

Attracting, Engaging & Retaining Talent! New Magnets & Motivators in 2007!

More Than 2800 Employees Were Surveyed...
...And Here Are The Results!

**HR/OD
Quick
Notes**

- ✓ **As Job Market Grows, Advancement Potential Finally Passes Job Security to Become #1 Motivator!**
- ✓ **Flexible Scheduling a More Powerful Magnet than Retirement Plans or Tuition Reimbursement. 69% Say they Already Have Some Flexibility & Still Want More!**
- ✓ **Traditional Schedule Disappears with 60% Working Less than 40 or More than 50 hours per Week!**
- ✓ **59% Indicate Willingness to Travel up to 25%. 24% Willing to Travel More than 25%.**
- ✓ **Added Vacation Soars to #1 Employee Recognition Award...And Also Earns #1 Work-Life Balance Magnet!**
- ✓ **Fitness Membership #1 Preferred Wellness Benefit!**
- ✓ **Employees Value Teamwork Over Comfortable Work Environment!**

What do you consider to be most important to you overall in your job?

Training/Advancement	40%
Job Security	27%
Work-Life Balance	19%
Comfort/Quality of Work Environment	14%

Trade for Pay: For which of the following would you sacrifice more than 10% of your immediate pay?

Training/Advancement	33%
Job Security	26%
Increased Vacation/PTO	18%
Enjoyment/Comfort	12%
Flexible Work Schedule	11%

Employee Recognition: If offered, which reward would you most like to win?

Additional Vacation Day(s)	56%
Extraordinary/Luxury Event	23%
Gift Card: Where Normally Shop/Dine	21%

If your employer were to provide you with only one of the following, which one would you choose?

Flexible Work Schedule	42%
Retirement Package	32%
Tuition Reimbursement	15%
Vision Insurance	6%
Disability Insurance	4%
Paid Child Care Assistance	2%

Work-Life Balance: When balancing personal and career goals, which benefit would you most prefer?

Increased Vacation/PTO	42%
Flexible Work Schedule	37%
Home Office/Telecommuting	16%
Paid Childcare Assistance	4%
Bring Your Kids to Work Day	1%

Wellness: If offered, which company paid benefit would you be most likely to use?

Fitness Center/Membership	74%
Massage Services	16%
Diet/Nutrition Counseling	11%

Same Question As Above, Different Choices...

Tuition Reimbursement	31%
Fitness Center/Membership	16%
Disability Insurance	16%
Vision Insurance	13%
Flexible Spending Account	13%
Paid FMLA Leave	11%

Flexible Schedule:

Currently Have	69%
Have Not	31%

Travel:

Willing to Travel < 25%	59%
Willing to Travel > 25%	24%
Unwilling to Travel	17%

Which of the following do you consider to be most important to you overall in your job?

Communications, Socialization & Teamwork	39%
Confidence/Pride in Employer's Success	35%
Comfort/Quality of Work Environment	26%

* Respondents earning > \$50K annually indicated less willingness to travel and were more likely to trade pay for flexible work schedule, ranking it #1, all others in same order.

* Above findings consider respondents currently employed, in a demographic mix resembling a typical employer's workforce by pay level and job category allocation. Details, demographic data charts, interpretations and validity studies are available from HRS.



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