



## Methodology

Harris Interactive® fielded the study on behalf of the National Endowment for Financial Education from May 1-3, 2012, via its QuickQuery<sup>SM</sup> online omnibus service, interviewing 2,210 U.S. adults aged 18+ of whom 1,316 are employed. Data were weighted using propensity score weighting to be representative of the total U.S. adult population on the basis of region, age within gender, education, household income, race/ethnicity, and propensity to be online. No estimates of theoretical sampling error can be calculated; a full methodology is available.

## Key Findings – Employer Benefits Package Changes

Two in five (40%) employed U.S. adults who have benefits packages indicate that they have seen a decrease or elimination of their benefits (e.g., healthcare, retirement savings, insurance, training).

Three in five (60%) employed U.S. adults who have benefits packages indicate that they have not seen a decrease or elimination of their benefits (e.g., healthcare, retirement savings, insurance, training).

## Key Findings – Benefits That Were Decreased/Eliminated

More than seven in 10 (72%) of employed U.S. adults who have benefits packages and experienced a decrease or elimination in employer benefits saw a **change in health insurance benefits, resulting in more individual out-of-pocket costs.**

More than two in five (41%) employed U.S. adults who have benefits packages and experienced a decrease or elimination in employer benefits had **suspended pay raises.**

One-third (33%) of employed U.S. adults who have benefits packages and experienced a decrease or elimination in employer benefits said that their company stopped and/or cut back on employer-sponsored retirement savings plans.

- One-quarter (25%) of employed U.S. adults who have benefits packages and experienced a decrease or elimination in employer benefits indicated that their **company cut back the amount the company matches on employer-sponsored retirement savings (e.g., 401k).**
- 13% of employed U.S. adults who have benefits packages and experienced a decrease or elimination in employer benefits indicated that their **company stopped company match toward employer-sponsored retirement savings (e.g., 401k).**

23% of employed U.S. adults who have benefits packages and experienced a decrease or elimination in employer benefits indicate that their company **stopped providing or suspended performance bonuses.**

13% of employed U.S. adults who have benefits packages and experienced a decrease or elimination in employer benefits said that their company decreased or eliminated **something else** from their benefits package.

## Key Findings – Agreement with Staying at Current Job Due to Economy

When asked how strongly they agreed or disagreed with the following statement with regard to their job and the economic situation over the past five years:

**“I have chosen to stay at my current job instead of looking for a new one, even though I am unhappy with certain aspects of my job (e.g., salary, benefits, hours).”**

More than half (53%) of employed U.S. adults **agree**.

Less than half (47%) of employed U.S. adults **disagree**.

### **Key Findings – What Employed Will Do If/When Economy Improves**

When asked what they will most likely do if and/or when the economic and unemployment conditions improve...

More than two in five (43%) employed U.S. adults said they would **evaluate other options while maintaining their position at their current job**.

One-third (33%) of employed U.S. adults said they would **stay in their current job and not evaluate other options**.

- Women (37%) are slightly more likely to indicate this than men (30%).

One in five (19%) employed U.S. adults said that they'll immediately start to look for a new job.

14% of employed U.S. adults say they'll **immediately start to look for a new job in a similar field**.

- Men (17%) are more likely to indicate this than women (10%).

10% of employed U.S. adults say they'll **immediately start to look for a new job in a different field**.

17% of employed U.S. adults say that they will **engage in training opportunities to increase their job skills**.

Only 4% of employed U.S. adults say that they will **quit their current job and begin a new job search**.

4% of employed U.S. adults will do **something else**.

### **Key Findings – Most Important Employer Benefits When Considering New Job**

- More than one third (34%) indicate that the **benefits package (e.g., health insurance, life insurance, disability, paid vacation)** is most important.
- A little over one in five (21%) cited **long-term job security** as most important.
- 15% said that being the **best fit for my main area of interest** is the most important.
- 9% note that **advancement opportunities** are the most important benefit.
- 6% said that **retirement savings options (e.g., 401(k) match, pension)** are the most important.
- 6% said that **ability to telecommute (e.g., work from home)** is the most important.
- 5% said that an **appealing workplace “culture” (e.g., casual dress, employee lounges for breaks)** is the most important benefit.
- 5% indicated that none of the mentioned benefits are important to them when considering a job.

### **Key Findings – Actions Currently Taking to Make Self “Indispensable” at Current Job**

More than three-quarters of employed U.S. adults (78%) are doing something to make themselves “indispensable” at their current job...

- More than half (51%) indicate that they are **taking on more responsibilities at work**.
- A little over three in ten (31%) cited **seeking more education and/or training** as a way to make themselves “indispensable”.

- 29% said they are **working more hours** as a way to make themselves “indispensible”.
- One in five (19%) are **networking** as a way to make themselves “indispensible”.
  - Men (24%) are more likely than women (14%) to indicate this.
- Only 4% said they are **offering to take a pay cut** as a way to make themselves “indispensible”.
- 3% said they are doing **something else** as a way to make themselves “indispensible”.
- 22% indicated that they aren’t currently doing anything to make themselves “indispensible” at work.

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