

Glassdoor.com Consumer Survey ⁽¹⁾ Highlights (5/08)

Today, it's hard to find out real information about salaries and employee opinions of work environments.

- About three in five (59%) employed adults⁽²⁾ wish they had a better understanding of fair market compensation at their company, in their local job market for their position and in their skill set.
- Only 38% believe their company does a good job sharing employee satisfaction survey results with employees.

Getting an inside look at company culture and the work environment before accepting a job is important as about two out of three workers⁽³⁾ (64%) say they've found the reality of a new job different than what they expected from the hiring process. Of those who found a gap in the job reality, the top 5 areas different than their expectations were:

- Job responsibilities (43%)
- Hours expected to work (42%)
- Employees treated with fairness and respect (42%)
- Employee morale (41%)
- Boss's personality (40%)

Discussing salary and compensation is still taboo in many circles although younger workers seem to have fewer hang ups in this area. Half (52%) of employed adults say they'd be willing to share more details about their compensation if they could do so anonymously. About one in ten (11%) employed adults say they are not comfortable discussing their compensation with anyone. People with whom employed adults feel most comfortable sharing compensation tend to be those closest, outside of work:

- Spouse/Significant other (64%)
- Best friend (34%)
- Parents (32%)
- Boss (24%)
- Other employees at my level (17%)
- Financial advisor (17%)
- Human resource representative (15%)
- Children (10%)
- Casual acquaintances outside of work (9%)
- Other employees at a higher level (7%)
- A recruiter (6%)
- A therapist (4%)
- Other employees at a lower level (4%)
- Direct reports (2%)
- Other (4%)

While salary and compensation (77%) are collectively the most important aspects of a job, non-financial "culture" aspects are also among the most important to workers, especially that employees are treated with fairness and respect. Among those who have ever had a job, the top 10 most important aspects of a job are:

- Salary (76%)
- Fair and respectful treatment of employees (69%)
- Health and dental benefits (59%)
- Meaningful work (52%)
- Employee morale (51%)
- Hours expected to work (51%)
- Relationships with coworkers (49%)
- Job responsibilities (49%)
- Recognition and feedback (40%)
- Work-life balance support (39%)

Making sure your job is a right fit is important because job dissatisfaction can make you sick and affect other areas of your life. About nine in ten (87%) workers say they've been dissatisfied with a job and, of those, three in four (76%) report the dissatisfaction affected other areas of their life. The areas most affected include:

- Physical and/or emotional symptoms (e.g. anxiety, insomnia, depression, high blood pressure, ulcer) (49%) *{note: women seem to internalize more, as more women ages 35-44 (67%) have had emotional or physical symptoms than men of the same age (52%)}*
- Less time to enjoy things important to me outside of work (49%)
- Less excitement about things I typically enjoy (31%)
- Relationship with spouse or significant other (29%) *{Note: More men (33%) report dissatisfaction has affected their relationship with a significant other than women (24%)}*
- Relationships with friends/family (27%)

¹ The Glassdoor.com study was conducted online within the United States by Harris Interactive between May 15 and 19, 2008 among 2,505 adults ages 18+, of whom, 2,464 have ever had a job and 1,691 are currently employed. This online survey is not based on a probability sample and therefore no estimate of theoretical sampling error can be calculated. For complete survey results, including weighting variables, please contact Dawn Lyon at pr@glassdoor.com or 415-339-9105 x800.

² For the purposes of this study, the term "employed adults" refers to U.S. adults ages 18+ who are currently employed full time, part time and/or self-employed (n= 1,691).

³ For the purposes of this study, the term "workers" refers to U.S. adults ages 18+ who have ever had a job (n= 2,464).