

For Immediate Release

### **Focusing on Employees Can Pay Future Dividends**

*Randstad survey indicates employers and employees are working together to survive the economy - in spite of shortfalls in the relationship*

**ATLANTA**, October 20, 2008 – While relationships between employees and their bosses have always seen their ups and downs, the turbulent economy may be forging stronger ties as employees look to shore up their job security. According to a recent Randstad USA study focused on employees' perceptions of their bosses, 72 percent of employees would do something to impress their boss. More than half of employees surveyed (57 percent) would take on additional work or responsibilities, and almost half (47 percent) would work over-time to create more job security.

This may not be surprising given today's economic instability; however, more than three-fourths (77 percent) of employees said they positively relate to their boss and nearly two-thirds (64 percent) characterize their bosses in complimentary terms. This level of favorability may be a direct result of companies' recent focus on creating better workplace environments and designing more employee-centric programs and tools.

"Employees' professional development and morale should always be a priority for employers, and especially in an economic slowdown when employees may feel additional burdens," said Eric Buntin, managing director, marketing and operations for Randstad USA. "A healthy employee-employer relationship based on mutual respect greatly contributes to an overall positive workplace attitude. Employers who connect with their employees create an environment where workers are more engaged in their jobs and, thus, more productive. This can positively impact the bottom line."

Despite employers' focus on connecting with employees, Randstad's survey suggests there is more work to do. Employees may like their bosses, but only half (50 percent) of those surveyed describe their bosses as competent. Even fewer, 29 percent, perceive their boss as a great role model and mentor. Only 19 percent believe their boss is their biggest advocate, and less than a quarter (22 percent) report feeling motivated by their boss.

Ensuring employees feel supported and valued may be key areas where employers still need to improve. While more than half of respondents (59 percent) believe their boss appreciates his/her efforts in support of the organization, only 32 percent report being asked for input on business issues and fewer (30 percent) believe their boss rewards them for accomplishments.

In today's tough economic times, employees may be more apt to live with this lack of support in exchange for job security – at least for a while. But as they are willing to go the extra mile to keep their jobs, there is a distinct line that employees draw between professional, work-related endeavors and personal,

social activities. Specifically, only 15 percent of employees are willing to socialize with their boss out of the office, and only 11 percent would do personal favors such as run errands. Gen Y, the youngest and often considered most impressionable generation, is most willing to mix business and pleasure to impress their bosses.

<b>How far employees are willing to go to impress their boss in order to create more job security</b> <i>% percent</i>	<b>Gen Y</b> age 18-34	<b>Gen X</b> 35-44	<b>Boomers</b> 45-54	<b>Matures</b> 55+
Would do something to impress their boss	80%	72%	68%	62%
Take on additional work/responsibilities	65	56	50	53
Work overtime	51	49	46	35
Stay late/come in early to show extra face time	48	40	29	22
Socialize with my boss out of the office	28	15	6	4
Do personal favors (e.g., run errands)	17	10	5	8

Despite the lengths that employees are willing to go to impress their boss, taking a pay cut is not a popular option (only 4 percent). While taking on more work without increased pay is not ideal for any employee, more women than men are willing to take on more work and additional responsibilities (11 percentage points more), 63 and 52 percent respectively.

“Tough economic conditions can influence employees to relate differently to their boss and their job in the short term,” said Buntin. “But both employees and employers should take this opportunity to maximize their relationship. It can pay big dividends in the long run.”

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### **Survey Methodology**

Harris Interactive® fielded the study on behalf of Randstad USA from August 28-September 2, 2008, via its QuickQuery<sup>SM</sup> online omnibus, interviewing a nationwide sample of 2,337 U.S. adults aged 18 and over, among whom 1,429 were employed. For the purpose of this survey, the generations were divided as: Gen Y, ages 18-34; Gen X, ages 35-44; Boomers, ages 45-54; and Matures, age 55+. Data were weighted using propensity score weighting to be representative of the total U.S. adult population on the basis of region, age within gender, education, household income, race/ethnicity, and propensity to be online. No estimates of theoretical sampling error can be calculated; a full methodology is available.

**About Randstad USA**

Headquartered in Atlanta, Ga., Randstad USA is a leading employment services provider with more than 430 branches and client-dedicated locations in the United States. In 2007, Randstad USA's 1,600 employment experts put an average of 49,000 people to work each week. Randstad fulfills all aspects of employment for temporary, temporary-to-permanent and permanent placement including Office, Executive Office, Industrial, Call Center, Finance & Accounting, Technical and Creative as well as other HR services such as payrolling. For eligible employees, Randstad provides skills assessments, career counseling, training, health coverage, paid vacation and 401(k) matching contributions. More company information is available at [www.us.randstad.com](http://www.us.randstad.com). Investment information is available at [www.randstad.com](http://www.randstad.com).

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