

News Release

Contact: Marcia Rhodes, APR
WorldatWork
Phone: 480/348-7285
E-mail: mrhodes@worldatwork.org

October 25, 2005

A Majority of Employers Say Workers Can Address Personal or Family Issues on Company Time *Research Released for October National Work & Family Month*

SCOTTSDALE, Ariz. – Fifty-six percent of survey participants allow employees to address personal or family issues on company time, according to a recent survey by WorldatWork, the Alliance for Work-Life Progress (AWLP), and the Regional Research Institute for Human Services at Portland State University. In response to the new survey data, Anne Ruddy, president of WorldatWork said, “It seems that employers are realizing that allowing employees to work flexible schedules and handle some of their personal needs at work can improve both employee satisfaction and bottom line results.”

A total of 552 members from WorldatWork and AWLP completed the survey in August 2005. Survey participants were compensation, work-life and human resources professionals who work in a diverse mix of organizations and industries.

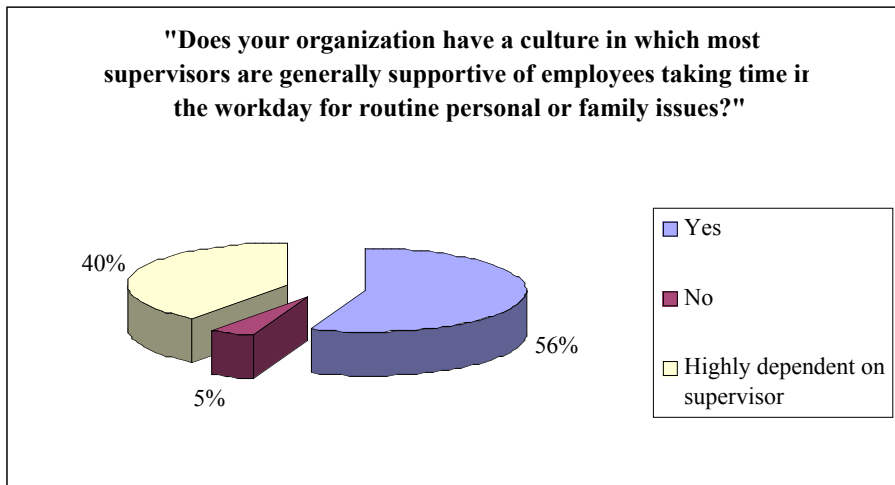
While the survey findings are encouraging for workers, the data also show that there is still progress to be made before use of flexible work schedules becomes commonplace, rather than an individual accommodation for employees with special circumstances. While 95 percent of survey respondents said their organization offers some type of flexible scheduling, substantially smaller percentages report that flexible options are actually used by a majority of employees.

What explains the gap between the availability of flexible work schedules and its actual usage? “Employers grasp the strong business case for implementing flexible work arrangements, and are making the programs available, but cultural acceptance within individual organizations still lags behind”, said Kathie Lingle, director of AWLP. About one in three organizations surveyed said their office cultures still do not encourage the use of flexible schedules. About 40 percent indicated support for employees needing work time for personal issues is highly dependent on the individual supervisors.

To close the gap between availability of flexible scheduling and actual practice by employees, Lingle believes that communication and training are necessary. “Organizational leaders need to visibly communicate their support of flexible work and provide training about the issues for HR professionals

and supervisors. Without training, the positive outcomes of flexible work can never be realized," she said.

For a complimentary copy of the full survey report, please contact Jeffrey Kros at 480-922-2027 or via e-mail at jkros@worldatwork.org.



###