

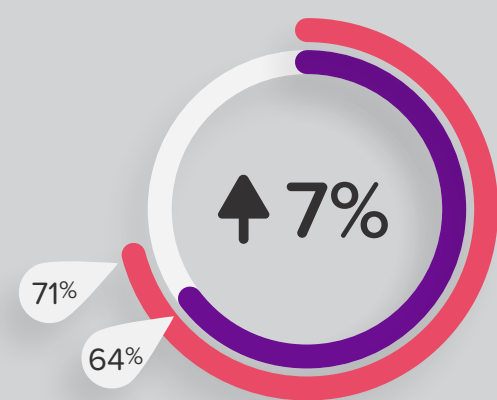
# Then and Now

from Top-down Teams to Valued Individuals

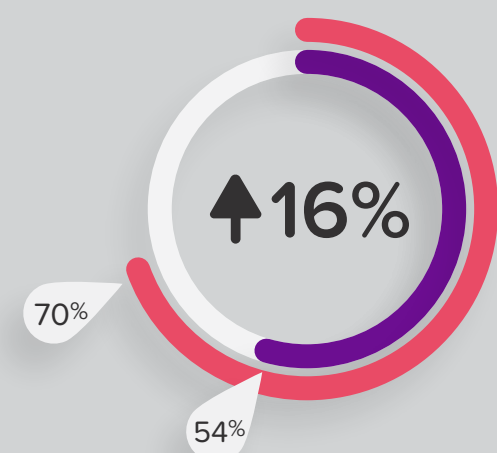
## Employee Satisfaction

While our results revealed that employees generally reported similar job satisfaction as they felt ten years ago, we uncovered some important distinctions in how employees view different aspects of their jobs. These aspects include leadership, meaningfulness, growth opportunities, loyalty, corporate recognition, and work-life balance. Generally, the results show that employees feel the workplace has become more employee-focused in the last ten years.

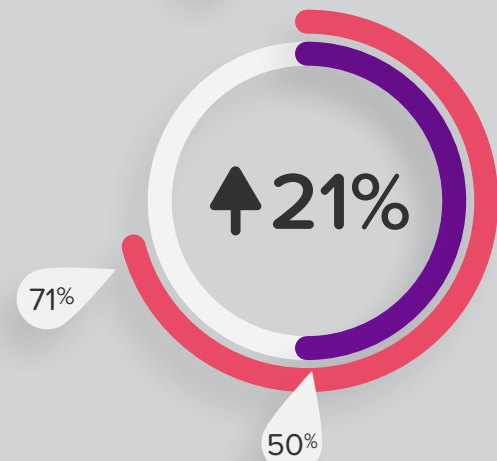
However, while employees may feel like their companies value their service, how their skills connect to their company's future success may not be as clear.



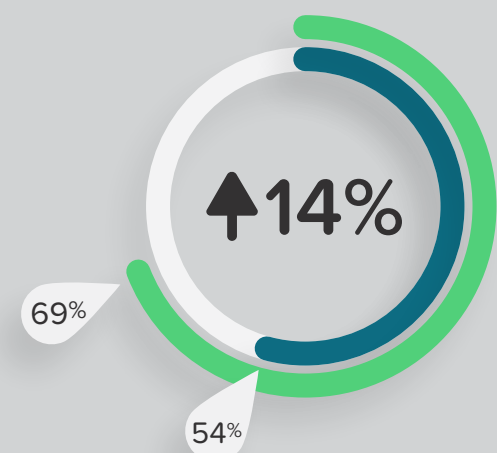
7 percent more employees either agree or strongly agree that **the person they report to is an effective leader.**



16 percent more employees feel like **they are receiving meaningful recognition** for their work.



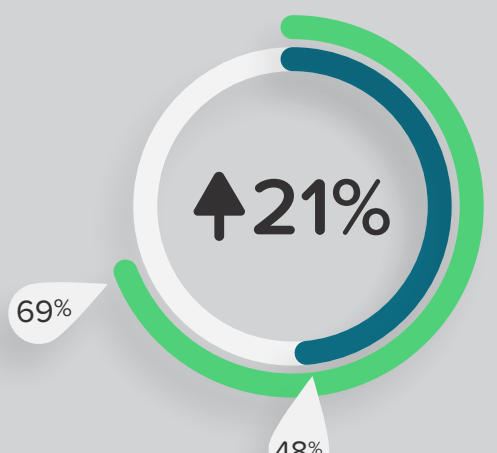
Of employees ages 40 to 50, 21 percent more of them agree or strongly agree that **they receive meaningful recognition** for their work.



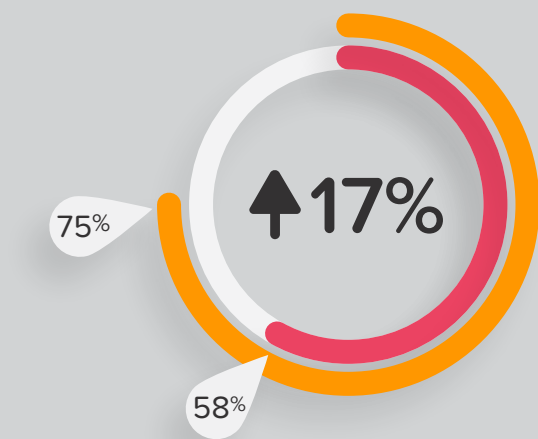
14 percent more of employees today agree or strongly agree that **they have career growth opportunities with their employers.**



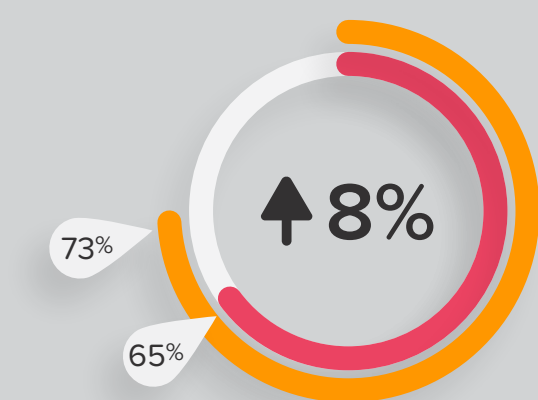
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Today, 21 percent more employees would also **choose their current job over a similar job elsewhere.**



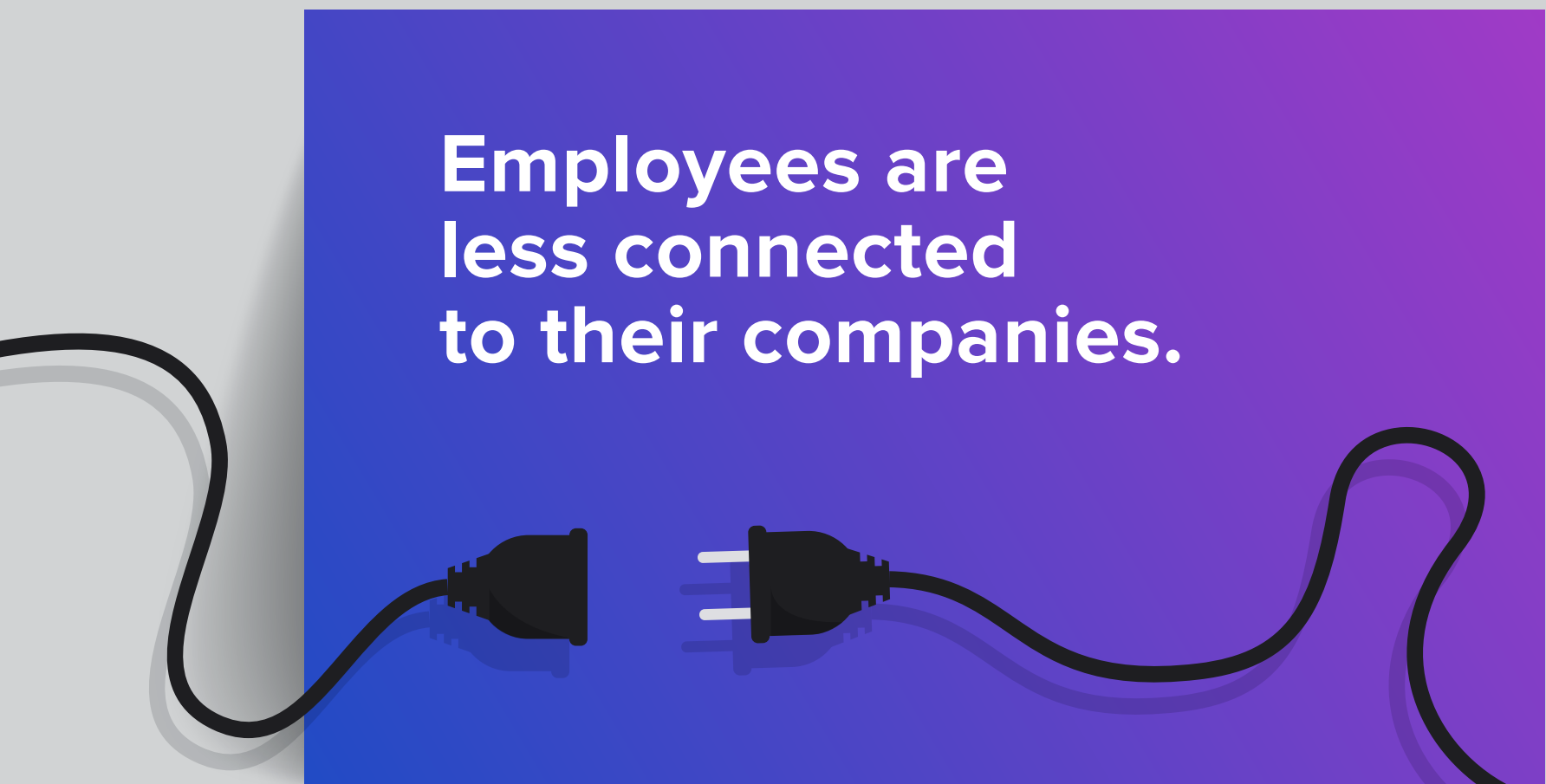
17 percent more employees (75 percent today) are **satisfied with their workload.**



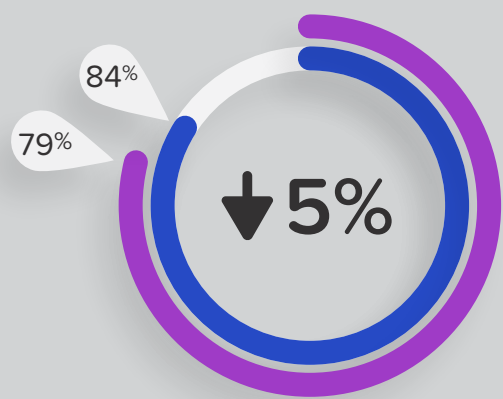
Eight percent more employees (73 percent today) feel like **their company supports work/life balance.**



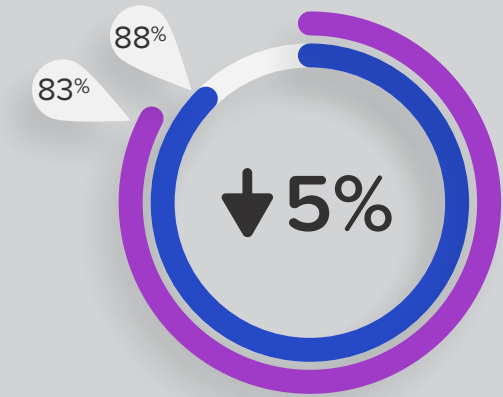
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Five percent fewer employees (79 percent today) feel like **the job they are doing is a good fit for their skills and interests.**



Five percent fewer employees (83 percent today) said **they know how their work helps their department achieve its goals.**

“bambooHR” | ABOUT THE INFOGRAPHIC

The June 2016 study collected responses from 1,049 professionals over the age of 18 who are employed by companies of more than 50 employees. This research was generated by BambooHR. 2006 data came from surveys conducted by the American Management Association, Gensler, the Anxiety and Depression Association of America, and the Northwest Territories Bureau of Statistics.

Satisfaction & Engagement: Northwest Territory Bureau of Statistics—[http://www.hr.gov.nt.ca/sites/default/files/2006\\_employee\\_survey.pdf](http://www.hr.gov.nt.ca/sites/default/files/2006_employee_survey.pdf)

Workplace Violence: Bureau of Labor Statistics—<http://www.bls.gov/iif/oshwc/osnr0026.pdf>, <http://www.bls.gov/iif/oshwc/osch0033.pdf>

Electronic Media Usage: American Management Association—<http://www.amanet.org/news/1452.aspx>

Workplace Environment: Gensler—<http://www.gensler.com/design-thinking/research/the-2006-us-workplace-survey>

Workplace Stress & Anxiety: Anxiety and Depression Association of America—<http://www.adaa.org/workplace-stress-anxiety-disorders-survey>