

Survey Reveals Demanding, Self-Reliant Workforce

(NAPSA)—More than half the country's workers want to leave their jobs despite national economic woes.

The 2003 Spherion® Emerging Workforce® Survey conducted by Harris Interactive on behalf of Spherion Corp. reveals a surprisingly confident workforce poised to seek new jobs as soon as opportunities arise. As a result, organizations could be saddled with turnover costs estimated at \$55,000 per departing employee or as much as \$590 billion over a two-year period.

The survey of more than 3,200 full-time workers breaks down employees' intent as follows:

- 52 percent indicate a desire to change jobs, with 46 percent hoping to do so within the next six months and 75 percent within the next 12 months.

- 54 percent indicate growing confidence in their ability to earn a stable income outside the conventional work structure.

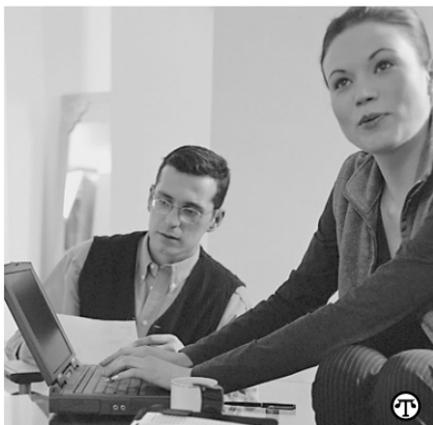
- 86 percent cite fulfillment and work/life balance as their top career priority; conversely, 35 percent said being successful at work and moving up the ladder were their top priorities.

"Today's employees are quickly adapting to a changing work environment and are more receptive to working outside conventional employment structures through alternatives such as contract, temporary or consulting arrangements," says Robert Morgan, president of Spherion Employment Solutions.

The survey makes the distinction between "emergent" workers, who tend to feel more in control of their careers and want an employer that rewards them based on performance, and "traditional" workers who believe that an employer is responsible for providing a clear career path and, in return, deserves an employee's long-term commitment. Additional survey results include:

- 73 percent of employees said they are willing to curtail their careers to make time for family;

- 96 percent are attracted to employers who offer ways for them



More and more employees feel in control of their careers, and may change jobs as a result.

to make time for personal responsibilities and personal development, such as flex-time, job sharing and telecommuting; and

- 81 percent work for employers who don't offer the work/life options they desire.

"The strengthening of these trends, even in a continuing economic downturn, is proof positive that we've entered a new era that requires employers to take a hard look at their existing relationships with employees," adds Morgan. "Many employers are not keeping pace with changing employee attitudes and the consequences could be disastrous in the battle to retain and attract employees."

However, Morgan notes that there are companies such as Nationwide, Option One Mortgage and Lincoln Financial that are implementing innovative policies and practices to increase workplace flexibility and career development opportunities. "These companies will continue to be recognized as employers of choice and will be positioned for success as the job market heats up," he said.

The 2003 Spherion Emerging Workforce Survey is the third in a series conducted to provide a comprehensive look at the changes in the American workforce in the context of ongoing social and economic events. Spherion Corporation provides recruitment, technology and outsourcing services. To learn more, visit www.spherion.com.