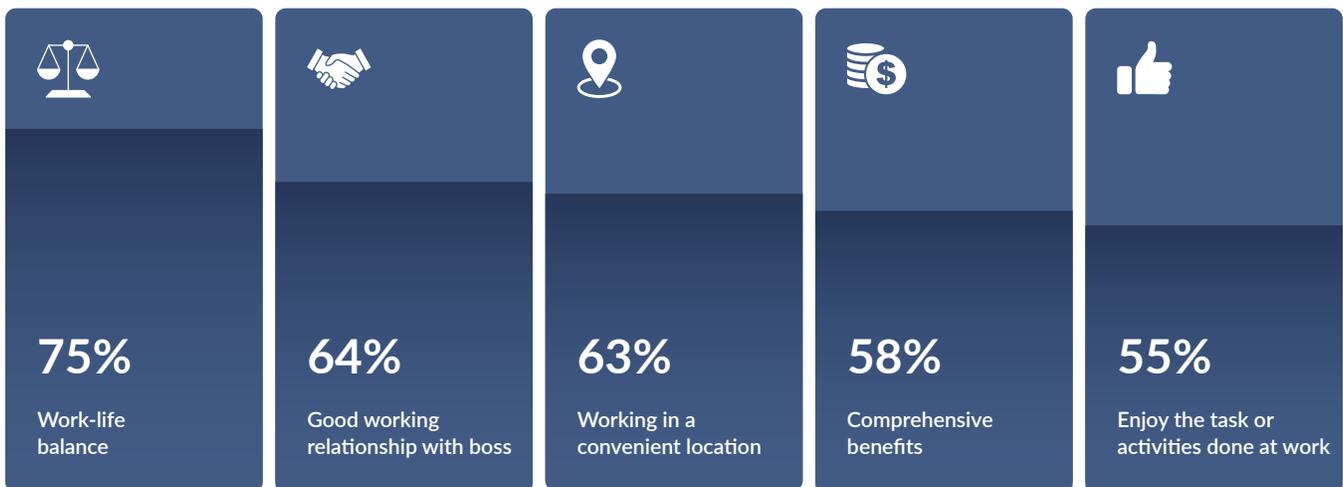


Work Culture Is Changing: What Are Hourly Workers Expecting?

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 tops the list as the key to employee satisfaction, and it all starts with worker friendly scheduling. This means elevating employee scheduling to reach beyond operational goals to enhance the experience of shift work. By adopting this mindset, organizations create an environment where employees not only feel valued but also trust that their scheduling preferences are prioritized.

40% would take a pay cut in exchange for more control over their schedule 

78% want to select their shifts versus being assigned shifts 

79% preferred to work longer days in exchange for more days off 

What Do Employees Really Want?

Today's shift workers want more control and influence over their work schedules. Life circumstances, such as doctor's appointments, are valid reasons for employees to voice preferences in the schedule creation process. Allowing for volunteer sign-up, shift pickup, bidding, and availability tracking are examples of what it can look like in practice, but even effective communication policies are a step in the right direction.

44% would look for a new job if they couldn't easily communicate schedule changes (e.g., sick day) 

76% want the ability to trade shifts once assigned 

81% want mobile access to their work schedule 

How Can You Manage Flexibility With Overtime Demands?

Overtime (OT) preferences are just as individualized as other employee scheduling preferences. While some employees jump at the chance for extra pay, others value their regular hours. Clear and transparent OT policies clarify scheduling decisions, building trust and accountability within your organization. For optimal shift coverage, consider offering volunteer overtime, ensuring those who desire extra hours can easily obtain them.

45% would leave an employer due to perceived scheduling unfairness 

89% are willing to work more hours for more pay 

90% are willing to work overtime, as long as it's optional 

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