

OUT OF BALANCE

Employers, employees put different weight on the work-life balance scale

Research shows a clear disconnect between employers and their workers when it comes to work-life offerings. Research from the Corporate Executive Board shows that more than three times as many human resource executives are likely to say their employees are satisfied with the company's offerings compared to the number of actual employees who say the same.

Companies would do well to help workers find the right balance. If they can't, productivity will suffer. Nearly one-third of employees say their work effort suffers as they struggle to meet personal commitments.

The data also shows differences between the way men and women struggle to solve the work-life equation. For instance, while men and women are almost in total agreement about the importance of flexible work hours, men place a higher value on telecommuting than their female counterparts do. Women are three times more likely to say the ability to switch between full-time and part-time is important when considering a position.

Question of the Month

Each month, *EBA* will post a question related to the data/topic presented on each issue's By the Numbers page.

This month, we want to know: How are you helping employees maintain a positive work-life balance amid the recession? What work-life offerings have you added/enhanced?

Make sure to let us know what you think online. Visit eba.bythenumbers.com.

Gender gaps

64 PERCENT of women rank flexible hours as a top five work-life consideration when assessing a potential employer

63%

of men say the same

26%

of men say TELECOMMUTING is a TOP-FIVE consideration

20 PERCENT OF WOMEN AGREE

4%

of men said the same

14%

of WOMEN say being able to SWITCH FROM FULL-TIME TO PART-TIME is in their TOP FIVE

Source: Corporate Executive Board, "Building and Managing a Global Work-Life Proposition," 2008.

Dividing lines

58%

of senior HR executives say workers are satisfied with the company's work-life offerings

16%

of employees agree

53%

of employees have never taken advantage of their company's work-life benefits

Source: Corporate Executive Board, "Building and Managing a Global Work-Life Proposition," 2008.

30% of all employees say they are reducing their effort at work in order to better meet personal commitments

38% of employees with children, and

32% of workers in a dual-career household say they do the same

Source: Corporate Executive Board, "Building and Managing a Global Work-Life Proposition," 2008.