

Employee Survey April 2010

- Q1** Do you believe the government should set minimum standards for paid sick days and paid family and medical leave?
 Yes31% *Unsure*21%
 No48%
- Q2** Who should be responsible for the work-life balance of Americans?
Individual.....48% *Organization's industry association or union*..... 8%
Organization individual works for .17% *Government* 6%
Unsure22%
- Q3** What is your top priority?
Personal happiness and well being..... 5% *Job*..... 3%
Family's needs.....24% *All of the above*63%
Unsure 5%
- Q4** Do you feel that you have achieved a healthy work-life balance?
 Yes49%
Somewhat.....34%
Not really..... 7%
 No 5%
Unsure 5%
- Q5** How many hours per week do you typically work?
Less than 20 25%
 30..... 10%
 40.....34%
 50.....22%
 60 or more 9%
- Q6** How many children do you have?
None 18%
 1..... 15%
 2.....35%
 3..... 18%
 4 or more 14%
- Q7** Does your company allow employees flexibility in managing the timing of schedules and time away from work to accommodate personal needs?
 Yes 66%
 No 19%
Unsure 15%
- Q8** What effect would you say the stress from juggling your work life and your personal life has on your ability to do your job, whether in the office or at home?
Positive effect..... 25% *Minimal negative effect* 13%
Minimal positive effect28% *Negative effect*..... 6%
No effect.....29%
- Q9** If your workplace offered greater flexibility in managing time and schedules, and also provided greater benefits in terms of time away from work to tend to personal matters, how would that most affect you?
Would have more loyalty to organization69% *Would not be as productive* 2%
Would abuse privilege 2% *Would not want to work there*..... 1%
None of the above .27%
- Q10** If your workplace offered you the ability to telecommute and work from home, would you take advantage of that?
 Yes, as much as possible53%
 Yes, on occasion as needed.....28%
 No 19%
- Q11** Do you feel that you could effectively do your job via telecommuting, rather than physically being in the office?
 Yes 38%
 No44%
Unsure 18%



Q12 Does your employer offer Personal Time Off (PTO) days that can be used for any reason in lieu of the traditional vacation and sick time?
 Yes 57%
 No 31%
 Unsure 12%

Q13 How much of your allocated time off from work (including PTO, vacation days, sick time, etc.) would you say is spent dealing with personal family issues such as child care?
 None 55%
 10 percent 22%
 25 percent 12%
 50 percent 6%
 75 percent or more 6%

Q14 If you are a woman, press 1. If a man, press 2.
 Woman 50% Man 50%

Q15 If you are 18 to 29, press 1. If 30 to 45, press 2. If 46 to 65, press 3. If older than 65, press 4.
 18 to 29 6% 46 to 65 62%
 30 to 45 17% Older than 65 15%

Q16 If you are Hispanic, press 1. If white, press 2. If black, press 3. If other, press 4.
 Hispanic 14%
 White 68%
 Black 12%
 Other 6%

Q17 What kind of industry do you work in? If you work in a service industry, press 1. If you work in retail or wholesale trade, press 2. If you work in finance, insurance or real estate, press 3. If you work in a construction or minerals industry, press 4. If you work in a manufacturing business, press 5. If you work in transportation, communication or utilities, press 6. If education, press 7. If health care, press 8. If you are a government employee, press 9.
 Service industry 28%
 Retail or wholesale trade 9%
 Finance, insurance, or real estate 8%
 Construction or minerals industry 7%
 Manufacturing business 9%
 Transportation, communication, or utilities 6%
 Education 16%
 Health care 9%
 Government employee 7%

Q18 If you make less than \$25,000 a year, press 1. If you make between \$25,000 and \$50,000 a year, press 2. If you make between \$50,000 and \$75,000 a year, press 3. If you make between \$75,000 and \$100,000 a year, press 4. If you make more than \$100,000 a year, press 5.
 Under \$25,000 24%
 \$25,000 to \$50,000 32%
 \$50,000 to \$75,000 21%
 \$75,000 to \$100,000 12%
 More than \$100,000 12%

Crosstabs

	Base	Gender	
		Woman	Man
Gov't Minimum Standards for Sick Days			
Yes	31%	32%	30%
No	48%	43%	54%
Unsure	21%	25%	16%

	Base	Gender	
		Woman	Man
Responsible for Work/Life Balance			
Individual	48%	47%	50%
Organization individual works for	17%	18%	15%
Organization's industry association or union	8%	6%	9%
Government	6%	5%	6%
Unsure	22%	23%	21%

	Base	Gender	
		Woman	Man
Top Priority			
Personal happiness and well being	5%	7%	4%
Family's needs	24%	23%	25%
Job	3%	2%	3%
All of the above	63%	64%	63%
Unsure	5%	5%	5%

Crosstabs

	Base	Gender	
		Woman	Man
Healthy Work Life Balance			
Yes	49%	48%	50%
Somewhat	34%	37%	32%
Not really	7%	5%	8%
No	5%	4%	5%
Unsure	5%	5%	4%

	Base	Gender	
		Woman	Man
Hours of Work/Week			
Less than 20	25%	29%	22%
30	10%	14%	6%
40	34%	35%	32%
50	22%	18%	26%
60 or more	9%	5%	14%

	Base	Gender	
		Woman	Man
Children			
None	18%	17%	19%
1	15%	17%	14%
2	35%	35%	35%
3	18%	18%	19%
4 or more	14%	14%	14%

Crosstabs

	Base	Gender	
		Woman	Man
Flexible Schedule			
Yes	66%	63%	69%
No	19%	18%	20%
Unsure	15%	19%	11%

	Base	Gender	
		Woman	Man
Effect of Stress on Functionality			
Positive effect	25%	24%	26%
Minimal positive effect	28%	27%	29%
No effect	29%	31%	26%
Minimal negative effect	13%	14%	11%
Negative effect	6%	5%	8%

	Base	Gender	
		Woman	Man
Impact of Greater Flexibility			
Would have more loyalty to organization	69%	65%	72%
Would abuse privilege	2%	1%	3%
Would not be as productive	2%	2%	3%
Would not want to work there	1%	0%	1%
None of the above	27%	32%	22%

Crosstabs

	Base	Gender	
		Woman	Man
Telecommuting			
Yes, as much as possible	53%	56%	51%
Yes, on occasion as needed	28%	27%	29%
No	19%	17%	20%

	Base	Gender	
		Woman	Man
Do job effectively telecommunicating			
Yes	38%	41%	35%
No	44%	40%	48%
Unsure	18%	19%	17%

	Base	Gender	
		Woman	Man
Employer Offers PTO			
Yes	57%	60%	54%
No	31%	25%	36%
Unsure	12%	15%	10%

Crosstabs

	Base	Gender	
		Woman	Man
Time off devoted to personal family issues			
None	55%	59%	51%
10 percent	22%	21%	23%
25 percent	12%	7%	16%
50 percent	6%	6%	6%
75 percent or more	6%	7%	5%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Gov't Minimum Standards for Sick Days					
Yes	31%	23%	32%	32%	29%
No	48%	61%	43%	50%	43%
Unsure	21%	16%	25%	18%	28%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Responsible for Work/Life Balance					
Individual	48%	58%	55%	46%	46%
Organization individual works for	17%	15%	14%	17%	16%
Organization's industry association or union	8%	6%	4%	8%	11%
Government	6%	8%	6%	6%	3%
Unsure	22%	14%	20%	23%	24%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Top Priority					
Personal happiness and well being	5%	14%	4%	5%	5%
Family's needs	24%	6%	43%	22%	19%
Job	3%	4%	-	4%	2%
All of the above	63%	67%	51%	66%	66%
Unsure	5%	9%	3%	4%	9%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Healthy Work Life Balance					
Yes	49%	56%	47%	47%	59%
Somewhat	34%	29%	37%	36%	26%
Not really	7%	3%	7%	7%	6%
No	5%	12%	4%	5%	2%
Unsure	5%	-	4%	5%	7%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Hours of Work/Week					
Less than 20	25%	30%	12%	22%	52%
30	10%	-	8%	11%	10%
40	34%	34%	33%	37%	20%
50	22%	24%	33%	22%	9%
60 or more	9%	12%	14%	8%	9%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Children					
None	18%	34%	17%	16%	19%
1	15%	17%	18%	15%	14%
2	35%	21%	35%	37%	32%
3	18%	7%	20%	19%	17%
4 or more	14%	20%	10%	13%	19%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Flexible Schedule					
Yes	66%	77%	77%	67%	45%
No	19%	18%	17%	21%	15%
Unsure	15%	6%	6%	12%	40%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Effect of Stress on Functionality					
Positive effect	25%	47%	21%	25%	20%
Minimal positive effect	28%	17%	32%	28%	27%
No effect	29%	20%	31%	26%	41%
Minimal negative effect	13%	6%	11%	15%	7%
Negative effect	6%	11%	5%	7%	5%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Impact of Greater Flexibility					
Would have more loyalty to organization	69%	77%	75%	70%	53%
Would abuse privilege	2%	-	3%	2%	2%
Would not be as productive	2%	1%	2%	2%	5%
Would not want to work there	1%	-	-	1%	1%
None of the above	27%	22%	20%	26%	39%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Telecommuting					
Yes, as much as possible	53%	52%	52%	52%	60%
Yes, on occasion as needed	28%	24%	40%	27%	21%
No	19%	23%	8%	21%	19%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Do job effectively telecommunicating					
Yes	38%	37%	39%	39%	35%
No	44%	49%	43%	45%	38%
Unsure	18%	14%	17%	16%	27%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Employer Offers PTO					
Yes	57%	62%	53%	60%	45%
No	31%	29%	32%	31%	29%
Unsure	12%	9%	15%	9%	25%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Time off devoted to personal family issues					
None	55%	49%	33%	58%	70%
10 percent	22%	27%	26%	21%	17%
25 percent	12%	4%	20%	11%	7%
50 percent	6%	11%	8%	6%	2%
75 percent or more	6%	9%	14%	4%	4%

	Base	Race			
		Hispanic	White	Black	Other
Gov't Minimum Standards for Sick Days					
Yes	31%	37%	27%	50%	30%
No	48%	42%	52%	27%	57%
Unsure	21%	21%	21%	23%	14%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Responsible for Work/Life Balance					
Individual	48%	39%	54%	25%	50%
Organization individual works for	17%	13%	17%	21%	16%
Organization's industry association or union	8%	11%	6%	15%	7%
Government	6%	8%	3%	17%	2%
Unsure	22%	29%	20%	23%	25%

	Base	Race			
		Hispanic	White	Black	Other
Top Priority					
Personal happiness and well being	5%	11%	3%	10%	7%
Family's needs	24%	18%	25%	29%	16%
Job	3%	5%	2%	2%	2%
All of the above	63%	61%	66%	50%	68%
Unsure	5%	5%	4%	8%	7%

	Base	Race			
		Hispanic	White	Black	Other
Healthy Work Life Balance					
Yes	49%	55%	51%	40%	34%
Somewhat	34%	26%	35%	38%	36%
Not really	7%	5%	6%	13%	9%
No	5%	5%	4%	2%	18%
Unsure	5%	8%	4%	6%	2%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Hours of Work/Week					
Less than 20	25%	32%	26%	21%	9%
30	10%	8%	10%	8%	9%
40	34%	29%	34%	42%	23%
50	22%	24%	22%	17%	34%
60 or more	9%	8%	7%	13%	25%

	Base	Race			
		Hispanic	White	Black	Other
Children					
None	18%	18%	17%	21%	16%
1	15%	16%	15%	19%	11%
2	35%	37%	38%	21%	27%
3	18%	18%	17%	21%	25%
4 or more	14%	11%	13%	19%	20%

	Base	Race			
		Hispanic	White	Black	Other
Flexible Schedule					
Yes	66%	61%	68%	56%	73%
No	19%	18%	18%	27%	20%
Unsure	15%	21%	14%	17%	7%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Effect of Stress on Functionality					
Positive effect	25%	32%	23%	29%	18%
Minimal positive effect	28%	16%	30%	31%	23%
No effect	29%	34%	29%	19%	32%
Minimal negative effect	13%	13%	12%	13%	16%
Negative effect	6%	5%	6%	8%	11%

	Base	Race			
		Hispanic	White	Black	Other
Impact of Greater Flexibility					
Would have more loyalty to organization	69%	71%	69%	67%	61%
Would abuse privilege	2%	-	2%	2%	5%
Would not be as productive	2%	3%	2%	-	5%
Would not want to work there	1%	-	1%	-	-
None of the above	27%	26%	26%	31%	30%

	Base	Race			
		Hispanic	White	Black	Other
Telecommuting					
Yes, as much as possible	53%	53%	53%	54%	57%
Yes, on occasion as needed	28%	34%	28%	27%	23%
No	19%	13%	20%	19%	20%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Do job effectively telecommunicating					
Yes	38%	45%	36%	44%	37%
No	44%	26%	49%	40%	40%
Unsure	18%	29%	15%	17%	23%

	Base	Race			
		Hispanic	White	Black	Other
Employer Offers PTO					
Yes	57%	47%	58%	58%	61%
No	31%	29%	30%	35%	30%
Unsure	12%	24%	11%	6%	9%

	Base	Race			
		Hispanic	White	Black	Other
Time off devoted to personal family issues					
None	55%	45%	57%	63%	34%
10 percent	22%	21%	22%	21%	27%
25 percent	12%	18%	11%	8%	7%
50 percent	6%	8%	5%	4%	11%
75 percent or more	6%	8%	4%	4%	20%

Crosstabs

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	
Gov't Minimum Standards for Sick Days											
Yes	32%	30%	33%	32%	25%	31%	15%	39%	38%	32%	
No	49%	53%	48%	45%	63%	48%	72%	39%	36%	48%	
Unsure	19%	17%	19%	23%	13%	21%	12%	22%	27%	20%	

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	
Responsible for Work/Life Balance											
Individual	49%	46%	44%	51%	47%	59%	62%	45%	45%	56%	
Organization individual works for	17%	18%	19%	18%	15%	17%	20%	12%	22%	10%	
Organization's industry association or union	8%	7%	4%	2%	23%	9%	3%	10%	9%	10%	
Government	5%	8%	7%	2%	3%	-	5%	5%	5%	6%	
Unsure	21%	21%	27%	26%	12%	16%	11%	27%	19%	18%	

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	
Top Priority											
Personal happiness and well being	5%	6%	7%	4%	3%	3%	5%	2%	8%	7%	
Family's needs	24%	29%	17%	16%	28%	26%	25%	23%	20%	23%	
Job	3%	2%	9%	1%	10%	4%	-	3%	2%	-	
All of the above	64%	59%	66%	70%	54%	65%	65%	69%	71%	66%	
Unsure	3%	3%	1%	9%	5%	2%	6%	2%	-	4%	

Crosstabs

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	
Healthy Work Life Balance											
Yes	50%	50%	51%	43%	39%	47%	46%	59%	55%	50%	
Somewhat	35%	32%	30%	39%	33%	38%	37%	36%	40%	39%	
Not really	6%	4%	12%	8%	11%	7%	9%	4%	5%	4%	
No	5%	6%	3%	7%	16%	2%	7%	1%	-	3%	
Unsure	4%	8%	3%	2%	1%	6%	-	1%	-	4%	

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	
Hours of Work/Week											
Less than 20	23%	27%	29%	25%	25%	19%	17%	21%	18%	13%	
30	9%	10%	8%	12%	-	-	11%	12%	16%	7%	
40	36%	33%	40%	38%	34%	34%	23%	38%	48%	44%	
50	23%	23%	17%	18%	22%	40%	32%	20%	13%	29%	
60 or more	9%	8%	6%	7%	19%	7%	18%	9%	4%	7%	

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	
Children											
None	16%	17%	25%	16%	17%	14%	14%	15%	7%	22%	
1	16%	12%	11%	14%	16%	27%	8%	20%	22%	18%	
2	35%	33%	33%	55%	31%	25%	35%	37%	31%	37%	
3	19%	22%	15%	8%	11%	23%	31%	17%	27%	13%	
4 or more	14%	17%	16%	6%	25%	10%	13%	10%	14%	11%	

Crosstabs

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
Flexible Schedule										
Yes	69%	72%	70%	63%	66%	66%	68%	72%	68%	62%
No	20%	17%	22%	18%	24%	23%	21%	15%	24%	25%
Unsure	11%	10%	8%	19%	10%	11%	11%	13%	8%	13%

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
Effect of Stress on Functionality										
Positive effect	27%	32%	41%	24%	33%	22%	18%	25%	22%	21%
Minimal positive effect	29%	27%	19%	22%	29%	36%	32%	25%	38%	37%
No effect	26%	21%	24%	35%	27%	35%	28%	30%	25%	14%
Minimal negative effect	13%	15%	13%	14%	6%	5%	8%	17%	14%	19%
Negative effect	5%	5%	3%	5%	5%	2%	14%	3%	-	9%

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
Impact of Greater Flexibility										
Would have more loyalty to organization	74%	75%	73%	76%	85%	60%	74%	67%	79%	84%
Would abuse privilege	2%	2%	1%	-	-	6%	6%	1%	-	-
Would not be as productive	2%	3%	4%	1%	1%	1%	2%	1%	2%	-
Would not want to work there	0%	0%	-	-	-	1%	3%	-	-	1%
None of the above	22%	20%	22%	23%	14%	32%	15%	31%	19%	15%

Crosstabs

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
Telecommuting										
Yes, as much as possible	52%	59%	37%	64%	40%	48%	62%	49%	59%	43%
Yes, on occasion as needed	28%	21%	36%	33%	32%	32%	18%	30%	24%	43%
No	19%	20%	28%	4%	28%	20%	20%	21%	17%	15%

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
Do job effectively telecommunicating										
Yes	38%	49%	19%	57%	37%	26%	45%	25%	32%	37%
No	47%	38%	58%	22%	48%	58%	44%	59%	57%	48%
Unsure	15%	13%	23%	20%	15%	15%	11%	17%	11%	15%

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
Employer Offers PTO										
Yes	59%	60%	60%	57%	43%	51%	56%	71%	61%	56%
No	32%	31%	27%	27%	53%	38%	38%	18%	31%	41%
Unsure	10%	9%	13%	16%	4%	11%	6%	11%	8%	3%

Crosstabs

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	
Time off devoted to personal family issues											
None	53%	57%	59%	38%	54%	49%	66%	54%	49%	43%	
10 percent	24%	20%	21%	30%	17%	31%	24%	22%	28%	32%	
25 percent	12%	14%	7%	22%	13%	8%	8%	13%	10%	14%	
50 percent	6%	4%	3%	4%	13%	8%	2%	7%	10%	8%	
75 percent or more	5%	6%	10%	6%	3%	4%	2%	5%	3%	4%	

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Gov't Minimum Standards for Sick Days						
Yes	31%	34%	27%	31%	33%	34%
No	48%	46%	48%	49%	49%	48%
Unsure	21%	20%	25%	20%	18%	17%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Responsible for Work/Life Balance						
Individual	48%	34%	53%	48%	61%	54%
Organization	17%	23%	13%	18%	6%	20%
individual works for						
Organization's	8%	8%	7%	10%	7%	8%
industry association						
or union						
Government	6%	8%	4%	3%	9%	7%
Unsure	22%	27%	23%	22%	18%	11%

Crosstabs

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Top Priority						
Personal happiness and well being	5%	7%	6%	8%	1%	2%
Family's needs	24%	22%	19%	25%	32%	33%
Job	3%	3%	1%	2%	8%	2%
All of the above	63%	60%	70%	62%	58%	61%
Unsure	5%	9%	4%	4%	1%	2%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Healthy Work Life Balance						
Yes	49%	38%	54%	46%	59%	57%
Somewhat	34%	34%	35%	38%	30%	33%
Not really	7%	8%	4%	10%	4%	9%
No	5%	8%	4%	3%	6%	1%
Unsure	5%	12%	3%	3%	1%	1%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Hours of Work/Week						
Less than 20	25%	49%	23%	17%	12%	10%
30	10%	17%	7%	9%	9%	5%
40	34%	22%	41%	32%	43%	32%
50	22%	8%	19%	32%	27%	37%
60 or more	9%	3%	10%	10%	10%	16%

Crosstabs

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Children						
None	18%	24%	20%	14%	11%	10%
1	15%	12%	16%	21%	13%	13%
2	35%	30%	34%	34%	45%	40%
3	18%	17%	19%	15%	23%	21%
4 or more	14%	17%	12%	16%	8%	16%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Flexible Schedule						
Yes	66%	50%	67%	67%	80%	81%
No	19%	26%	15%	26%	14%	10%
Unsure	15%	25%	18%	8%	6%	9%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Effect of Stress on Functionality						
Positive effect	25%	22%	29%	15%	35%	25%
Minimal positive effect	28%	23%	25%	33%	29%	33%
No effect	29%	32%	30%	31%	20%	24%
Minimal negative effect	13%	13%	12%	15%	8%	14%
Negative effect	6%	10%	4%	6%	8%	4%

Crosstabs

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Impact of Greater Flexibility						
Would have more loyalty to organization	69%	58%	70%	70%	81%	73%
Would abuse privilege	2%	2%	0%	4%	3%	1%
Would not be as productive	2%	2%	1%	4%	3%	1%
Would not want to work there	1%	1%	0%	-	-	1%
None of the above	27%	37%	28%	23%	14%	24%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Telecommuting						
Yes, as much as possible	53%	58%	53%	50%	53%	51%
Yes, on occasion as needed	28%	18%	26%	31%	35%	42%
No	19%	24%	21%	19%	11%	7%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Do job effectively telecommunicating						
Yes	38%	36%	35%	37%	45%	46%
No	44%	39%	48%	52%	39%	35%
Unsure	18%	26%	17%	11%	16%	19%

Crosstabs

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Employer Offers PTO						
Yes	57%	50%	54%	62%	62%	64%
No	31%	28%	32%	31%	31%	31%
Unsure	12%	22%	14%	7%	7%	5%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Time off devoted to personal family issues						
None	55%	60%	57%	52%	46%	51%
10 percent	22%	18%	23%	20%	25%	27%
25 percent	12%	8%	9%	18%	16%	13%
50 percent	6%	5%	5%	7%	8%	5%
75 percent or more	6%	9%	5%	4%	5%	4%