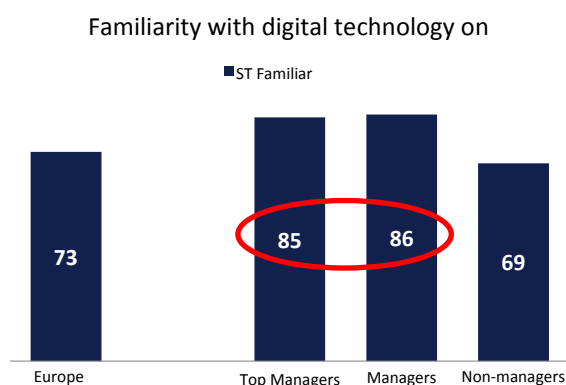


- Nonetheless, managers are also **very concerned about the time they spend working** (almost one in two says it is their main concern, far ahead of salary level and continued employment). Their **level of stress** is particularly high.

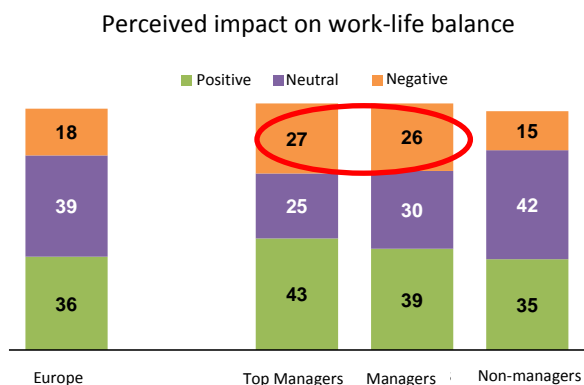
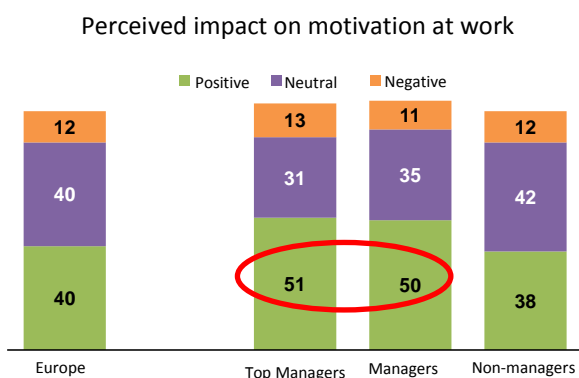


The impact of the shift to digital for managers in Europe

- **Almost all managers say they are familiar with digital technology but their opinions of its penetration in their company are more mixed** (the same is true for non-managers)



- For the most part, the **impact of digital technology on motivation at work is considered positive** (by almost one in two of them) or neutral (by almost one-third); however, **perceptions of the effect on work-life balance are more mixed** (this is linked to concerns about 'time spent working' - see above).

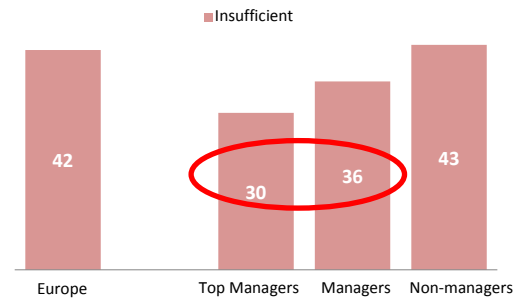


- At the same time, they show **non-negligible expectations** (although these are not as strong as those expressed by non-managers) regarding **new managerial behavior related to digital technology and new ways of working**.

Your direct manager seeks to innovate day by day



Attention paid to new ways of working



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