

# What Employees Want



How do you retain top talent when budgets are tight and opportunities for promotion are few? Although challenges remain year round, they become more apparent during performance appraisal season.

A recent survey of North American employees, conducted by career website FlexJobs, strongly suggests work-life balance is more important to employees than money, especially when those employees are parents.



Granted, not every job lends itself to telecommuting. But allowing telecommuting when possible, at least on a part-time basis, provides employees with a benefit they clearly value, helping to instill workforce loyalty—and it may alleviate the need for salary increases.

Is telecommuting an option for your organization?