



THE WORK-LIFE IMBALANCE REPORT

PRESENTED BY WORKFRONT // APRIL 2015



ABOUT THE REPORT

This survey was conducted online within the United States between February 3-5, 2015 among 2,016 adults (aged 18 and over), among whom 610 were employed full time in a typical 9-5 schedule, by Harris Poll on behalf of Workfront via its Quick Query omnibus product. Figures for age, sex, race/ethnicity, education, region and household income were weighted where necessary to bring them into line with their actual proportions in the population. Propensity score weighting was used to adjust for respondents' propensity to be online.

All sample surveys and polls, whether or not they use probability sampling, are subject to multiple sources of error which are most often not possible to quantify or estimate, including sampling error, coverage error associated with nonresponse, error associated with question wording and response options, and post-survey weighting and adjustments. Therefore, the words "margin of error" are avoided as they are misleading. All that can be calculated are different possible sampling errors with different probabilities for pure, unweighted, random samples with 100% response rates. These are only theoretical because no published polls come close to this ideal.

Respondents for this survey were selected from among those who have agreed to participate in our surveys. The data have been weighted to reflect the composition of the adult population. Because the sample is based on those who agreed to participate in the online panel, no estimates of theoretical sampling error can be calculated.

For a complete methodology, including weighting variables, please contact Workfront at info@workfront.com.

EXECUTIVE SUMMARY

We believe employee work-life balance is inextricably linked to a happy and productive business.

Those who fail to establish policies and expectations that support employee work-life balance should expect lower morale and productivity and higher turnover. On the other hand, those employers who succeed will reap a more engaged workforce and all the advantages that come with it.

But creating work-life balance is not as easy as marking off items on a checklist. As employers seek to adapt to the challenges of new technology, changing employee lifestyles, and office conflicts, work-life balance can feel like a constantly moving target. This report highlights where these points of change are happening and suggests specific ways that employers can hit that target.

In this report, you will find that, although most employees working typical 9-5 schedules outside their homes (hereafter referred to simply as “employees”) feel they have a good work-life balance, they also report instances where their work life seems to intrude on their personal lives. Some examples include:

- Two in five employees say that a bad work/life balance ruins the time that is spent with family and friends.
- Sixty percent of employees believe bad bosses (e.g., demanding, overbearing, mean) are among the aspects that can have the most negative impact on work/life balance.
- More than 50% of employees think technology has ruined the modern family dinner because employers/clients demand responses at any hour.

In places, the data between genders or generations can differ significantly. This report provides sections devoted to the work-life differences between men and women and age groups to further explore the mixed landscape for employees and employers seeking a better work-life balance.

We hope this report proves helpful for leaders and influencers trying to establish practices that will create the powerful but ever-elusive advantage called work-life balance.

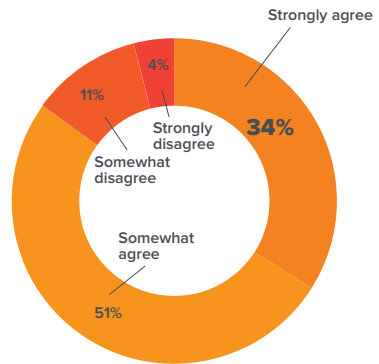
EVERYTHING'S BALANCED(?)

The vast majority of employees say they have a good work-life balance, but they also express some ambivalence about the intrusion of work and work-technology into their personal lives. They also don't hesitate to point out the role that employers should play in maintaining this balance.

QUESTION: How strongly do you agree or disagree with each of the following statements?

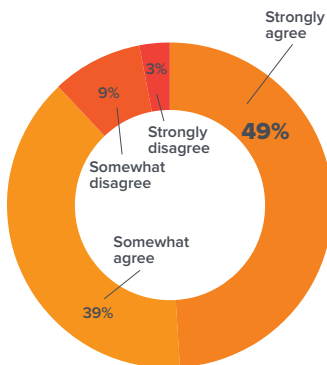
I believe I have a good work/life balance.

ONLY A THIRD OF EMPLOYEES
STRONGLY AGREE THAT THEY HAVE
A GOOD WORK-LIFE BALANCE.



[population: Employed FT And Work Typical 9-5 Schedule Outside The Home; base size: 610]

It's important for my employer to support me when it comes to my time "off the clock" (e.g., they do not try to contact me, do not give clients my contact information).



[population: Employed FT And Work Typical 9-5 Schedule Outside The Home; base size: 610]

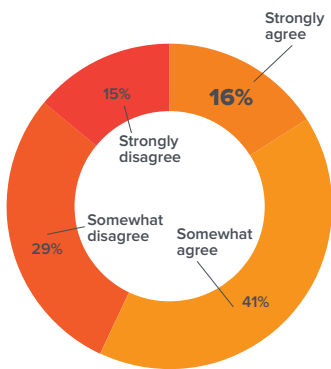
89% OF EMPLOYEES SAY IT'S
IMPORTANT FOR THEIR EMPLOYER
TO NOT CONTACT THEM DURING
"OFF-THE-CLOCK" TIME OR
GIVE CLIENTS THEIR CONTACT
INFORMATION.

TECHNOLOGY VS. FAMILY DINNER

The majority of employees felt they had a good work-life balance but also highlighted places where work—and work-related devices—horned in on their personal time, like special events and meals. Whether these intrusions are welcome or not is up for grabs.

QUESTION: How strongly do you agree or disagree with each of the following statements?

Technology has ruined the modern family dinner because employers/clients demand responses via text, email, etc. at any hour.

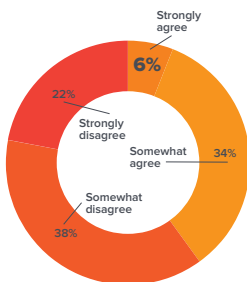


[Population: Employed FT And Work Typical 9-5 Schedule Outside The Home; base size: 610]

OVER HALF OF EMPLOYEES THINK TECHNOLOGY HAS RUINED THE MODERN FAMILY DINNER BECAUSE EMPLOYERS/CLIENTS DEMAND RESPONSES VIA TEXT, EMAIL, ETC. AT ANY HOUR.

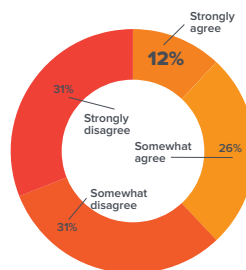
It's OK to answer an urgent work email while sharing a family meal.

40% OF EMPLOYEES THINK IT'S OK TO ANSWER AN URGENT WORK EMAIL WHILE SHARING A FAMILY MEAL. ETC. AT ANY HOUR.



[Population: Employed FT And Work Typical 9-5 Schedule Outside The Home; base size: 610]

I've missed important life events (e.g., birthdays, anniversaries, weddings, children's activities) because of work.



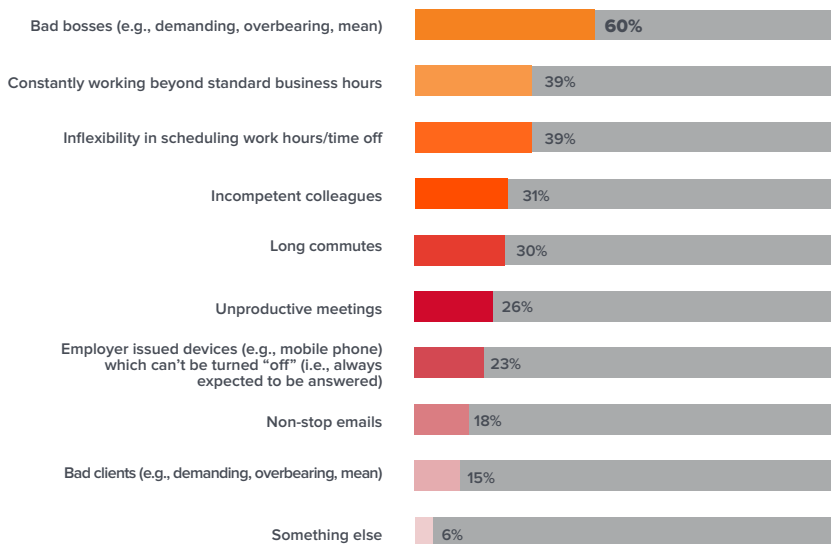
[Population: Employed FT And Work Typical 9-5 Schedule Outside The Home; base size: 610]

NEARLY TWO IN FIVE EMPLOYEES HAVE MISSED IMPORTANT LIFE EVENTS BECAUSE OF WORK.

WHY WORK-LIFE GETS OUT OF BALANCE

When asked which factors hurt work-life balance the most, a large number of employees pointed to two things: time-related issues and the people they work with and for. In a distant third place were distractions like meetings and email.

QUESTION: Which three of the following work-related aspects, if any, do you believe can have the most negative impact on an employee's work/life balance?
Please select up to three responses.



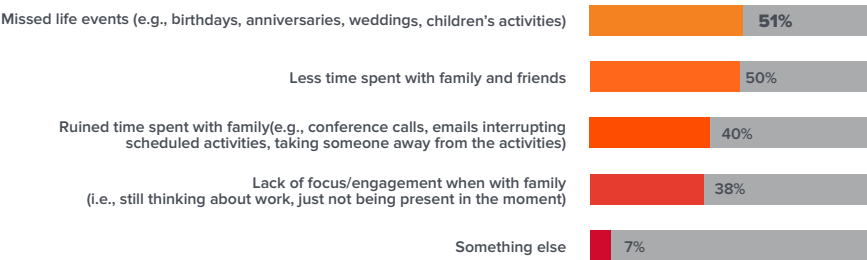
[Population: Employed FT And Work Typical 9-5 Schedule Outside The Home; base size: 610]

ALTHOUGH BAD BOSSES TOP THE LIST, PROBLEMS LIKE CHRONIC OVERTIME AND INFLEXIBLE WORK SCHEDULES CAME IN A STRONG SECOND, POSSIBLY INDICATING SIGNIFICANT CONCERN ABOUT EMPLOYEES' ABILITY TO MANAGE THEIR WORK TIME.

WHEN WORK-LIFE IS OUT OF BALANCE

By its very nature, poor work-life balance can take a toll at work and in the home. Data gathered from employees details where the most pain is felt and just how crucial this issue is to basic business health.

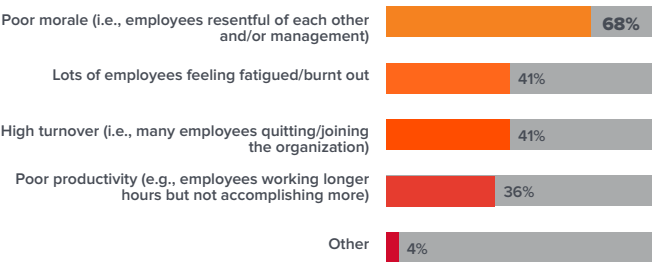
QUESTION: Which two of the following are among the most negative consequences of having a bad work/life balance on an employee's home life?
Please select up to two responses.



[Population: Employed FT And Work Typical 9-5 Schedule Outside The Home; base size: 610]

QUANTITY OF TIME SPENT WITH LOVED ONES SEEMS TO BE ONE OF THE BIGGEST CASUALTIES OF POOR WORK-LIFE BALANCE ON THE HOMEFRONT.

QUESTION: Which two of the following are among the most negative consequences of having a bad work/life balance on an employee's workplace?
Please select up to two responses.



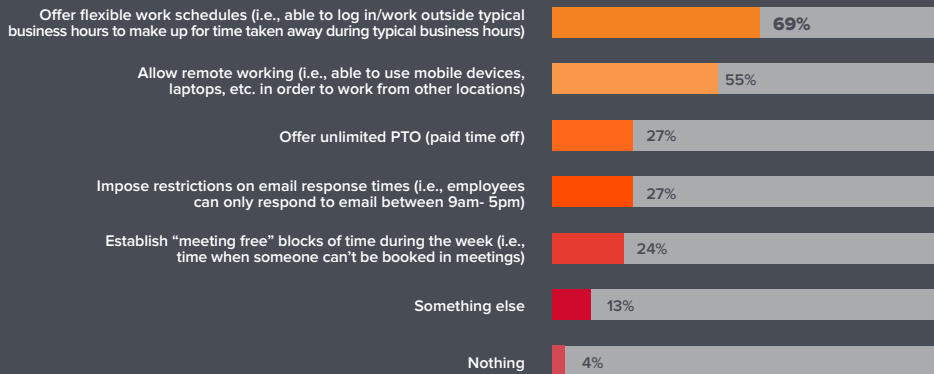
[Population: Employed FT And Work Typical 9-5 Schedule Outside The Home; base size: 610]

ACCORDING TO EMPLOYEES, MORALE IS THE BIGGEST CASUALTY OF POOR WORK-LIFE BALANCE IN THE WORKPLACE, FOLLOWED CLOSELY BY EMPLOYEES ABANDONING SHIP OR FEELING BURNT OUT.

RESTORING BALANCE

When employers understand how profoundly work-life imbalance is affecting their workers, what can they do about it? Employees have a few suggestions, and the most popular ones are all about flexibility.

QUESTION: Which of the following, if any, do you believe employers should do to help improve work/life balance for their employees?
Please select all that apply.



[Population: Employed FT And Work Typical 9-5 Schedule Outside The Home; base size: 610]

EMPLOYERS TAKE NOTE: MORE THAN ANYTHING ELSE, EMPLOYEES SAY MORE FLEXIBILITY IN HOW AND WHERE WORK CAN BE DONE WOULD IMPROVE WORK-LIFE BALANCE.

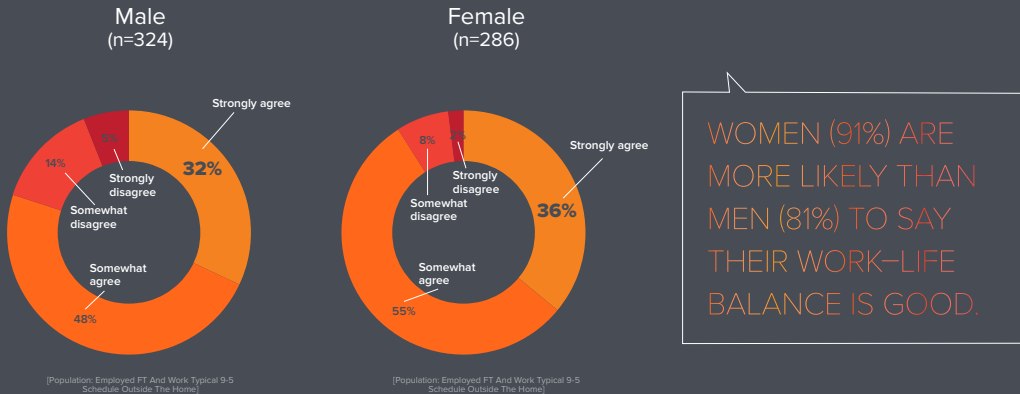
HOW MEN AND WOMEN COMPARE

POINTS OF DISAGREEMENT

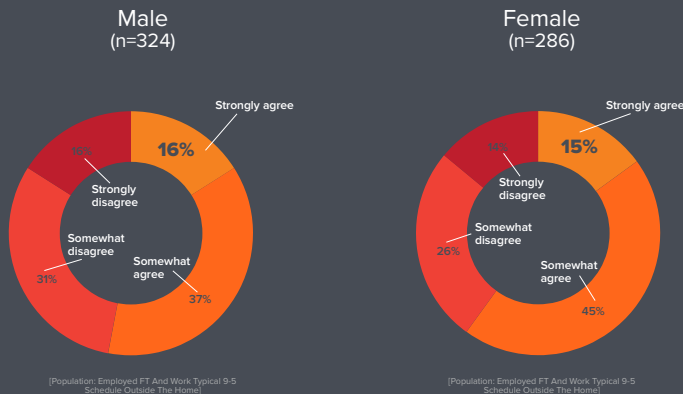
When comparing male and female employees, you're bound to see some differences. Many were surprisingly aligned, however. Questions where their responses diverged were equally intriguing and should provide readers with a glimpse into how the genders view work-life balance.

QUESTION: How strongly do you agree or disagree with each of the following statements?

I believe I have a good work-life balance.



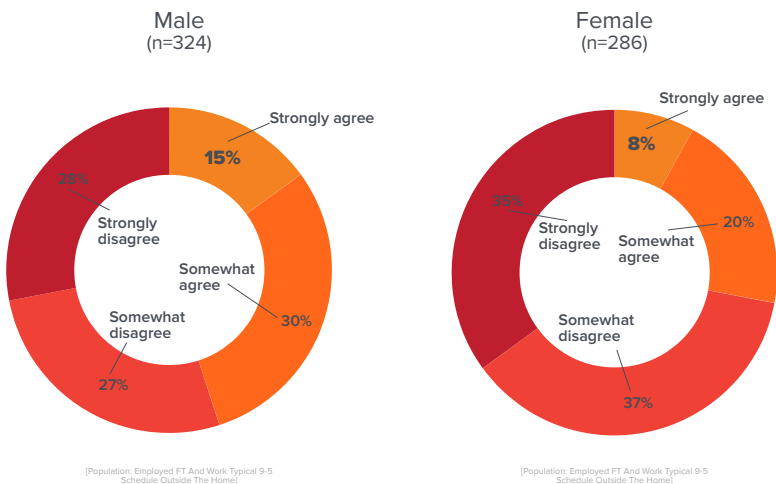
Technology has ruined the modern family dinner because employers/clients demand responses via text, email, etc. at any hour.



POINTS OF DISAGREEMENT

QUESTION: How strongly do you agree or disagree with each of the following statements?

I've missed important life events (e.g., birthdays, anniversaries, weddings, children's activities) because of work.

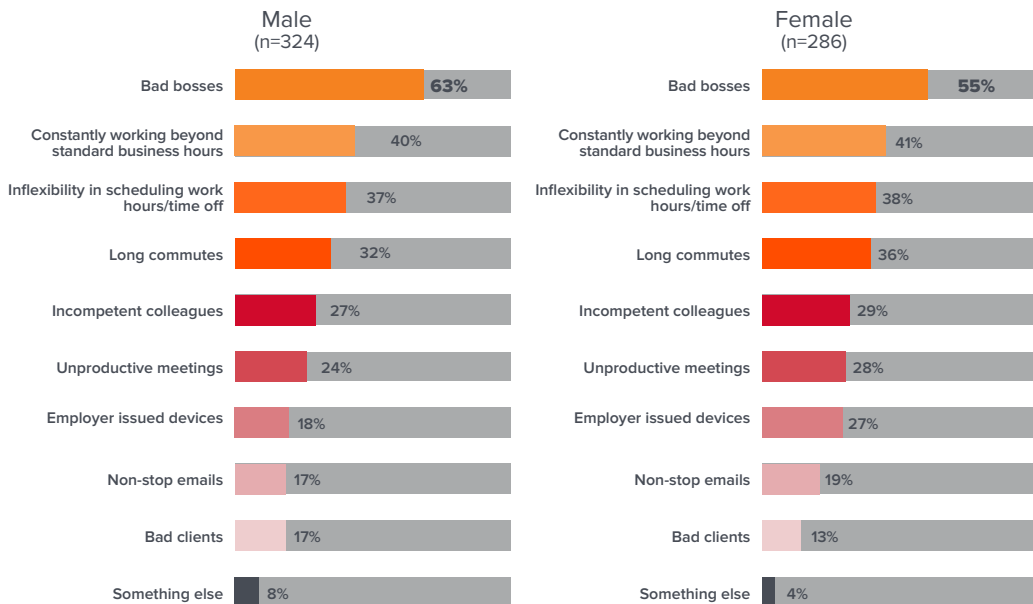


MISSING PRECIOUS MOMENTS
BECAUSE OF WORK SEEMS
TO AFFLICT MALE EMPLOYEES
FAR MORE THAN IT DOES
FEMALE EMPLOYEES.

WHERE IT COMES FROM, WHERE IT GOES

Although they seem to diverge slightly on some of the lesser drivers of poor work-life balance, both genders seem to be in agreement on the top factors. Leading by a healthy margin are those supervisors, managers, and leaders who drive employees crazy.

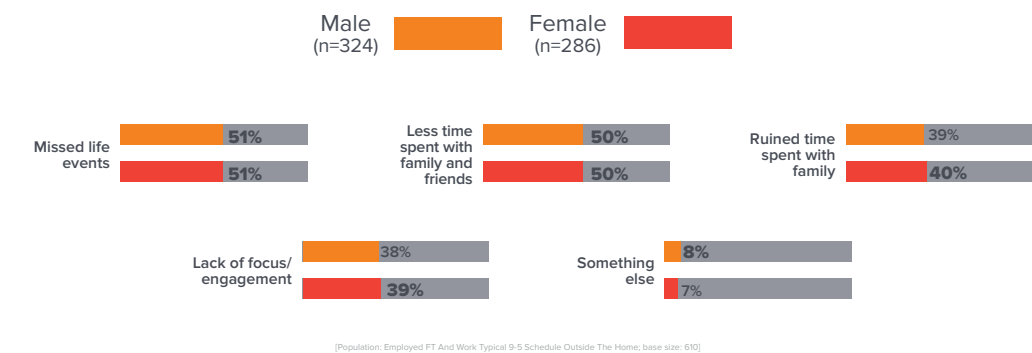
QUESTION: Which three of the following work-related aspects, if any, do you believe can have the most negative impact on an employee's work/life balance?
Please select up to three responses.



[Population: Employed FT And Work Typical 9-5 Schedule Outside The Home; base size: 610]

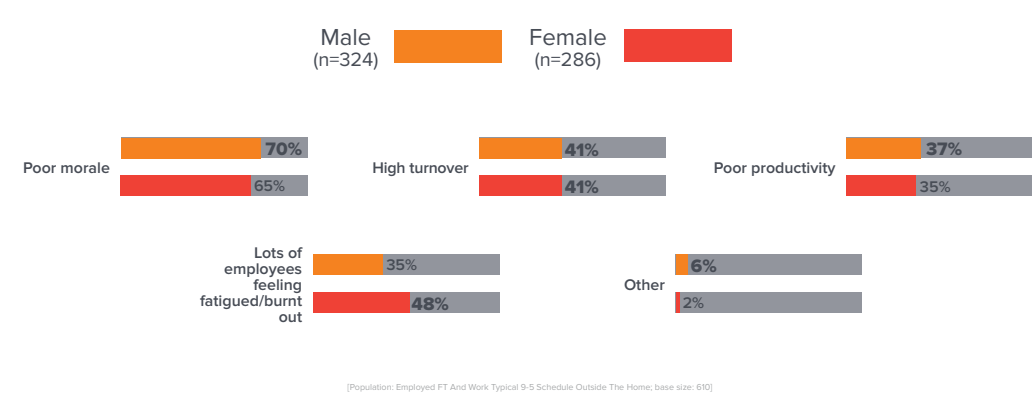
THE MAJORITY OF BOTH SEXES AGREE THAT BAD BOSSES HAVE THE BIGGEST NEGATIVE IMPACT ON WORK-LIFE BALANCE.

QUESTION: Which two of the following are among the most negative consequences of having a bad work–life balance on an employee’s home life?
(Please select up to two responses.)



MALE AND FEMALE EMPLOYEES ARE REMARKABLY ALIGNED IN REGARDS TO HOW BADLY WORK-LIFE BALANCE HITS HOME AND THE WORKPLACE.

QUESTION: Which two of the following are among the most negative consequences of having a bad work–life balance on an employee’s workplace?
(Please select up to two responses.)

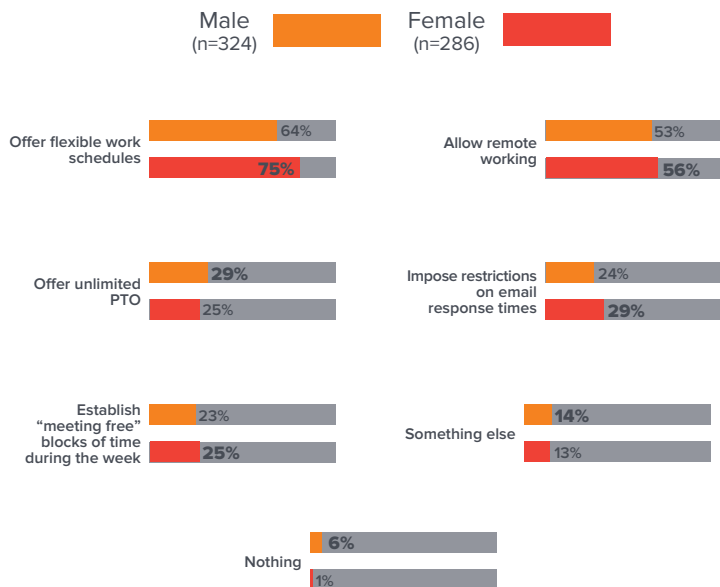


AGREEING ON SOLUTIONS

When it comes to recommending solutions to the work-life balance problem, the sexes' priorities are nearly identical, although certain solutions received significantly more support from female employees.

QUESTION: Which of the following, if any, do you believe employers should do to help improve work-life balance for their employees?

(Please select all that apply.)



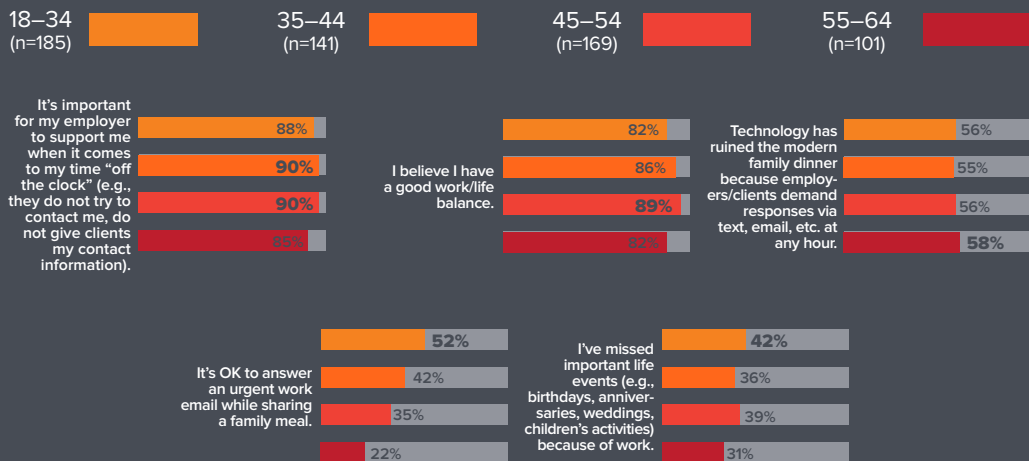
[Population: Employed FT And Work Typical 9-5 Schedule Outside The Home]

FEMALE EMPLOYEES ARE MORE LIKELY THAN MALE EMPLOYEES TO BELIEVE EMPLOYERS SHOULD OFFER FLEXIBLE WORK SCHEDULES TO IMPROVE EMPLOYEES' WORK-LIFE BALANCE.

SEEING EYE TO EYE...OR NOT?

For the most part, employees agree across age groups on key work-life balance issues, but there are a few notable points of differentiation. While all agree that work should be kept out of personal time, younger employees seem to be more accepting of taking work communications off the clock and more likely to feel the impact on their personal lives.

QUESTION: How strongly do you agree or disagree with each of the following statements?



[Population: Employed FT And Work Typical 9-5 Schedule Outside The Home]

MILLENNIALS (AGE 18-34) SHOW A MUCH HIGHER ACCEPTANCE OF ANSWERING URGENT WORK EMAILS DURING FAMILY MEALS THAN THEIR OLDER CO-WORKERS AGE 45-64 DO.

QUESTION: Which three of the following work-related aspects, if any, do you believe can have the most negative impact on an employee's work/life balance?

(Please select up to three responses.)

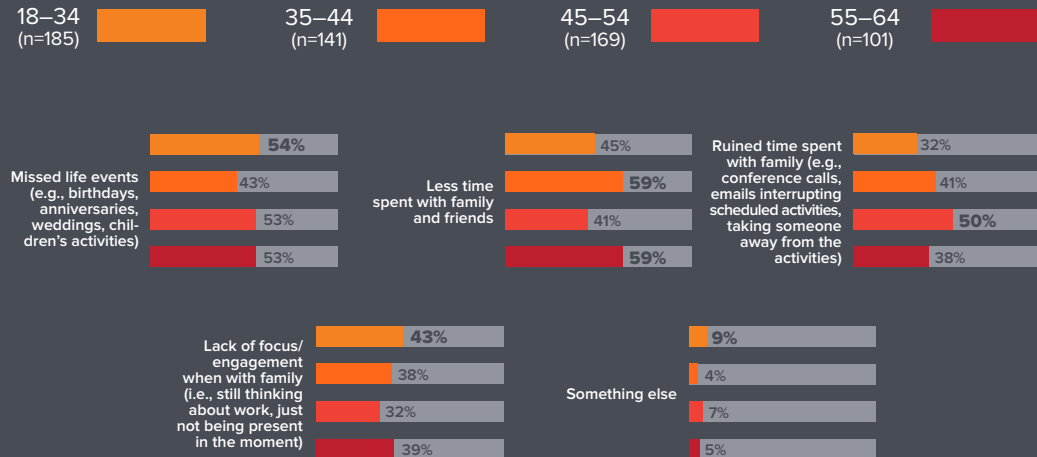


[Population: Employed FT And Work Typical 9-5 Schedule Outside The Home]

BABY BOOMER EMPLOYEES (AGE 55-64) ARE MORE LIKELY TO SEE BAD BOSSES AND INCOMPETENT COLLEAGUES AS A NEGATIVE FACTOR IN THEIR WORK-LIFE BALANCE THEN THOSE AGE 18-34 & AGE 35-44.

QUESTION: Which two of the following are among the most negative consequences of having a bad work/life balance on an employee's home life?

(Please select up to two responses.)

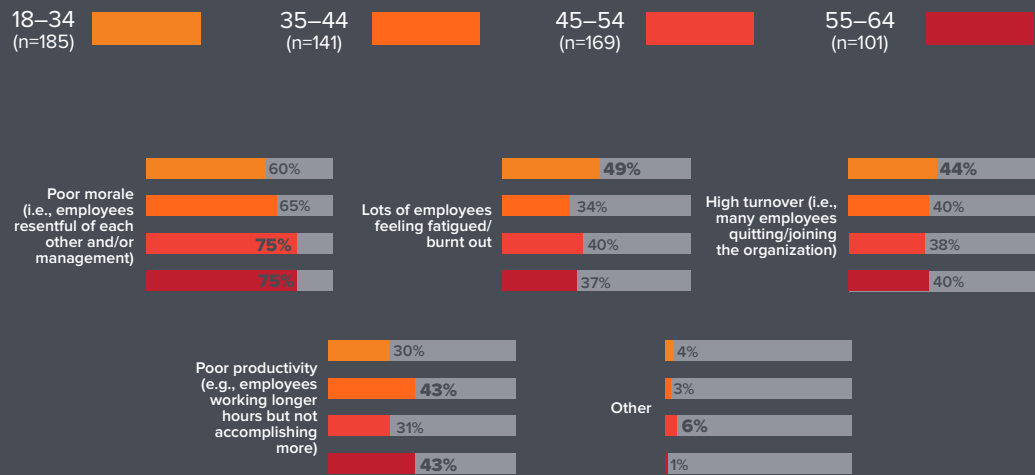


[Population: Employed FT And Work Typical 9-5 Schedule Outside The Home]

EMPLOYEES ARE NOTICEABLY DIVIDED ON WHETHER OR NOT POOR WORK-LIFE BALANCE HAS COST THEM TIME WITH FRIENDS AND FAMILY.

QUESTION: Which two of the following are among the most negative consequences of having a bad work/life balance on an employee's workplace?

(Please select up to two responses.)



[population: Employed FT And Work Typical 9-5 Schedule Outside The Home]

MILLENNIALS ARE SIGNIFICANTLY LESS LIKELY THAN THOSE AGE 45-64 TO CITE POOR MORALE AS A NEGATIVE CONSEQUENCE OF POOR WORK-LIFE BALANCE IN THE WORKPLACE.

QUESTION: Which of the following, if any, do you believe employers should do to help improve work/life balance for their employees?

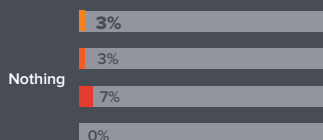
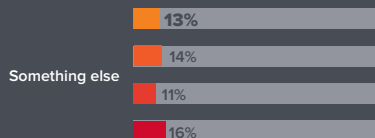
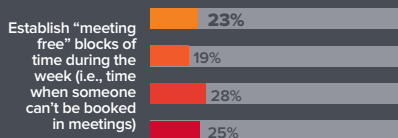
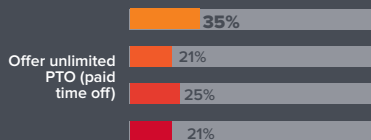
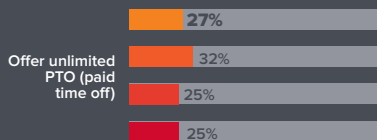
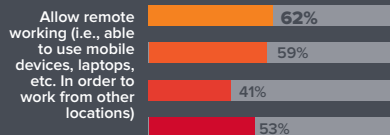
(Please select all that apply.)

18–34
(n=185)

35–44
(n=141)

45–54
(n=169)

55–64
(n=101)



[Population: Employed FT And Work Typical 9-5 Schedule Outside The Home]

IN ALL AGE GROUPS, FLEXIBLE WORK SCHEDULES AND REMOTE WORKING WERE EASILY THE MOST POPULAR SOLUTIONS FOR IMPROVING EMPLOYEES’ WORK-LIFE BALANCE.



MEET WORKFRONT

Workfront is a cloud-based Enterprise Work Management solution that helps IT departments, marketing service groups, and other enterprise teams conquer the problems associated with traditional project management. It provides a single system of truth that eliminates work chaos, provides global visibility, and increases productivity. Workfront offers a complete adoptable solution—powerful enough for technical users, intuitive enough for business stakeholders, and flexible enough to support Agile, Waterfall, or a mix of the two. It works in the same ways you do.

To learn more about Workfront Enterprise Work Management for IT, Marketing, and other teams, and how it can increase enterprise productivity, please contact us at the following:



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