

Employers and Workers Not in Synch on Popular Office Perks

Survey Shows Professionals Want More Choices in When and Where They Work

TORONTO, Oct. 25, 2018 /CNW/ - Companies today use extras to attract and retain top talent, but are they offering the perks employees want most? According to research from global staffing firm Robert Half, flexible work schedules, a compressed workweek and the ability to telecommute are the most sought-after nonmonetary perquisites. However, while many companies offer flexible work schedules, fewer than one in five offer shorter workweeks or remote work options.

There was less of a disconnect when it came to monetary incentives: 44 per cent of employers surveyed said they offer annual or biannual bonuses to employees. Workers surveyed said bonuses were their most desired incentive (77 per cent) when considering job offers. Profit-sharing plans and sign-on bonuses are also highly sought (tied at 49 per cent), though only 33 per cent and 19 per cent of employers, respectively, offer these types of rewards.

Benefits can also play a significant role in attracting and retaining talent, and most companies are offering the two most wanted employee benefits: extended health insurance (88 per cent) and paid time off, including vacation, sick days and paid holidays (80 per cent).

"Professionals today desire flexibility," said Greg Scileppi, president of Robert Half, International Staffing Operations. "By offering competitive compensation as well as programs that help their employees achieve greater work-life balance, organizations will more easily attract and retain top talent."

For more information on salaries, compensation packages and hiring trends, download the [2019 Robert Half Salary Guides](#).

About the research

The survey was developed by Robert Half and conducted by an independent research firm. It includes responses from more than 1,500 workers and more than 600 human resources managers in North America.

About Robert Half

Founded in 1948, Robert Half is the world's first and largest specialized staffing firm. The company has more than 300 staffing locations worldwide and offers online job search services on its divisional websites, all of which can be accessed at roberthalf.ca. For additional career and management advice, follow our blog at roberthalf.ca/blog.

SOURCE Robert Half Canada

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