

## Business Tips - Vol. 2

### Workplace Flexibility Programs

A 2008 study released by human resources consultancy Hewitt Associates revealed that a growing number of employers are offering flexible work arrangements in an effort to attract and retain employees. The most popular flexible work arrangements include job sharing (46%), telecommuting (39%), part-time work (36%), and flextime (31%). Many program sponsors believe that the programs increase employee engagement (66%), improve employee retention (64%), and enhance recruitment (49%).

### Executive Pay to Green Initiatives

Executives may be willing to give up compensation to help fund environmental initiatives, according to a 2008 international survey by executive recruitment firm Korn/Ferry International. Results revealed that 73% of executives are willing to sacrifice 1% of their salaries to help pay for green initiatives; 40%, between 1% and 2%; and 3%, upwards of 10%. However, over one-quarter (27%) said they would not offer any compensation to support sustainability initiatives.

### International Job Opportunities

Americans are less likely to consider relocating to another country to take advantage of a job opportunity, an international survey by Kelly Services found. While 69% of U.S. workers would consider relocating to a different city to find work, only 37% indicated they would move outside the country to take advantage of a job opportunity, and just 28% said they would consider a country where they are not fluent in the local language.