

Job Satisfaction Survey November 2009

Q1 Which of the following issues has the biggest impact in your stress level and sense of wellbeing: work, health, the economy, or family? If work, press 1. If health, press 2. If the economy, press 3. If family, press 4.

Work16% Economy.....50%
Health15% Family.....19%

Q2 In the last six months has your stress level increased, decreased, or remained the same? If it has increased, press 1. If it has decreased, press 2. If it has remained the same, press 3.

Increased.....54% Remained the Same38%
Decreased 9%

Q3 Given the choices of work, money, health, family, and spirituality which do you think is the most important? If work, press 1. If money, press 2. If health, press 3. If family, press 4. If spirituality, press 5.

Work 6% Family.....40%
Money..... 4% Spirituality31%
Health19%

Q4 Between worrying about finances, relationship or family troubles, job security, caregiving responsibilities, and your health what currently distracts you the most while at work? If worrying about finances, press 1. If relationship or family troubles, press 2. If job security, press 3. If caregiving responsibilities, press 4. If your health, press 5.

Finances 35%
Relationship or Family Trouble 17%
Job Security 19%
Caregiving Responsibilities 10%
Health 18%

Q5 If you had more spare time, would you spend it pursuing hobbies, exercising, with your family, or working and advancing your career? If pursuing hobbies, press 1. If exercising, press 2. If with family, press 3. If working and advancing your career, press 4.

Hobbies..... 20%
Exercising 19%
Time with Family.....53%
Working and Advancing Career 8%

Q6 If you could change one aspect of your job would it be your salary and benefits, work-life balance, opportunities for professional development and advancement, or better hours? If better salary and benefits, press 1. If better work-life balance, press 2. If more opportunity for professional development and advancement, press 3. If better hours, press 4.

Salary and Benefits.....50%
Work-Life Balance29%
Opportunities for Professional Development and Advancement..... 14%
Better Hours..... 7%

Q7 How would you categorize the importance of work-life balance to you? If very important, press 1. If somewhat important, press 2. If not very important, press 3. If not at all important, press 4.

Very Important 68%
Somewhat Important.....24%
Not Very Important..... 5%
Not at all Important 4%

Q8 Are you happy with the balance between your work life and personal life? If yes, press 1. If no, press 2.

Yes.....67% No 33%



Q9 How secure do you feel in your current job? If very secure, press 1. If somewhat secure, press 2. If neutral, press 3. If somewhat insecure, press 4. If very insecure, press 5.

Very Secure.....40% Somewhat Insecure 9%
Somewhat Secure .26% Very Insecure..... 7%
Neutral.....19%

Q10 Do you feel absence from work due to illness has a negative impact on your job? If yes, press 1. If no, press 2. If you're undecided, press 3.

Yes40%
No.....42%
Undecided..... 18%

Q11 Are you encouraged to stay home from work if you are sick? If yes, press 1. If no, press 2.

Yes63%
No.....37%

Q12 Will your employer allow you to work from home if you are sick or need to take care of a sick child? If yes, press 1. If no, press 2.

Yes44%
No.....56%

Q13 Do you feel that your employer shares an overall concern for the health and well being of their employees? If yes, press 1. If no, press 2.

Yes67%
No.....33%

Q14 In the last year, how many days have you missed work for an illness? If never, press 1. If 1 or 2 days, press 2. If 3 to 5 days, press 3. If 6 to 10 days, press 4. If 11 to 20 days, press 5. If more than 20 days, press 6.

Never.....38%
1 or 234%
3 to 5.....19%
6 to 10..... 4%
11 to 20..... 2%
More than 20..... 4%

Q15 In the last year, how many days were you provided with for personal time off, including sick leave? If none, press 1. If 1 or 2 days, press 2. If 3 to 5 days, press 3. If 6 to 10 days, press 4. If 11 to 20 days, press 5. If more than 20 days, press 6.

None.....25%
1 or 212%
3 to 5.....21%
6 to 10.....15%
11 to 20.....16%
More than 20.....10%

Q16 Has/will your employer provide you with flu shots this season? If yes, press 1. If no, press 2. If you're not sure, press 3.

Yes38%
No.....54%
Not Sure..... 8%

Q17 How long have you worked for your current employer? If less than a year, press 1. If one to three years, press 2. If more than 3 years, press 3.

Less than a year 7% More than three years.....79%
One to three years..14%

Q18 If you are a woman, press 1. If a man, press 2.

Woman52% Man.....48%

Q19 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..... 5% 46 to 65.....61%
30 to 45.....22% Older than 65.....12%

Q20 If you are Hispanic, press 1. If white, press 2. If black, press 3. If other, press 4.

Hispanic.....13%
White69%
Black.....12%
Other..... 6%



Q21 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.

<i>Service industry</i>	24%
<i>Retail or wholesale trade</i>	9%
<i>Finance, insurance, or real estate</i>	9%
<i>Construction or minerals industry</i>	6%
<i>Manufacturing business</i>	11%
<i>Transportation, communication, or utilities</i>	8%
<i>Education</i>	14%
<i>Health care</i>	10%
<i>Government employee</i>	10%

Q22 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.

<i>Under \$25,000</i>	29%
<i>\$25,000 to \$50,000</i>	30%
<i>\$50,000 to \$75,000</i>	20%
<i>\$75,000 to \$100,000</i>	10%
<i>More than \$100,000</i>	10%



Crosstabs

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Biggest Impact on Stress Level				
Work	16%	37%	25%	13%
Health	15%	18%	10%	16%
Economy	50%	34%	46%	52%
Family	19%	11%	19%	19%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Change in Stress Level				
Increased	54%	50%	61%	53%
Decreased	9%	10%	9%	8%
Remained the Same	38%	40%	30%	39%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Top Priority				
Work	6%	15%	-	6%
Money	4%	14%	2%	4%
Health	19%	16%	15%	19%
Family	40%	25%	56%	38%
Spirituality	31%	29%	28%	32%

Crosstabs

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Distraction at Work				
Finances	35%	36%	48%	33%
Relationship or Family Trouble	17%	9%	9%	20%
Job Security	19%	30%	16%	19%
Caregiving Responsibilities	10%	4%	15%	10%
Health	18%	21%	11%	19%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Priorities with more time				
Hobbies	20%	13%	23%	21%
Exercising	19%	31%	14%	18%
Time with Family	53%	44%	49%	54%
Working and Advancing Career	8%	13%	15%	7%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Change One Aspect of Job				
Salary and Benefits	50%	68%	52%	48%
Work-Life Balance	29%	7%	24%	32%
Opportunities for Professional Development and Advancement	14%	14%	15%	14%
Better Hours	7%	11%	9%	7%

Crosstabs

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Importance of Work-Life Balance				
Very Important	68%	62%	72%	67%
Somewhat Important	24%	23%	23%	24%
Not Very Important	5%	14%	5%	4%
Not at all Important	4%	2%	-	5%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Happy w/ Work-Life Balance				
Yes	67%	55%	61%	69%
No	33%	45%	39%	31%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Job Security				
Very Secure	40%	26%	37%	42%
Somewhat Secure	26%	18%	30%	26%
Neutral	19%	19%	15%	20%
Somewhat Insecure	9%	7%	7%	9%
Very Insecure	7%	30%	11%	4%

Crosstabs

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Effect of Absence from Work				
Yes	40%	54%	43%	38%
No	42%	39%	46%	42%
Undecided	18%	7%	11%	20%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Encouraged to Stay Home When Sick				
Yes	63%	67%	59%	63%
No	37%	33%	41%	37%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Allowed to Stay Home for Sick Child				
Yes	44%	37%	36%	45%
No	56%	63%	64%	55%

Crosstabs

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Employer Concern for Health and Wellbeing				
Yes	67%	56%	59%	69%
No	33%	44%	41%	31%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Days Missed for Illness				
Never	38%	46%	44%	36%
1 or 2	34%	37%	35%	33%
3 to 5	19%	5%	15%	21%
6 to 10	4%	11%	3%	4%
11 to 20	2%	-	3%	1%
More than 20	4%	-	1%	5%

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Personal Days Provided				
None	25%	45%	32%	22%
1 or 2	12%	11%	19%	11%
3 to 5	21%	19%	23%	21%
6 to 10	15%	11%	9%	17%
11 to 20	16%	7%	11%	18%
More than 20	10%	7%	6%	11%

Crosstabs

	Base	Length of employment		
		Less than a year	One to three years	More than three years
Employer Provided Flu Shots				
Yes	38%	26%	28%	41%
No	54%	52%	70%	51%
Not Sure	8%	22%	3%	8%

	Base	Gender	
		Woman	Man
Biggest Impact on Stress Level			
Work	16%	12%	21%
Health	15%	16%	15%
Economy	50%	51%	48%
Family	19%	21%	16%

	Base	Gender	
		Woman	Man
Change in Stress Level			
Increased	54%	54%	53%
Decreased	9%	7%	10%
Remained the Same	38%	38%	37%

Crosstabs

	Base	Gender	
		Woman	Man
Top Priority			
Work	6%	4%	7%
Money	4%	5%	4%
Health	19%	20%	17%
Family	40%	35%	46%
Spirituality	31%	37%	26%

	Base	Gender	
		Woman	Man
Distraction at Work			
Finances	35%	36%	34%
Relationship or Family Trouble	17%	21%	14%
Job Security	19%	17%	22%
Caregiving Responsibilities	10%	13%	7%
Health	18%	13%	23%

	Base	Gender	
		Woman	Man
Priorities with more time			
Hobbies	20%	20%	21%
Exercising	19%	16%	21%
Time with Family	53%	57%	48%
Working and Advancing Career	8%	7%	10%

Crosstabs

	Base	Gender	
		Woman	Man
Change One Aspect of Job			
Salary and Benefits	50%	49%	51%
Work-Life Balance	29%	31%	27%
Opportunities for Professional Development and Advancement	14%	14%	15%
Better Hours	7%	7%	8%

	Base	Gender	
		Woman	Man
Importance of Work-Life Balance			
Very Important	68%	72%	63%
Somewhat Important	24%	20%	27%
Not Very Important	5%	5%	5%
Not at all Important	4%	3%	5%

	Base	Gender	
		Woman	Man
Happy w/ Work-Life Balance			
Yes	67%	68%	65%
No	33%	32%	35%

Crosstabs

	Base	Gender	
		Woman	Man
Job Security			
Very Secure	40%	42%	37%
Somewhat Secure	26%	26%	26%
Neutral	19%	19%	19%
Somewhat Insecure	9%	8%	9%
Very Insecure	7%	5%	9%

	Base	Gender	
		Woman	Man
Effect of Absence from Work			
Yes	40%	37%	43%
No	42%	45%	39%
Undecided	18%	18%	18%

	Base	Gender	
		Woman	Man
Encouraged to Stay Home When Sick			
Yes	63%	71%	54%
No	37%	29%	46%

Crosstabs

	Base	Gender	
		Woman	Man
Allowed to Stay Home for Sick Child			
Yes	44%	42%	45%
No	56%	58%	55%

	Base	Gender	
		Woman	Man
Employer Concern for Health and Wellbeing			
Yes	67%	70%	64%
No	33%	30%	36%

	Base	Gender	
		Woman	Man
Days Missed for Illness			
Never	38%	35%	41%
1 or 2	34%	36%	31%
3 to 5	19%	20%	18%
6 to 10	4%	4%	4%
11 to 20	2%	2%	1%
More than 20	4%	3%	5%

Crosstabs

	Base	Gender	
		Woman	Man
Personal Days Provided			
None	25%	24%	26%
1 or 2	12%	11%	14%
3 to 5	21%	17%	26%
6 to 10	15%	19%	11%
11 to 20	16%	20%	12%
More than 20	10%	9%	11%

	Base	Gender	
		Woman	Man
Employer Provided Flu Shots			
Yes	38%	39%	36%
No	54%	53%	55%
Not Sure	8%	7%	9%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Biggest Impact on Stress Level					
Work	16%	28%	23%	15%	4%
Health	15%	10%	9%	16%	25%
Economy	50%	35%	49%	52%	49%
Family	19%	26%	19%	17%	23%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Change in Stress Level					
Increased	54%	48%	59%	54%	45%
Decreased	9%	17%	3%	9%	11%
Remained the Same	38%	35%	38%	37%	44%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Top Priority					
Work	6%	9%	6%	6%	3%
Money	4%	3%	6%	4%	4%
Health	19%	18%	8%	21%	24%
Family	40%	48%	56%	34%	39%
Spirituality	31%	22%	25%	35%	30%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Distraction at Work					
Finances	35%	45%	38%	36%	26%
Relationship or Family Trouble	17%	13%	18%	18%	14%
Job Security	19%	24%	27%	19%	5%
Caregiving Responsibilities	10%	10%	12%	9%	12%
Health	18%	8%	6%	18%	44%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Priorities with more time					
Hobbies	20%	18%	16%	21%	24%
Exercising	19%	22%	11%	20%	22%
Time with Family	53%	44%	61%	51%	51%
Working and Advancing Career	8%	15%	13%	7%	3%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Change One Aspect of Job					
Salary and Benefits	50%	59%	53%	49%	44%
Work-Life Balance	29%	5%	28%	30%	33%
Opportunities for Professional Development and Advancement	14%	28%	13%	13%	17%
Better Hours	7%	8%	6%	8%	6%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Importance of Work-Life Balance					
Very Important	68%	52%	84%	66%	53%
Somewhat Important	24%	34%	13%	26%	26%
Not Very Important	5%	12%	1%	4%	14%
Not at all Important	4%	3%	3%	4%	7%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Happy w/ Work-Life Balance					
Yes	67%	53%	64%	66%	78%
No	33%	47%	36%	34%	22%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Job Security					
Very Secure	40%	47%	41%	37%	47%
Somewhat Secure	26%	33%	25%	28%	14%
Neutral	19%	5%	13%	21%	28%
Somewhat Insecure	9%	3%	9%	9%	8%
Very Insecure	7%	13%	13%	5%	3%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Effect of Absence from Work					
Yes	40%	39%	47%	39%	30%
No	42%	51%	35%	44%	43%
Undecided	18%	10%	18%	17%	28%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Encouraged to Stay Home When Sick					
Yes	63%	62%	65%	63%	62%
No	37%	38%	35%	37%	38%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Allowed to Stay Home for Sick Child					
Yes	44%	33%	49%	42%	45%
No	56%	67%	51%	58%	55%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Employer Concern for Health and Wellbeing					
Yes	67%	56%	71%	64%	81%
No	33%	44%	29%	36%	19%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Days Missed for Illness					
Never	38%	25%	34%	38%	53%
1 or 2	34%	55%	40%	32%	22%
3 to 5	19%	18%	17%	20%	17%
6 to 10	4%	3%	4%	4%	6%
11 to 20	2%	-	3%	1%	1%
More than 20	4%	-	1%	5%	2%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Personal Days Provided					
None	25%	38%	23%	24%	30%
1 or 2	12%	-	12%	13%	14%
3 to 5	21%	29%	31%	17%	20%
6 to 10	15%	16%	14%	16%	15%
11 to 20	16%	10%	10%	20%	10%
More than 20	10%	8%	10%	11%	10%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Employer Provided Flu Shots					
Yes	38%	46%	35%	39%	34%
No	54%	47%	57%	53%	56%
Not Sure	8%	8%	9%	7%	10%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Biggest Impact on Stress Level					
Work	16%	11%	16%	24%	15%
Health	15%	6%	15%	26%	22%
Economy	50%	67%	52%	29%	33%
Family	19%	17%	18%	21%	30%

	Base	Race			
		Hispanic	White	Black	Other
Change in Stress Level					
Increased	54%	50%	60%	22%	52%
Decreased	9%	11%	6%	19%	15%
Remained the Same	38%	39%	34%	59%	33%

	Base	Race			
		Hispanic	White	Black	Other
Top Priority					
Work	6%	17%	3%	11%	4%
Money	4%	11%	4%	3%	-
Health	19%	17%	17%	29%	19%
Family	40%	33%	43%	16%	63%
Spirituality	31%	22%	33%	42%	15%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Distraction at Work					
Finances	35%	22%	39%	34%	19%
Relationship or Family Trouble	17%	22%	15%	26%	22%
Job Security	19%	22%	19%	18%	19%
Caregiving Responsibilities	10%	11%	12%	-	11%
Health	18%	22%	16%	21%	30%

	Base	Race			
		Hispanic	White	Black	Other
Priorities with more time					
Hobbies	20%	11%	23%	16%	19%
Exercising	19%	17%	18%	24%	19%
Time with Family	53%	50%	54%	50%	54%
Working and Advancing Career	8%	22%	5%	11%	8%

	Base	Race			
		Hispanic	White	Black	Other
Change One Aspect of Job					
Salary and Benefits	50%	50%	49%	55%	44%
Work-Life Balance	29%	39%	30%	16%	19%
Opportunities for Professional Development and Advancement	14%	6%	14%	24%	19%
Better Hours	7%	6%	7%	5%	19%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Importance of Work-Life Balance					
Very Important	68%	78%	68%	63%	56%
Somewhat Important	24%	17%	26%	16%	26%
Not Very Important	5%	-	4%	11%	11%
Not at all Important	4%	6%	2%	11%	7%

	Base	Race			
		Hispanic	White	Black	Other
Happy w/ Work-Life Balance					
Yes	67%	67%	67%	66%	69%
No	33%	33%	33%	34%	31%

	Base	Race			
		Hispanic	White	Black	Other
Job Security					
Very Secure	40%	39%	41%	37%	37%
Somewhat Secure	26%	22%	26%	26%	30%
Neutral	19%	22%	17%	26%	19%
Somewhat Insecure	9%	11%	9%	5%	7%
Very Insecure	7%	6%	7%	5%	7%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Effect of Absence from Work					
Yes	40%	39%	40%	32%	58%
No	42%	39%	44%	45%	27%
Undecided	18%	22%	16%	24%	15%

	Base	Race			
		Hispanic	White	Black	Other
Encouraged to Stay Home When Sick					
Yes	63%	72%	62%	61%	58%
No	37%	28%	38%	39%	42%

	Base	Race			
		Hispanic	White	Black	Other
Allowed to Stay Home for Sick Child					
Yes	44%	47%	44%	37%	42%
No	56%	53%	56%	63%	58%

Crosstabs

		Race				
		Base	Hispanic	White	Black	Other
Employer Concern for Health and Wellbeing						
	Yes	67%	65%	70%	61%	46%
	No	33%	35%	30%	39%	54%

		Race				
		Base	Hispanic	White	Black	Other
Days Missed for Illness						
	Never	38%	28%	42%	24%	48%
	1 or 2	34%	28%	36%	32%	26%
	3 to 5	19%	28%	15%	34%	15%
	6 to 10	4%	6%	4%	5%	4%
	11 to 20	2%	-	2%	3%	-
	More than 20	4%	11%	2%	3%	7%

		Race				
		Base	Hispanic	White	Black	Other
Personal Days Provided						
	None	25%	17%	28%	18%	23%
	1 or 2	12%	17%	11%	13%	12%
	3 to 5	21%	22%	20%	21%	27%
	6 to 10	15%	17%	15%	18%	12%
	11 to 20	16%	22%	13%	24%	19%
	More than 20	10%	6%	12%	5%	8%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Employer Provided Flu Shots					
Yes	38%	44%	35%	50%	37%
No	54%	33%	59%	45%	59%
Not Sure	8%	22%	6%	5%	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
Biggest Impact on Stress Level										
Work	15%	19%	3%	18%	16%	18%	25%	10%	15%	14%
Health	16%	18%	15%	8%	12%	21%	7%	17%	20%	18%
Economy	51%	46%	54%	51%	40%	55%	61%	54%	54%	50%
Family	17%	17%	28%	22%	31%	5%	7%	19%	12%	19%

	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
Change in Stress Level										
Increased	54%	51%	55%	66%	38%	58%	56%	58%	62%	35%
Decreased	9%	8%	9%	2%	33%	7%	5%	4%	7%	17%
Remained the Same	37%	40%	36%	32%	29%	35%	38%	38%	31%	47%

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
Top Priority										
Work	6%	5%	9%	3%	16%	11%	13%	4%	1%	-
Money	4%	2%	9%	3%	-	5%	-	2%	1%	11%
Health	19%	27%	10%	16%	10%	23%	11%	19%	20%	15%
Family	40%	33%	49%	55%	54%	34%	48%	30%	39%	44%
Spirituality	31%	33%	24%	22%	20%	26%	28%	44%	38%	30%

	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
Distraction at Work										
Finances	36%	34%	45%	58%	26%	39%	13%	28%	35%	49%
Relationship or Family Trouble	18%	20%	17%	13%	7%	22%	26%	21%	17%	16%
Job Security	18%	16%	18%	15%	18%	24%	41%	20%	13%	7%
Caregiving Responsibilities	9%	9%	8%	5%	16%	10%	4%	15%	4%	8%
Health	18%	21%	11%	10%	34%	5%	16%	16%	30%	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
Priorities with more time										
Hobbies	21%	20%	13%	19%	7%	22%	23%	22%	22%	34%
Exercising	19%	22%	23%	24%	7%	18%	20%	10%	30%	14%
Time with Family	52%	50%	64%	49%	71%	58%	38%	56%	41%	51%
Working and Advancing Career	8%	8%	-	8%	16%	3%	19%	12%	7%	1%

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
Change One Aspect of Job										
Salary and Benefits	50%	43%	57%	50%	60%	55%	61%	46%	48%	50%
Work-Life Balance	28%	34%	19%	37%	30%	16%	14%	37%	23%	26%
Opportunities for Professional Development and Advancement	14%	16%	14%	10%	10%	15%	7%	16%	20%	15%
Better Hours	8%	7%	10%	3%	-	15%	18%	1%	9%	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
Importance of Work-Life Balance										
Very Important	68%	67%	71%	67%	82%	58%	61%	79%	60%	69%
Somewhat Important	23%	21%	21%	25%	16%	36%	19%	11%	33%	26%
Not Very Important	6%	8%	9%	7%	-	1%	5%	7%	3%	5%
Not at all Important	4%	4%	-	2%	2%	4%	15%	2%	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
Happy w/ Work-Life Balance										
Yes	67%	68%	63%	62%	64%	46%	66%	78%	72%	80%
No	33%	32%	37%	38%	36%	54%	34%	22%	28%	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
Job Security										
Very Secure	40%	35%	44%	43%	38%	37%	25%	45%	37%	60%
Somewhat Secure	27%	31%	21%	29%	17%	19%	46%	30%	27%	18%
Neutral	19%	20%	17%	18%	25%	26%	4%	16%	27%	17%
Somewhat Insecure	9%	7%	11%	5%	9%	9%	24%	8%	6%	4%
Very Insecure	5%	7%	6%	5%	11%	10%	2%	1%	3%	1%

	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 Absence from Work										
Yes	41%	35%	47%	43%	45%	46%	40%	38%	38%	47%
No	42%	45%	45%	33%	39%	26%	45%	45%	44%	49%
Undecided	18%	20%	8%	24%	16%	28%	16%	17%	19%	5%

	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
Encouraged to Stay Home When Sick										
Yes	63%	64%	51%	62%	61%	44%	57%	72%	72%	74%
No	37%	36%	49%	38%	39%	56%	43%	28%	28%	26%

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
Allowed to Stay Home for Sick Child										
Yes	40%	44%	31%	57%	34%	20%	29%	52%	53%	34%
No	60%	56%	69%	43%	66%	80%	71%	48%	47%	66%

	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 Concern for Health and Wellbeing										
Yes	66%	65%	74%	62%	47%	55%	70%	78%	68%	68%
No	34%	35%	26%	38%	53%	45%	30%	22%	32%	32%

	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
Days Missed for Illness										
Never	37%	37%	45%	33%	47%	37%	25%	41%	49%	21%
1 or 2	34%	34%	37%	33%	42%	41%	23%	28%	25%	42%
3 to 5	20%	23%	17%	30%	9%	13%	26%	22%	11%	24%
6 to 10	4%	5%	-	3%	-	3%	2%	5%	3%	8%
11 to 20	2%	1%	-	-	-	1%	8%	3%	3%	-
More than 20	3%	-	-	-	2%	5%	15%	1%	10%	5%

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	
Personal Days Provided											
None	24%	28%	35%	21%	29%	32%	20%	16%	26%	8%	
1 or 2	13%	11%	20%	10%	27%	14%	16%	13%	3%	9%	
3 to 5	21%	18%	26%	36%	25%	36%	21%	14%	9%	10%	
6 to 10	16%	19%	6%	14%	9%	11%	16%	27%	9%	21%	
11 to 20	17%	17%	8%	11%	5%	5%	7%	22%	41%	33%	
More than 20	10%	8%	5%	8%	6%	3%	20%	8%	13%	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	
Employer Provided Flu Shots											
Yes	42%	27%	19%	29%	28%	58%	53%	55%	59%	53%	
No	51%	69%	72%	56%	70%	34%	33%	35%	35%	47%	
Not Sure	7%	4%	9%	15%	2%	8%	15%	11%	6%	-	

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Biggest Impact on Stress Level						
Work	16%	14%	13%	15%	28%	23%
Health	15%	16%	18%	15%	15%	6%
Economy	50%	48%	52%	52%	37%	57%
Family	19%	21%	17%	18%	20%	14%

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
Change in Stress Level						
Increased	54%	50%	56%	53%	55%	57%
Decreased	9%	7%	12%	7%	2%	12%
Remained the Same	38%	43%	32%	39%	43%	32%

	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						
Work	6%	6%	8%	4%	1%	7%
Money	4%	6%	4%	6%	1%	1%
Health	19%	17%	20%	16%	18%	22%
Family	40%	33%	39%	44%	43%	51%
Spirituality	31%	38%	29%	31%	37%	18%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Distraction at Work						
Finances	35%	34%	34%	36%	35%	41%
Relationship or Family Trouble	17%	16%	16%	24%	19%	10%
Job Security	19%	16%	20%	17%	22%	24%
Caregiving Responsibilities	10%	14%	8%	9%	8%	10%
Health	18%	19%	21%	14%	15%	15%

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
Priorities with more time						
Hobbies	20%	14%	19%	31%	17%	26%
Exercising	19%	14%	18%	21%	30%	15%
Time with Family	53%	55%	60%	40%	50%	53%
Working and Advancing Career	8%	17%	4%	7%	2%	6%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Change One Aspect of Job						
Salary and Benefits	50%	54%	54%	37%	50%	47%
Work-Life Balance	29%	26%	24%	35%	33%	37%
Opportunities for Professional Development and Advancement	14%	14%	16%	16%	10%	8%
Better Hours	7%	7%	6%	12%	7%	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
Importance of Work-Life Balance						
Very Important	68%	73%	66%	62%	70%	66%
Somewhat Important	24%	20%	26%	29%	21%	20%
Not Very Important	5%	5%	4%	4%	8%	8%
Not at all Important	4%	3%	4%	5%	-	6%

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
Happy w/ Work-Life Balance						
Yes	67%	70%	69%	59%	71%	62%
No	33%	30%	31%	41%	29%	38%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Job Security						
Very Secure	40%	34%	34%	49%	38%	57%
Somewhat Secure	26%	18%	28%	31%	36%	22%
Neutral	19%	26%	23%	13%	12%	8%
Somewhat Insecure	9%	8%	12%	3%	13%	5%
Very Insecure	7%	13%	4%	4%	1%	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
Effect of Absence from Work						
Yes	40%	39%	41%	37%	39%	46%
No	42%	37%	40%	47%	53%	43%
Undecided	18%	24%	20%	16%	8%	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
Encouraged to Stay Home When Sick						
Yes	63%	60%	61%	63%	77%	63%
No	37%	40%	39%	37%	23%	37%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Allowed to Stay Home for Sick Child						
Yes	44%	47%	37%	28%	61%	64%
No	56%	53%	63%	72%	39%	36%

	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 Concern for Health and Wellbeing						
Yes	67%	60%	65%	74%	81%	67%
No	33%	40%	35%	26%	19%	33%

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
Days Missed for Illness						
Never	38%	46%	38%	30%	29%	39%
1 or 2	34%	33%	37%	28%	39%	31%
3 to 5	19%	11%	15%	31%	24%	23%
6 to 10	4%	5%	4%	5%	4%	1%
11 to 20	2%	2%	1%	2%	1%	1%
More than 20	4%	2%	6%	4%	2%	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
Personal Days Provided						
None	25%	37%	26%	14%	11%	23%
1 or 2	12%	19%	11%	7%	15%	5%
3 to 5	21%	17%	25%	20%	23%	24%
6 to 10	15%	15%	11%	19%	20%	19%
11 to 20	16%	8%	17%	26%	25%	7%
More than 20	10%	4%	11%	14%	6%	22%

	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 Provided Flu Shots						
Yes	38%	34%	39%	38%	49%	35%
No	54%	56%	56%	53%	45%	52%
Not Sure	8%	10%	5%	8%	6%	13%