

SURVEY FINDS EMPLOYEES WANT PERKS THAT ARE HARD FOR EMPLOYERS TO OFFER



Trendy offices with beanbag chairs and ping pong tables won't keep workers from quitting in a tight labor market. According to a new survey, the most coveted work perks let employees control their time — and not all employers have caught up to the demand.

Human resources consulting firm Robert Half surveyed 1,500 workers and 600 HR managers across the country to see which benefits, perks and incentives employees want most and where employers miss the mark.

Overwhelmingly, employees surveyed asked for perks that helped them control their time. "In the past few years, there's been a lot of employee interest in perks that offer greater control over where and when work is done, such as flexible schedules, compressed workweeks and telecommuting options," Paul McDonald, senior executive director for Robert Half told *CNBC Make It*.

Despite this demand, employers have been slow to meet these needs. While the survey finds that a whopping 88 percent of employees wanted a flexible work schedule, while 62 percent of their employers offer this kind of flexibility.

The desire for a compressed workweek revealed one of the survey's biggest gaps between what employees want and what their bosses provide. Approximately 66 percent of workers said they wanted to work less than five days a week but just 17 percent offer that option.

The tight labor market could force gaps like these to narrow. U.S. workers continue to quit their jobs at some of the highest rates in 18 years. Last year, there were more unfilled jobs in the United States than there were unemployed workers, according to the Bureau of Labor Statistics.

Says McDonald, "Besides salary, employees are considering factors such as perks, benefits and incentives when deciding whether to join or stay with a company. And with competition for skilled talent remaining high, today's professionals have more options than ever in these areas."

"Savvy employers are catching on to the fact that employees are increasingly demanding better work-life balance and the opportunity to get work done at non-traditional places and times," adds Jim Link, chief human resources officer (North America) at global recruitment agency Randstad. "The four-day workweek is a perfect example of that."

Even billionaire businessman [Richard Branson has predicted](#) the end of the five-day workweek saying, "The idea of working five days a week with two day weekends and a few weeks of holiday each year has become ingrained in society. But it wasn't always the case, and it won't be in the future." Branson argues that technology will allow workers to be more productive and to work more flexibly.

"Offering employees a designated time to take care of personal responsibilities alleviates worker stress, allows them to focus their attention on key projects while in the office and also leads to a decrease in unplanned absences," says McDonald.

To be sure, compressed weeks work better for certain types of companies and positions than others, McDonald says. "The nature of some businesses require staff coverage and customer service during key hours."

Source: *CNBC*—<https://www.cnbc.com/2018/06/05/there-are-more-jobs-than-people-out-of-work.html>

TEXAS INDUSTRY EMPLOYMENT

Industry	February 2019	Monthly Change	Annual Change	Annual % Change
Total Nonagricultural	12,662,400	17,700	268,800	2.2
Private	10,703,400	15,100	256,000	2.5
Goods-Producing	1,907,700	800	74,700	4.1
Mining & Logging	256,400	-1,100	19,900	8.4
Construction	751,300	500	22,700	3.1
Manufacturing	900,000	1,400	32,100	3.7
Service-Providing	10,754,700	16,900	194,100	1.8
Trade, Transportation & Utilities	2,512,000	400	42,500	1.7
Information	201,200	-700	-3,000	-1.5
Financial Activities	788,900	3,800	16,600	2.1
Professional & Business Services	1,754,500	4,100	40,100	2.3
Education & Health Services	1,718,900	-100	36,300	2.2
Leisure & Hospitality	1,378,700	5,500	36,700	2.7
Other Services	441,500	1,300	12,100	2.8
Government	1,959,000	2,600	12,800	0.7

Source: Texas Workforce Commission Texas Labor Market Review. Information is the latest available at printing time. Seasonally adjusted.

FEBRUARY 2019 EMPLOYMENT

Not Seasonally Adjusted	Civilian Labor Force	Employed	Unemployed	Rate
US (revised)	162,960,000	156,748,000	6,211,000	3.8%
TX	14,087,254	13,538,125	549,129	3.9%
D/FW Region	4,041,320	3,895,390	145,930	3.6%

Source: Texas Workforce Commission Texas Labor Market Review

LATEST U.S. ECONOMIC NUMBERS

Long Term Unemployed (27+ wks.) % of unemployed 21.1.%	Mar '19	1,305,000
Consumer Price Index	Feb '19	+0.2%
Payroll Employment	Feb '19	+20,000 (p)
Average Hourly Earnings	Mar '19	+\$0.04 (p)
Producer Price Index	Feb '19	+0.1% (p)
Employment Cost Index	4th Qtr. '18	+0.7%
Productivity	4th Qtr '18	+1.8% (r)
U.S. Import Price Index	Feb '19	+0.6%
U.S. Export Price Index	Feb '19	+0.6%

(p) preliminary; (c) corrected; (f) final demand; (r) revised - Information is the latest available at printing time. Source: U. S. Department of Labor.

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