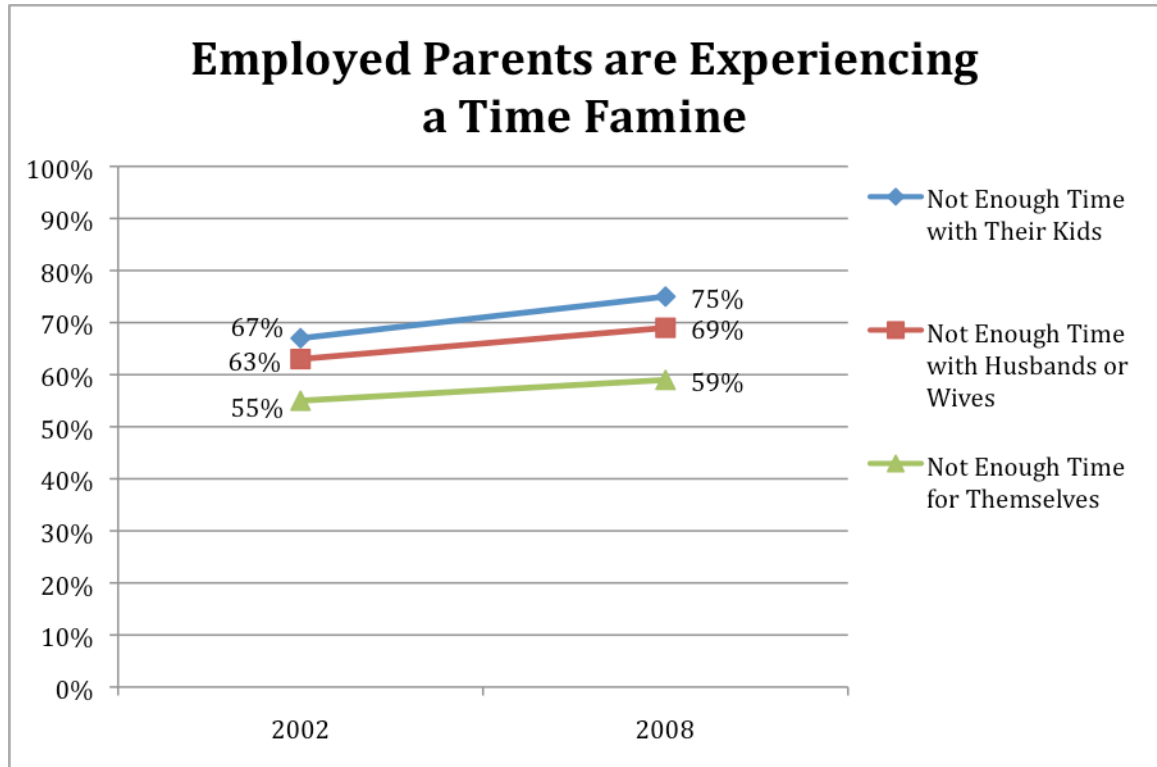


Snapshot of FWI Research on U.S. Employees and Work-Life Fit

- **Employees are increasingly experiencing a time famine.** The majority of employees reported not having enough time to attend to their family and personal lives.¹



- **How important is having flexibility?** Given the feeling of being pressed for time, it is not surprising that the vast majority of employees view having flexibility as an *extremely* or *very* important factor in deciding whether to take a new job.²
 - 39% of employees rate having the flexibility to successfully manage work and personal or family life as *extremely* important, and another 47% rate it as *very* important.
 - Only 50% of employees strongly agree that they currently have the flexibility they need to successfully manage work and personal or family life.
- **Work-life conflict has increased, especially for men.** Men's reported level of work-life conflict has risen significantly over the past three decades, while the level of conflict reported by women has not changed significantly.³

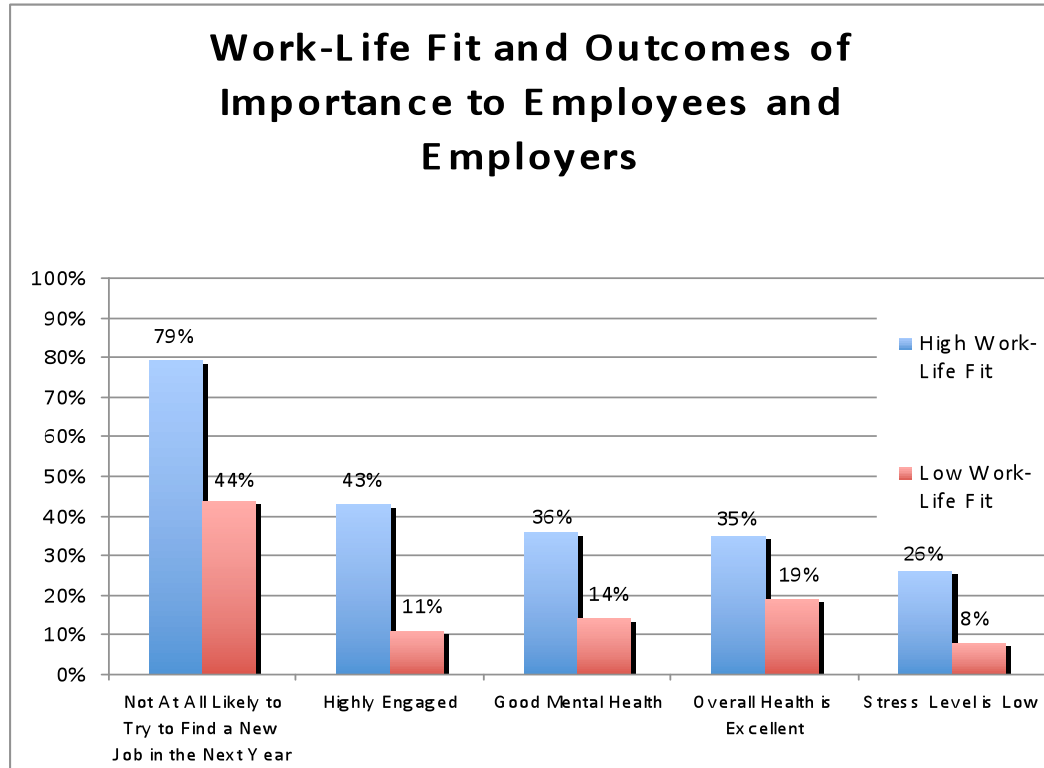
¹ 2008, 2002, 1992 National Study of the Changing Workforce

² 2008 National Study of the Changing Workforce

- 45% of men reported some or a lot of work-life conflict in 2008, up significantly from 34% in 1977. The percentage of women reporting work-life conflict was 39% in 2008, a less dramatic and non-significant increase from 34% in 1977.
- ***What's important in having a good fit between work and family life?*** Because the *National Study of the Changing Workforce* is so comprehensive, we are able to look at the data to determine what aspects of having a good fit matter most.
- The following five questions rose to the top. Employees were asked to rate their agreement with each of these five items on a four-point scale ranging from “strongly agree” to “strongly disagree”):
 - I have the schedule flexibility I need to successfully manage my work and family life.
 - My work schedule/shift meets my needs.
 - I have the co-worker support I need to successfully manage my work and family life.
 - My supervisor cares about the effect of work on my personal/family life.
 - My supervisor is responsive when I have personal/family business.
- ***How does work-life fit affect employers and employees?*** Taking the index we created, we then categorized employees by whether their fit between work and family life was high, moderate or low.

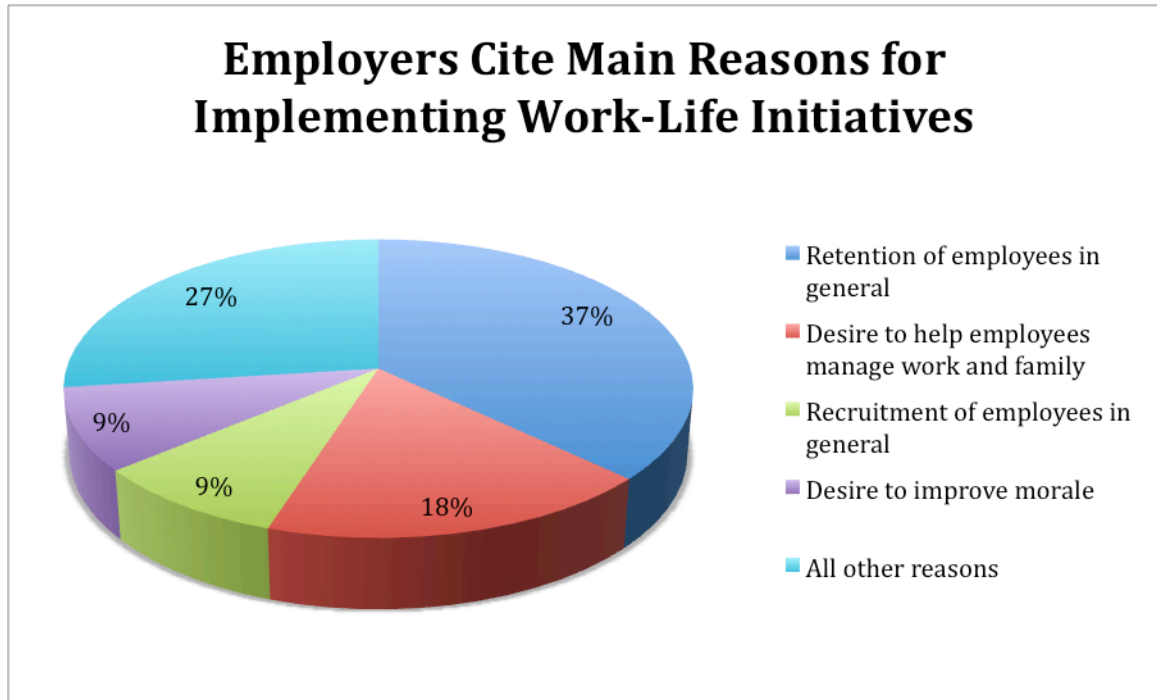
³ 2008 National Study of the Changing Workforce; 1977 Quality of Employment Survey

- We next examined how work-life fit affects a series of outcomes. We included outcomes of importance to employers, such as job engagement and turnover intentions, and those of importance to employees themselves, such as overall health, mental health and stress level. We found that employees who have a high work-life fit fare much better than employees who have moderate or low levels of work-life fit.⁴



⁴ 2008 National Study of the Changing Workforce

- **Why do employers provide work-life assistance?** In Families and Work Institute's 2008 *National Study of Employers*, employers with eight or more work-life policies or programs (e.g., flexible time, caregiving leaves and dependent care) were asked an open-ended question about the main reasons they have implemented these initiatives. The top three reasons cited by employers include a desire to improve retention, help employees manage work and family life, facilitate recruitment and enhance morale.⁵



Here is a list of additional research by Families and Work Institute that may be of interest to you. These are available on our Web site at www.familiesandwork.org, and we would be happy to provide hard copies:

- [Times Are Changing: Gender and Generation At Work and At Home](#)
- [2008 National Study of Employers](#)
- [2008 Leaders in a Global Economy: Finding the Right Fit for Top Talent](#)
- [2008 Guide to Bold New Ideas for Making Work Work](#)
- [Supporting Work Project: Bringing Business, Community and the Public Sector Together to Help Families](#)

⁵ 2008 National Survey of Employers