

John Readings HR questionnaire on work/life balance programs

Results

Staff ranked the following programs in order of their considered importance. Next to each suggested work/life balance program you can see the percentage of staff who would like to see that program implemented at John Readings.

Flexible work arrangements

1. Compressed work week (95% of respondents),
2. Flexible working hours (95%),
3. Meetings preferred between 9.00am and 4.00pm (75%),
4. Telecommuting (75%),
5. Study leave (55%),
6. Career break (50%).

Miscellaneous

7. Various sports, company-subsidised (20%),
8. Employee volunteering day (15%),
9. Company-subsidised meals at store coffee shops (15%),
10. Discounts for family (staff already receive discounts) (10%),
11. Change of uniform for customer service staff (5%).

Assessment of the above: Flexible work arrangements were by far the most popular work/life balance programs, with the compressed work week, flexible working hours, and telecommuting all in the 90th percentile as far as initiatives that staff would like to see implemented. Study leave was also a point of interest amongst 55% of staff.