

Public Sector Employee Views on Morale, Public Service Motivation, Finances, and Retention, and How Employers Can Help

MissionSquare Research Institute has been tracking state and local government employee sentiment since May of 2020. This infographic presents key findings from the latest survey of 1,000 public employees. View the full October/November 2022 survey results in the report, **State and Local Government Employees: Morale, Public Service Motivation, Financial Concerns, and Retention**.

Public Service Motivation and Morale

What Attracted Public Sector Workers to Their Current Job in the First Place?



Among all survey respondents:

66% report positive morale regarding work

51% are very or extremely satisfied with their current employer

Financial In(security)



24%

of respondents feel not too financially secure or not at all financially secure right now



34%

say it is somewhat or very difficult to pay their monthly bills on time and in full in the typical month



64%

are extremely or very worried about inflation making it hard to keep up with the current cost of living



77%

of those with any debt report that their level of debt prevents them from saving more for retirement

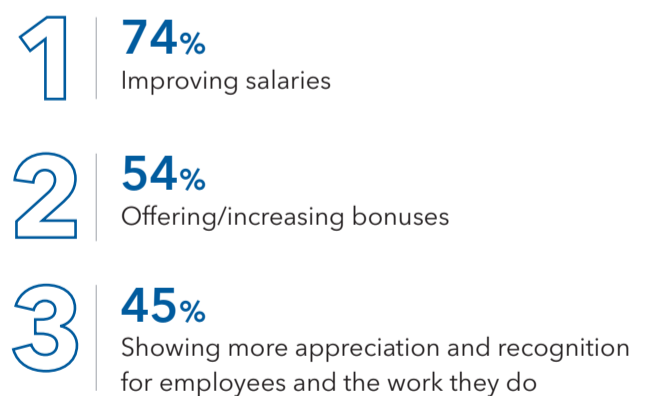
Retention Challenges

Employers Face Hurdles in Keeping Top Talent



How Employers Can Improve the Workplace

Top 3 Recommendations for Retaining More Employees



When asked what their employer could do, other than offering a higher salary, to make it a significantly better place to work, the most commonly reported recommendations were to boost morale by supporting, respecting, and/or listening to employees (14%) and to allow remote work (13%).

In October/November 2022, MissionSquare Research Institute conducted an online survey of 1,003 state and local government employees, fielded by Greenwald Research, to assess employee views on their job and financial outlook, motivations for working in the public sector, morale and work concerns, and job satisfaction and retention issues.

Final data were weighted by gender, age, income, and industry type to reflect the distribution of the state and local government workforce as found in the U.S. Census Bureau's Current Population Survey and the U.S. Census of Governments.

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