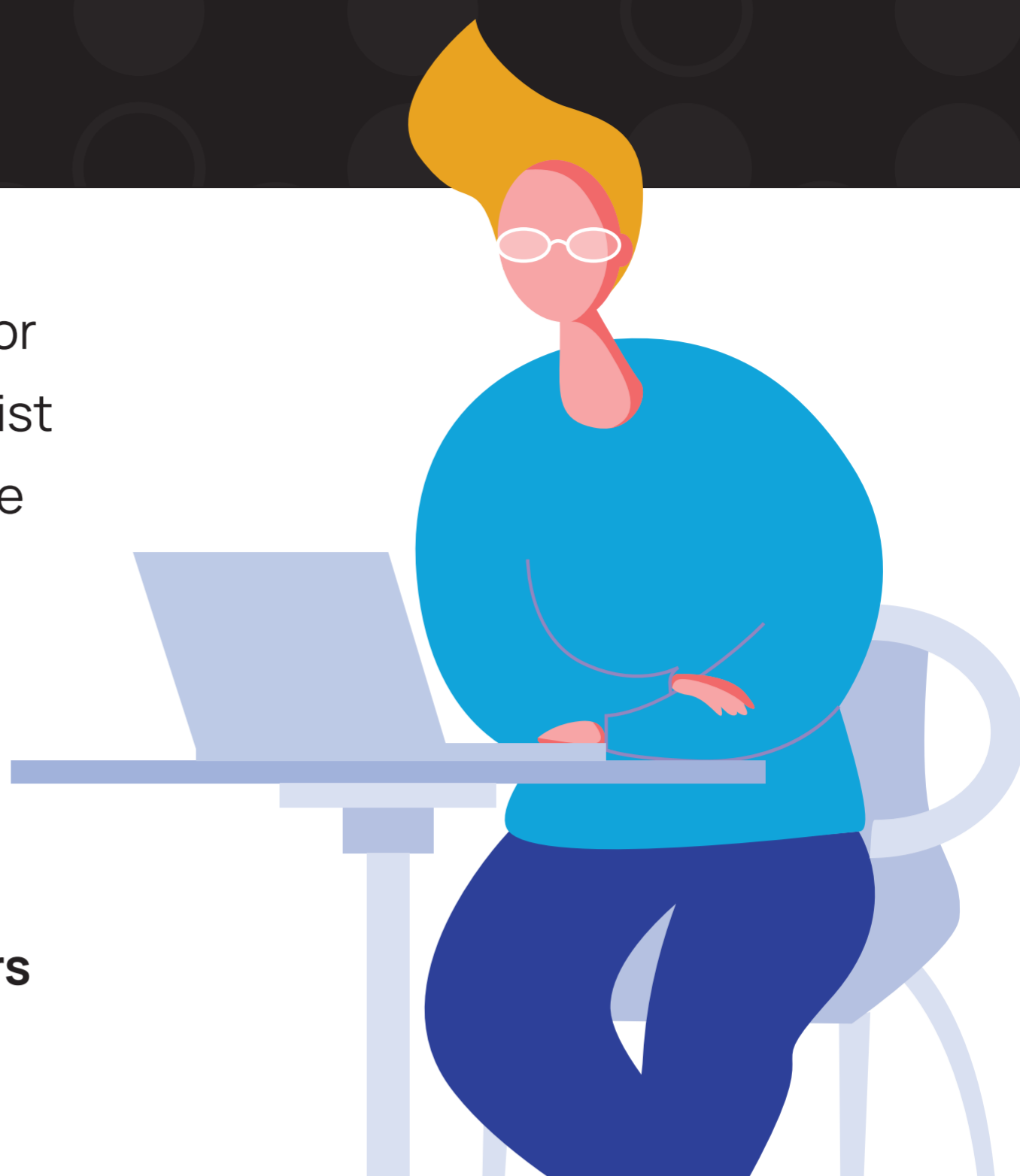


What are the **Top Threats to Company Culture** in 2022?

Employee experience (EX) is a priority for most HR leaders, but positive EX can't exist without healthy company culture. Culture represents the sum of values and beliefs that a company promotes and performs.

But what is likely to threaten company culture this year?

Here's what employees think HR leaders should be watching out for:



1 **Overworking & Burnout**

With 75% of employees feeling burnt out in 2021, it's not a surprise that overworked employees/burnout was identified as a threat to company culture in 2022. In fact, 29 percent of employees say it's the top threat.

2 **Stressed Employees**

Overworking leads to stress, which can have a negative impact on productivity, EX and culture. This is likely why 20% of employees identified stress as the year's top culture threat.

3 **Negative Attitudes**

In 2021, 14% of HR leaders said the top threat to culture was negative attitudes. Thirteen percent of employees agreed when we asked them the same question for 2022. As such, maintaining positive morale in the workplace should be a big focus for HR teams throughout the year.

4 **Not Paying Employees Market Value**

Salary is extremely important, with research revealing it's the top motivator in employees' decisions to accept job offers. In 2022, 9% of employees think not paying market value is the year's top culture threat.

5 **Leadership Not Practicing What They Preach**

Employees expect leadership teams to match actions to words. When they don't, there is a negative hit to company culture – which is likely why 7% of employees said leadership teams not practicing what they preach is the biggest threat to company culture.

These are just a few things that could negatively impact company culture in 2022. By being aware of these threats, HR teams can take steps to prevent them from becoming an issue – not only this year, but also in the years to come.

Learn how isolved's human capital management (HCM) technology can support your company's culture as well as help your organization transform employee experience for a better today and a better tomorrow.

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