



Pearl Meyer

Workplace Flexibility as a Business Strategy

Presented at WorldatWork 2017 Total Rewards Conference
and Exhibition

Wednesday May 10, 2017

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- Survey Findings
- Telecommuting
- Flexible Hours
- Workplace Flexibility's Role in Recruiting
- Additional Findings and Takeaways

Work Life Balance



**Average Total Number of
Full Time Employees**

7606

**Average Revenue of 126
Companies Surveyed**

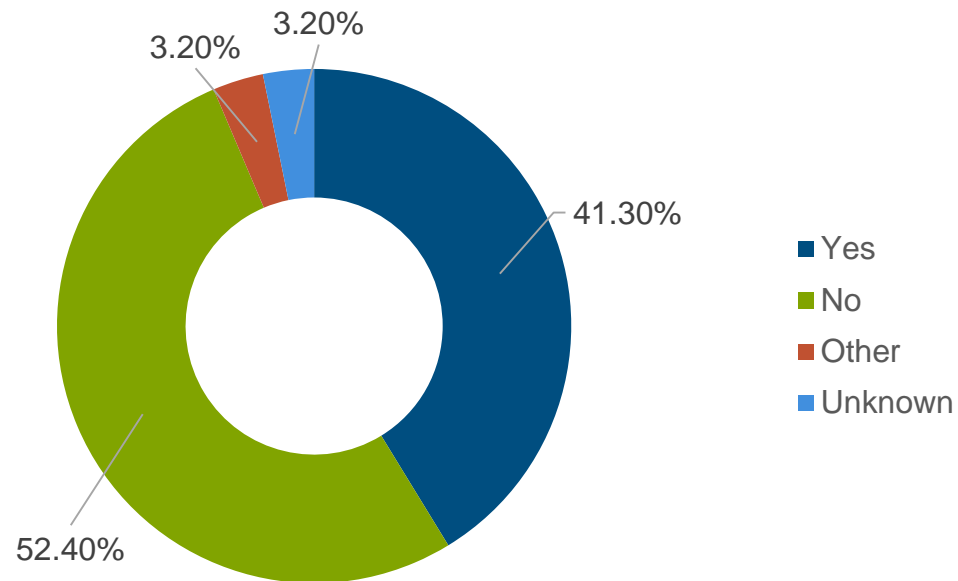
\$5964 (M)

Data Collected

**February and March
2017**

Formal Documentation

Is there formal documentation in your organization that mentions work/life balance or workplace flexibility?



Number of organizations	
Yes	52
No	66
Unknown	4
Other	4

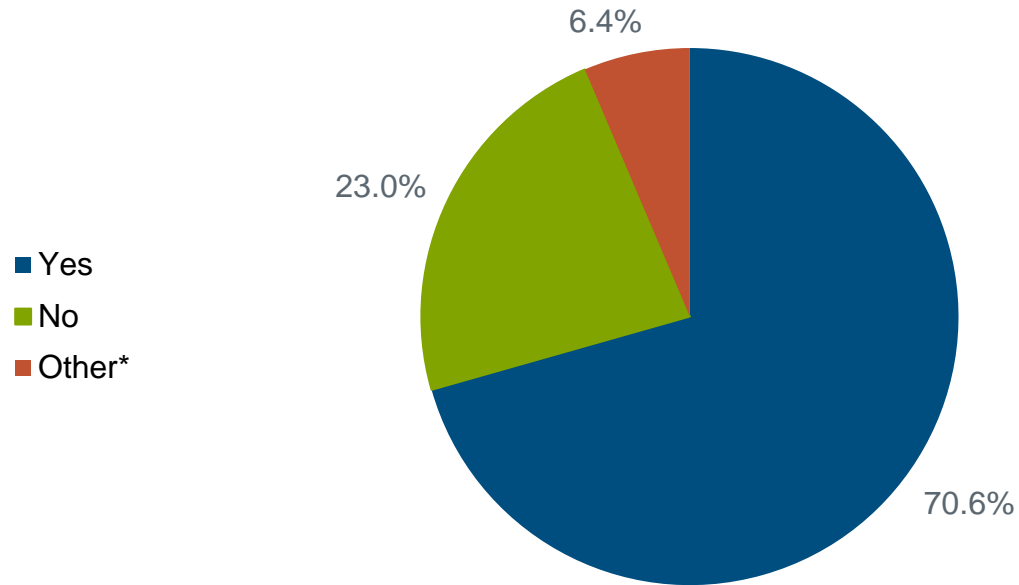
Is this how

you envision



telecommuters?

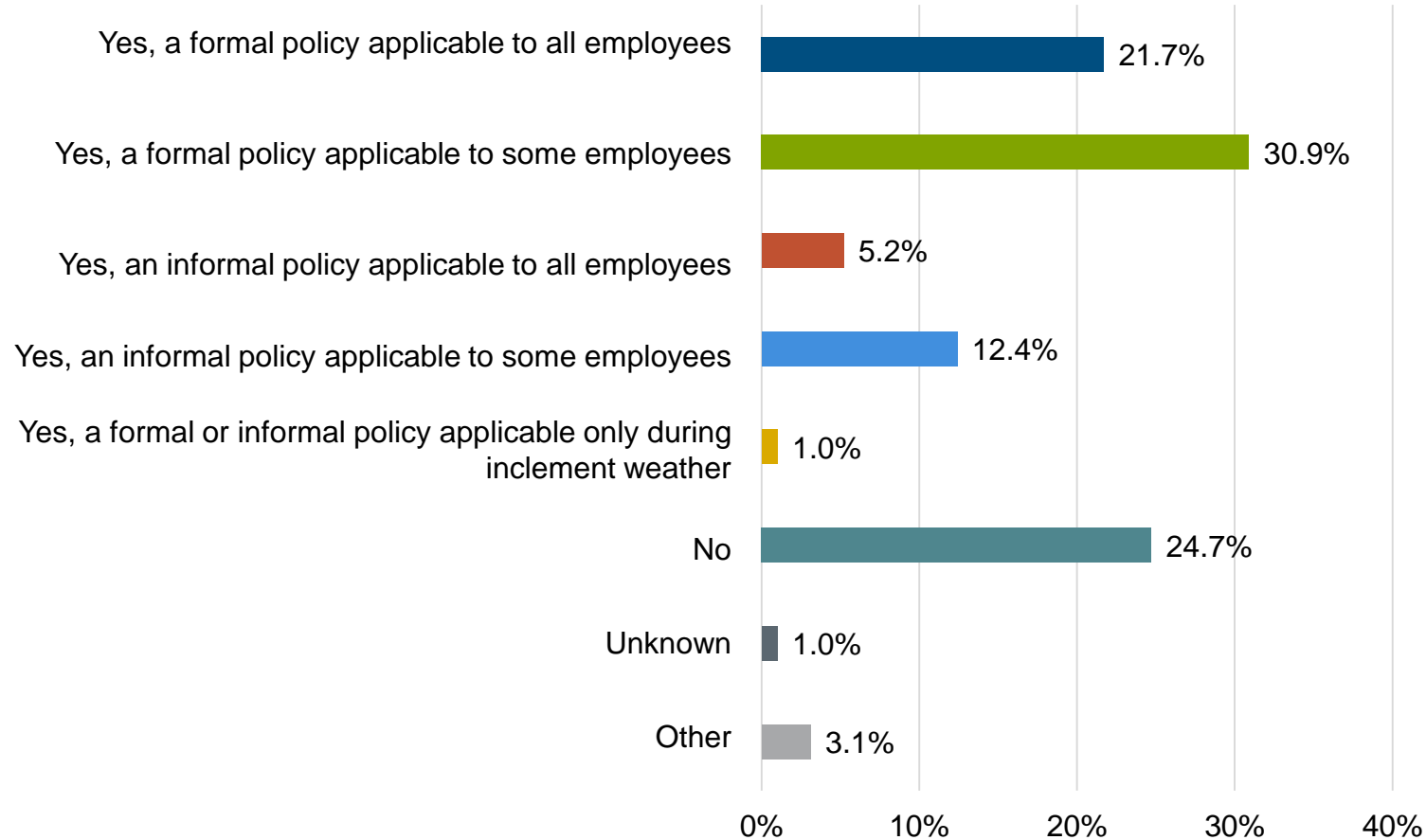
Do any employees at your organization telecommute (i.e., work from home)?



Number of organizations	
Yes	89
No	29
Other	8

*Most "Other" responses noted "Yes, on a temporary basis."

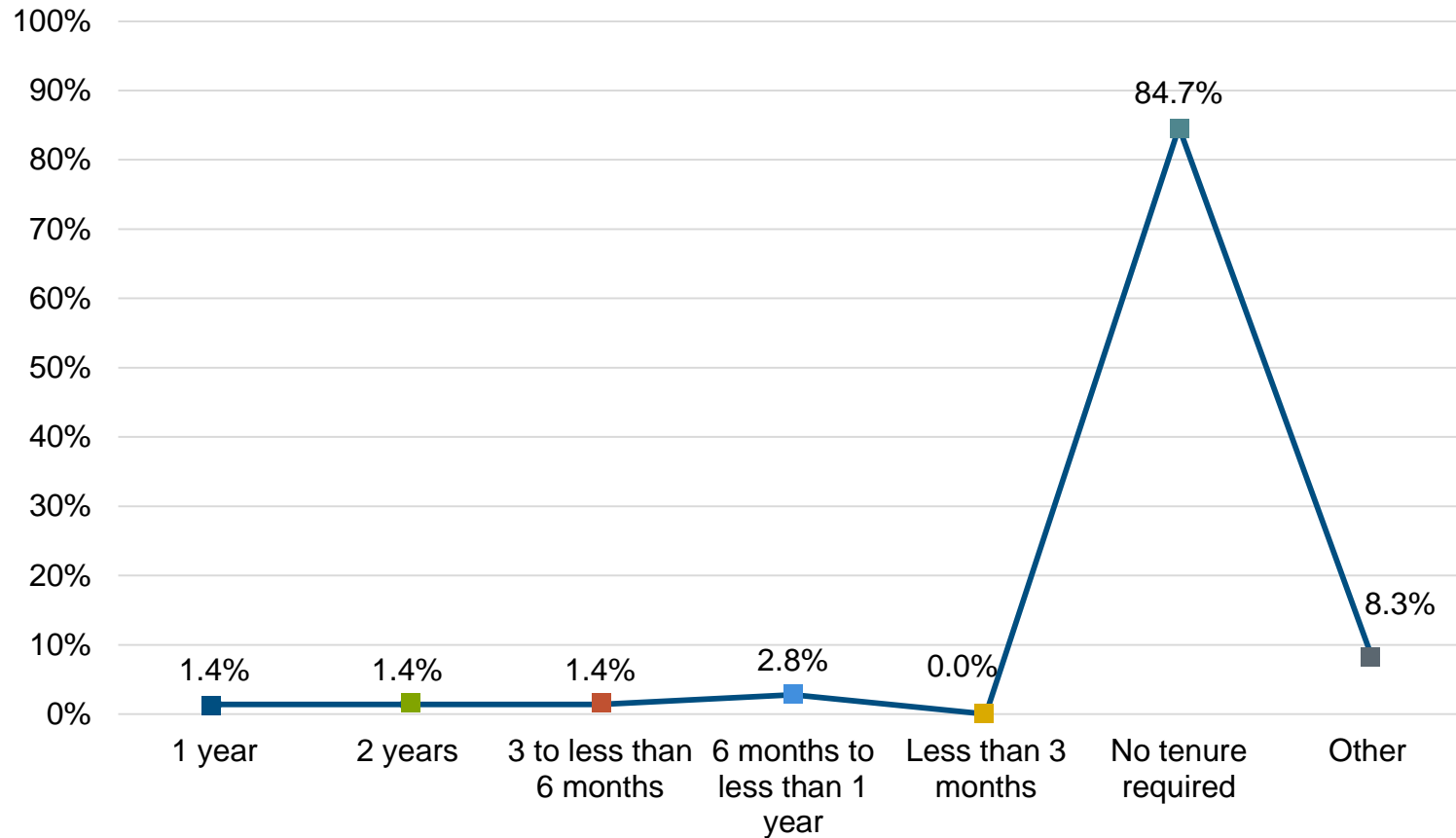
Does your organization have a policy for telecommuting?



Number of organizations	
Yes, a formal policy applicable to all employees	21
Yes, a formal policy applicable to some employees	30
Yes, an informal policy applicable to all employees	5
Yes, an informal policy applicable to some employees	12
Yes, a formal or informal policy applicable only during inclement weather	1
No	24
Unknown	1
Other	3

Tenure and Telecommuting

What is the required tenure (i.e., years of service) to be eligible for telecommuting?



Number of organizations	
No tenure required	61
Less than 3 months	0
3 to less than 6 months	1
6 months to less than 1 year	2
1 year	1
2 years	1
Other	6

WHAT DO YOU THINK

of when we say

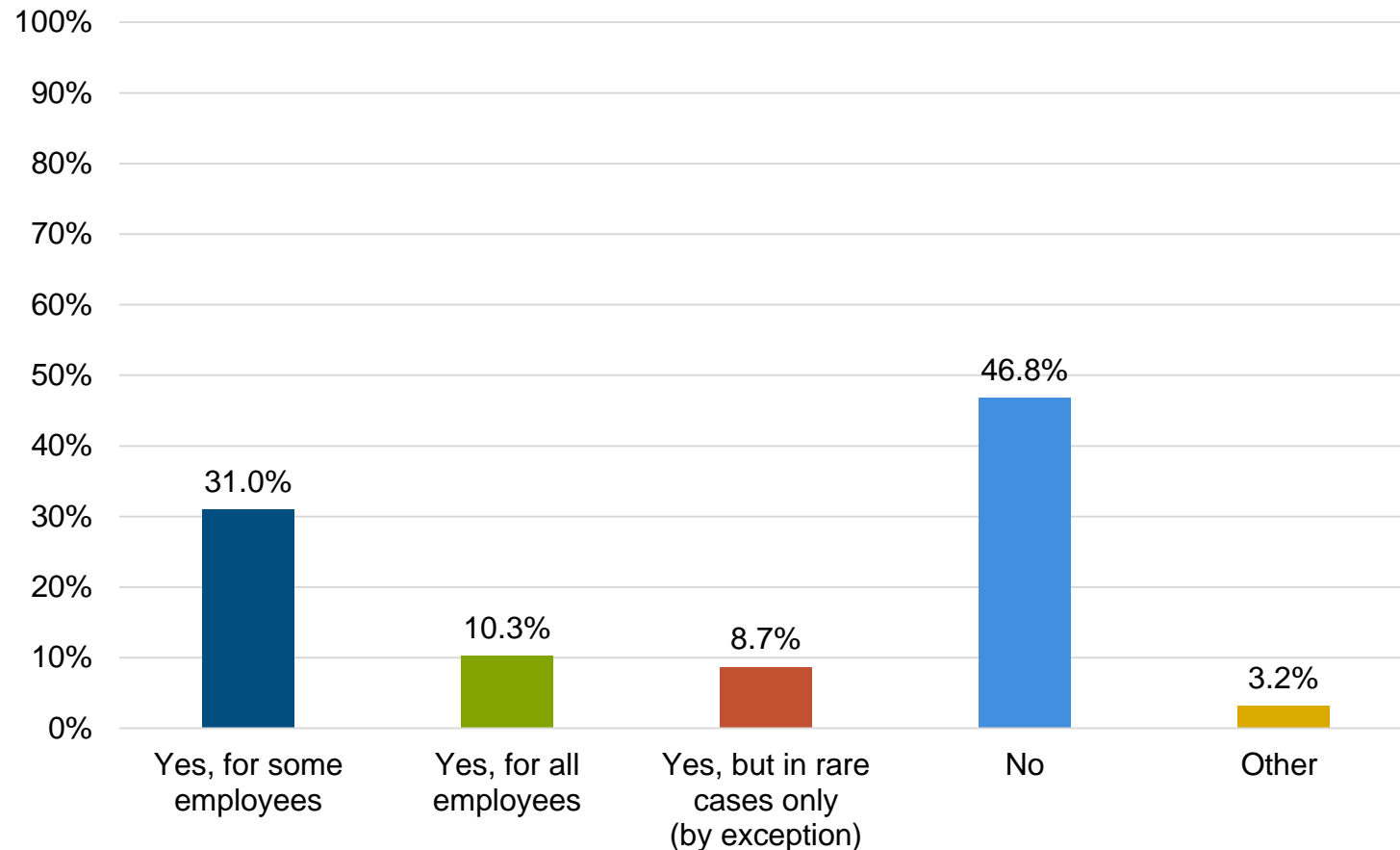


workplace

flexibility ?

Flexible Hours in the Workplace

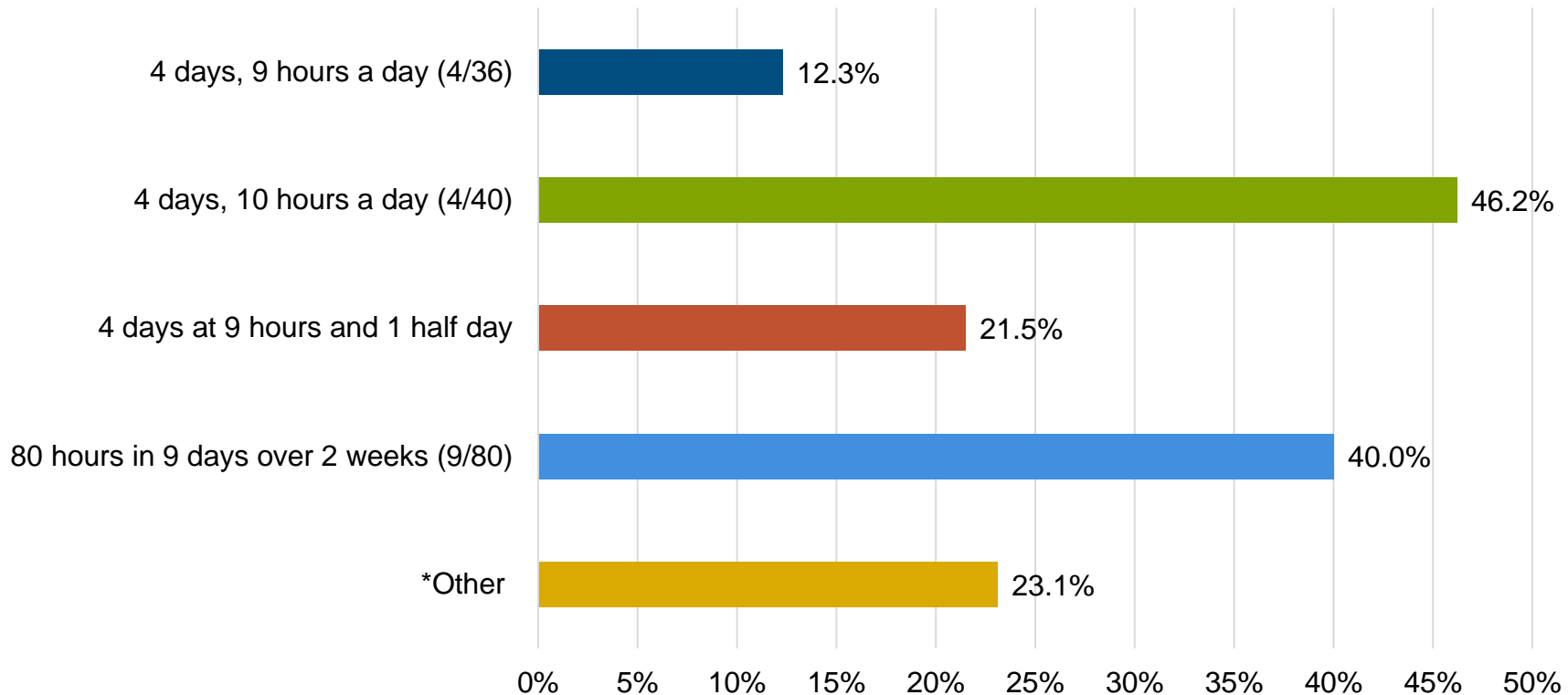
Does any part of your organization allow a compressed work week (40 hours work (or a full work week) in less than 5 days per 1 week or 10 days per 2 weeks)?



Number of organizations	
Yes for all employees	13
Yes, for some employees	39
Yes, but in rare cases only (by exception)	11
No	59
Other	4

Flexible Hours in the Workplace

What type of compressed work week does your organization offer?
(Check all that apply)

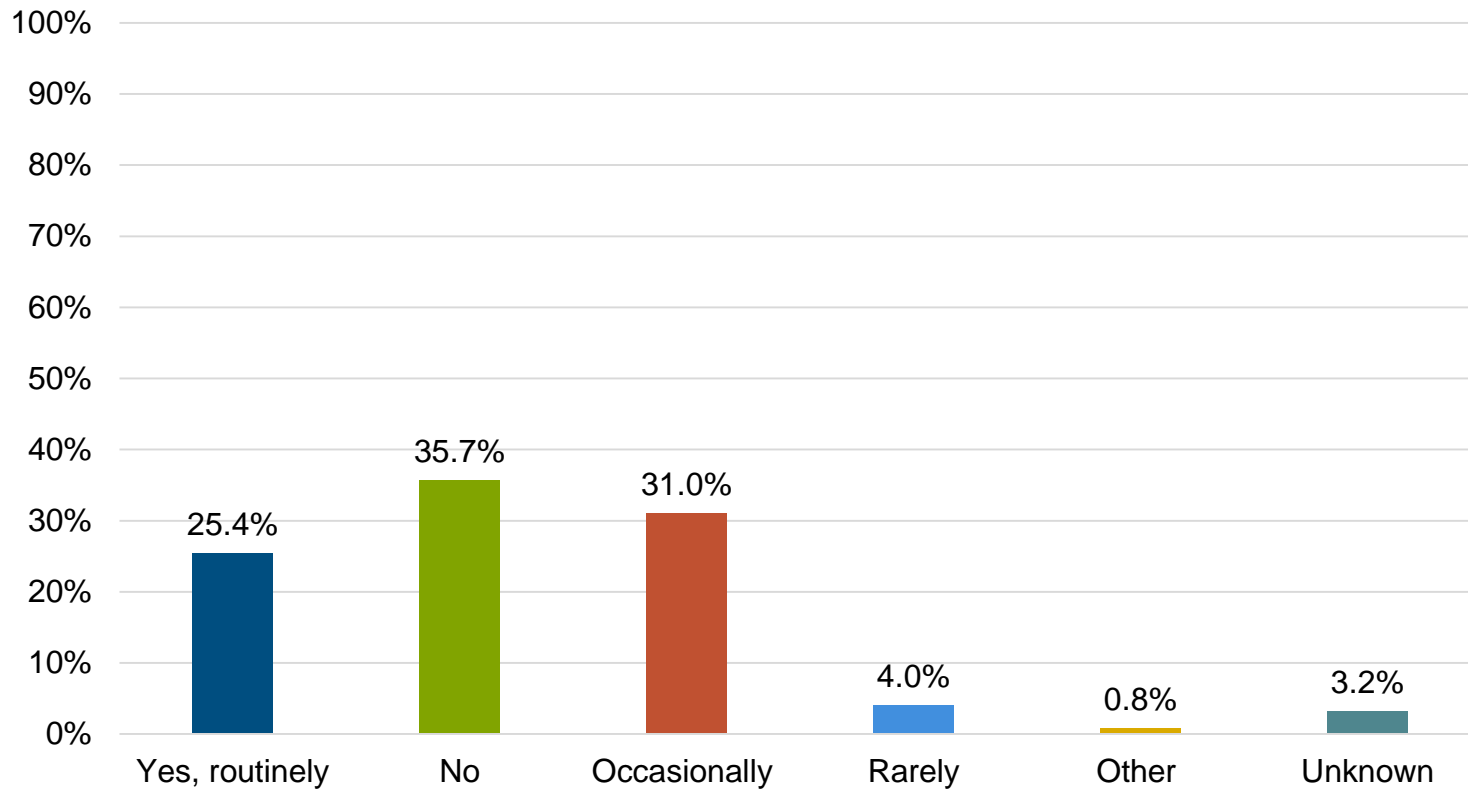


Number of organizations	
4 days, 9 hours a day (4/36)	8
4 days, 10 hours a day (4/40)	30
4 days at 9 hours and 1 half day	14
80 hours in 9 days over 2 weeks (9/80)	26
Other	15

*Most "Other" responses noted "varies, based on circumstances"

Workplace Flexibility's Role in Recruiting

Does your organization use workplace flexibility as a means to recruit/attract new employees?



Number of organizations	
Yes, routinely	32
Occasionally	39
Rarely	5
No	45
Unknown	4
Other	1

- Work Life Balance is a bigger piece of compensation than ever before
- Telecommuting can be a divisive topic
- Flexible work arrangements are now the norm
- If you are not using workplace flexibility as a recruiting tool, you may be falling behind

[2015 WorldatWork Study on Workplace Flexibility](#)

[U.S. Department of Labor Workplace Flexibility Toolkit](#)

[U.S. Department of Labor - Women's Bureau Workplace Flexibility Initiatives](#)

[Bureau of Labor Statistics - The Future of Flex](#)



About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management on the alignment of compensation with organizational and leadership strategies, making pay programs a powerful catalyst for value creation and competitive advantage. Our survey team provides organizations with accurate, on-point information supporting effective business decisions. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500 and FTSE 350. The firm has offices in New York, Atlanta, Boston, Charlotte, Chicago, Houston, London, Los Angeles, and San Francisco.

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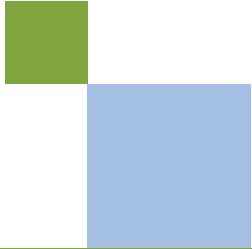
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