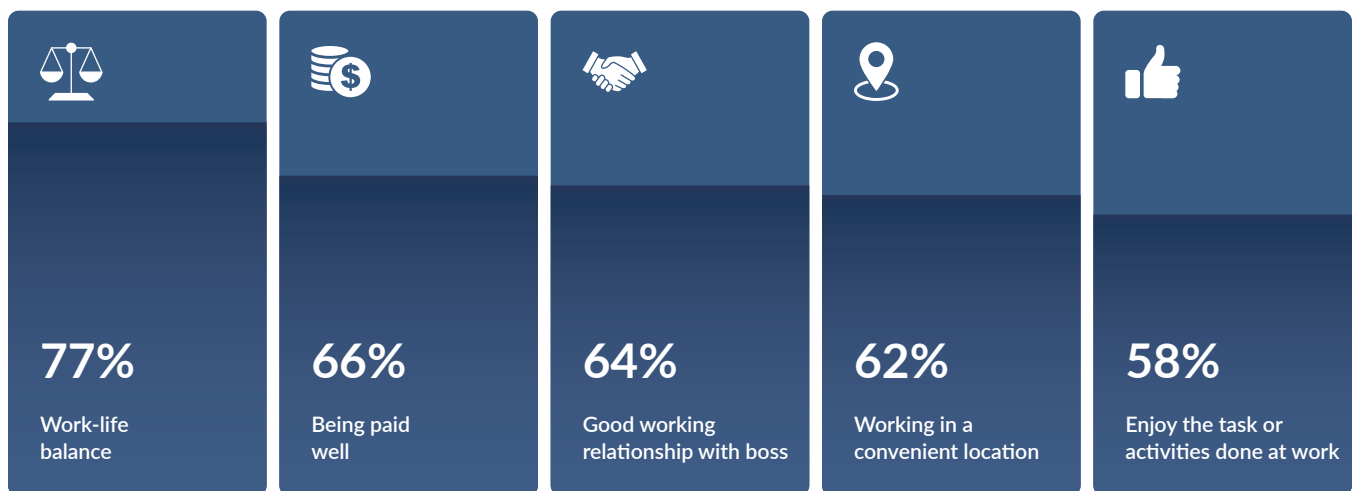


Work Culture Is Changing: What Are Hourly Workers Expecting?

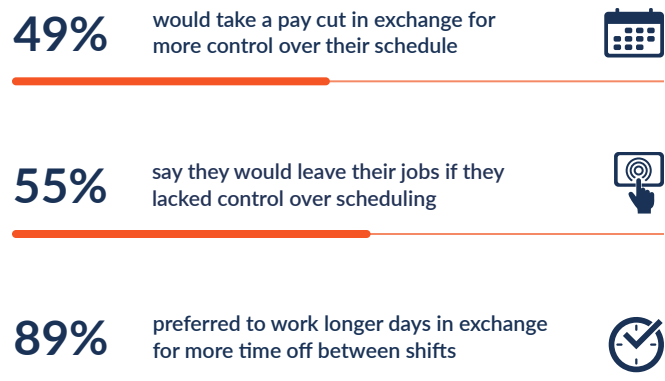
The world of work continues to evolve, making employee scheduling more challenging than ever. Even so, work schedules significantly improve job satisfaction, compelling workforce managers to bring worker-friendly scheduling strategies into their organization. Shiftboard's "State of the Hourly Worker" report provides insight into why effectively engaging employees to understand and accommodate their scheduling preferences is key to attracting and retaining the workforce of the future.

Top 5 Drivers of Job Satisfaction as Reported by Hourly Workers:



How Can You Build Schedules Workers Will Embrace?

Work-life balance hinges upon worker-friendly scheduling, which involves more than blindly throwing shift options at your employees. It's about engaging with them effectively and consistently to understand their flexibility needs – and supporting them accordingly. Volunteer sign-up, shift pickup, bidding, and availability tracking are examples of what it can look like in practice.



What Do Employees Really Want?

Hourly workers want more control over their schedules. Life circumstances, such as doctor's appointments, are valid reasons for employees to voice preferences in the schedule creation process. Don't underestimate the boost to your bottom line, too, — the work schedule directly impacts employee productivity.

80%

say their schedule impacts their productivity levels and the quality of their work



79%

say their schedule impacts their ability to do a good job



77%

reported that scheduling impacts their ability to maximize income



How Can You Manage Flexibility With Overtime Demands?

OT preferences are just as individualized as other schedule preferences — some employees may jump at the option for more pay while others may want to work their exact set hours. Instituting clear, transparent OT policies can help your employees understand why one employee was designated OT over another. For even better shift coverage results, consider volunteer overtime so that those who want the extra hours can access them.

88%

want to have the option of overtime to maximize their pay



78%

want a set number of hours with no overtime required



93%

are willing to work overtime when needed, but not if it is required of them



How Is Scheduling Affecting Your Company?



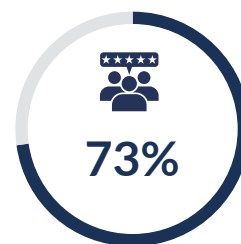
reported their schedule impacts their job satisfaction



stated that work schedules may motivate their job search



say schedules impact coworker relationships



say schedules impact relationships with supervisors