

flexibility.



human forward.

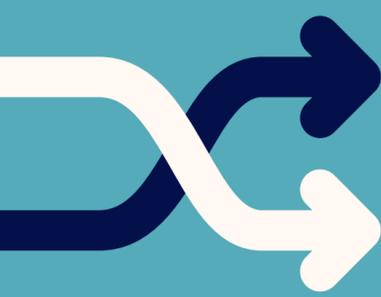
2023 compensation survey demographics:

- August 22, 2023 - September 1, 2023
- 1,961 people between the ages of 18-65
- U.S. workers employed fulltime or parttime



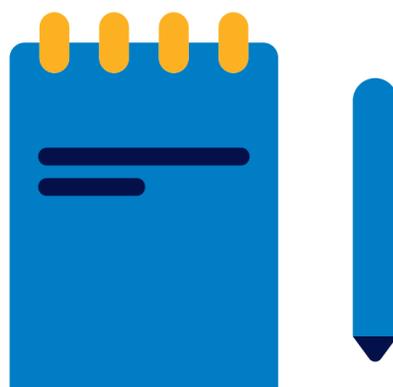
Generational age ranges:

- Gen Z = 18-24 years old
- Millennials = 25-34 and 35-44 years old
- Gen X = 45-54 years old
- Baby Boomers = 55-65 years old



We surveyed over 1,900 workers currently working in the U.S. about compensation and uncovered some fascinating insights around how they view flexibility in the workplace today.

It is clear that money is currently more important than flexibility for workers.



While 67 percent of respondents agree that salary and compensation are the most important factors for job satisfaction, only 55 percent believe they are adequately compensated for their work. Men were more likely than women to say they were adequately compensated (63% v 48%) and younger workers more likely than their senior counterparts.

More than half of respondents said they would rather not take a pay cut to get flexibility.

56%



However, workers between the ages of 18-24 don't share this opinion, with 48 percent willing to get paid less for more flexibility in their current role. Our results say the older the worker, the less flexibility appeals to them compared to pay.

Flexibility is still an important concern for both male and female respondents, however. 60 percent say some job flexibility (location, hours etc.) impacts their decision to remain in their current role. According to our analysis, Millennials followed by Gen X feel most strongly about this.



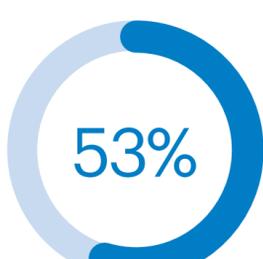
While a majority of people did not believe that their total compensation had been determined for the most part based on whether they work remotely, in person or hybrid, 43% of respondents between the ages of 18-24 thought it was.

did not believe that their total compensation had been determined for the most part based on whether they work remotely, in person or hybrid.

60%

43%

of respondents between the ages of 18-24 thought it was.



↓ 45 years old

About 53 percent of workers are open to relocating if it increases their compensation.

Though workers younger than 45 are more likely to want to do this. (Men are also more likely than women to relocate for an increase).



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