

# WORKPLACE DEAL BREAKERS

Where's the Breaking Point for Employees?

MORE THAN MONEY, PEOPLE WANT A CHANCE TO PROVE THEMSELVES BY WORKING THEIR WAY UP AND HAVING A HEALTHY WORK/LIFE BALANCE.

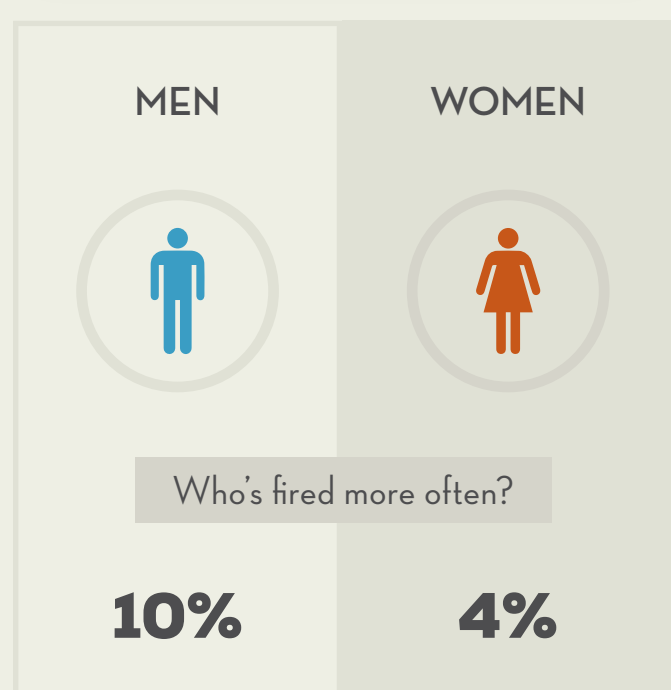
## WHY DO PEOPLE LEAVE JOBS?



## THE TOP FIVE DEAL BREAKERS



## GENDER GAPS



### DEAL BREAKERS

Working during off hours

**18%**      **29%**

Non-flexible work environment

**13%**      **23%**

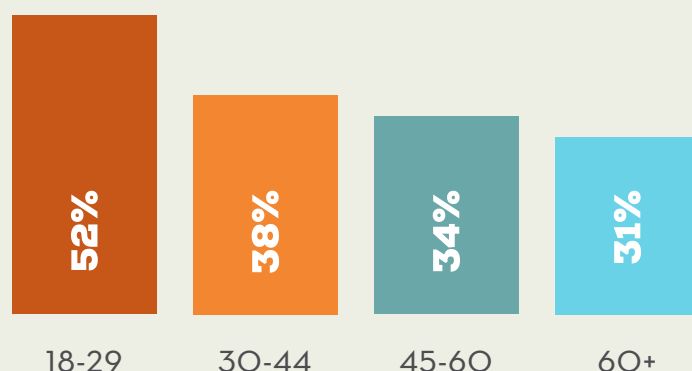
Coworkers are promoted faster

**10%**      **14%**

Women have fewer jobs over their careers and, as a result, stay at jobs longer, but more men are managers. Women are less likely to tolerate working on weekends, vacations or after hours and are not willing to budge on inflexible workplaces.

## AGE DIFFERENCES

Unhappy about low salary



Having a salary that is lower than expected is incredibly annoying to younger people, but it becomes steadily more acceptable as employees age.

**61%** of 18-29 year old employees find it "considerably annoying" when management "passes the buck."

**80%** of 30-44 year old employees find it considerably annoying or a deal breaker when the boss doesn't trust or empower them.

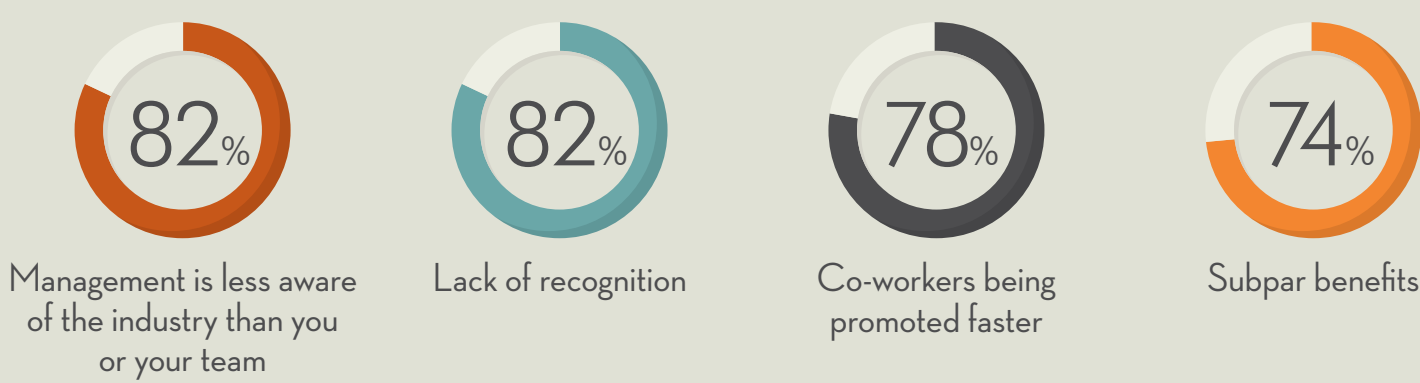


Beginning at age 45, employees find it substantially more acceptable to be expected to do work on weekends, vacations and after hours.



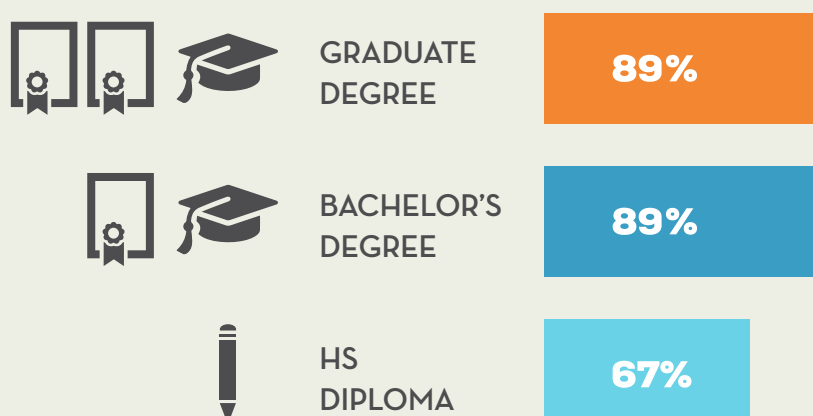
Employees over 60 stop caring as much about money. Only 8 percent would quit because of unfair salary.

## SITUATIONS THAT ANNOY EMPLOYEES



## EDUCATION MATTERS

Not being empowered by your boss is more annoying for college-educated employees



THE HIGHER THE DEGREE LEVEL, THE MORE EMPLOYEES SEEK ADDITIONAL ASSIGNMENTS THAT CHALLENGE THEM TO GROW.

Employees must be valued and respected at work while maintaining a healthy work-life balance or they won't stay at a job. As long as employees' pressing needs—empowerment, flexibility in the workplace and fair wages—are met, they're more willing to tolerate lesser annoyances.