



New hires enjoy flexible scheduling: Boosting productivity and morale

Description

The era of substantial salary increases for job changers is now a thing of the past. However, a new trend is gaining momentum: flexible work schedules.

Looking to attract talent without causing financial strain? Many companies are increasingly turning to one particular benefit: schedule flexibility.

In ZipRecruiter's Q3 Survey of New Hires, 45% of respondents reported having "greater flexibility in their work schedule" in their new positions, up from 42% in the same quarter of 2023. This shift comes as the percentage of new hires receiving salary bumps, signing bonuses, and remote work options has decreased compared to the previous year.

This finding may come as a surprise, notes Julia Pollak, ZipRecruiter's chief economist, given the prevalence of flexible work arrangements in the wake of the pandemic. However, it underscores the ongoing competition for talent and the cost-cutting measures adopted by companies.

"Employers are seeking ways to distinguish themselves without significantly impacting their bottom line," Pollak explains.

While factors like compensation and company culture still weigh heavily on job seekers' decisions, according to ZipRecruiter, 16% of new hires in the latest survey cited schedule flexibility as a key reason for accepting their job offer.

Notably, flexible schedules are not only attractive to remote-capable employees. Gallup's 2023 survey revealed that on-site workers placed a higher value on "time" flexibility, such as choosing days or hours to work, over location flexibility.

This perk particularly resonates with certain demographic groups, with women and parents of young children more likely to benefit from this offering when transitioning to new roles.

Although offering schedule flexibility poses challenges for employers in terms of ensuring adequate coverage and the right mix of staff at all times, its low cost and popularity among employees make it an increasingly coveted option, especially among younger workers.

Vocabulary List:

1. **Flexibility** /ˌfleksəˈbɪlɪti/ (noun): The ability to adapt to different circumstances or the quality of being adaptable.
 2. **Attract** /əˈtrækt/ (verb): To draw or pull toward oneself; to lure or entice.
 3. **Competition** /ˌkɒmpəˈtɪʃən/ (noun): The act of competing; rivalry between companies or individuals for resources or market share.
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4. **Transition** /træ'n'zɪʃən/ (noun): The process of changing from one state or condition to another.
5. **Employers** /ɪm'plɔɪəz/ (noun): Individuals or organizations that hire employees.
6. **Demographic** /,dɛmə'græfɪk/ (noun): Statistical data relating to the population and particular groups within it.

Comprehension Questions

Multiple Choice

1. What percentage of respondents reported having greater flexibility in their work schedule in ZipRecruiter's Q3 Survey of New Hires?

- Option: 15%
- Option: 30%
- Option: 45%
- Option: 60%

2. According to the text, what demographic group is more likely to benefit from schedule flexibility when transitioning to new roles?

- Option: Men
- Option: Young adults
- Option: Women
- Option: Retirees

3. What did Gallup's 2023 survey reveal about on-site workers and flexibility?

- Option: They prefer location flexibility
- Option: They value time flexibility over location flexibility
- Option: They don't value flexibility
- Option: They prefer fixed work schedules

4. What percentage of new hires cited schedule flexibility as a key reason for accepting their job offer according to ZipRecruiter?

- Option: 5%
- Option: 10%
- Option: 16%
- Option: 20%

5. What has decreased for new hires compared to the previous year, as mentioned in the text?

- Option: Remote work options



- Option: Salary bumps
- Option: Signing bonuses
- Option: All of the above

6. According to Julia Pollak, chief economist at ZipRecruiter, what are employers seeking to do without significantly impacting their bottom line?

- Option: Increase salaries
- Option: Reduce workforce
- Option: Offer schedule flexibility
- Option: Close offices

True-False

- 7. The era of substantial salary increases for job changers is still prevalent.
- 8. Flexible work schedules are only attractive to remote-capable employees.
- 9. Schedule flexibility is particularly beneficial for retirees.
- 10. Schedule flexibility is increasingly becoming a sought-after benefit, especially among younger workers.
- 11. Schedule flexibility is not a key consideration for new hires.
- 12. Employers are not concerned about the challenges posed by offering schedule flexibility.

Gap-Fill

- 13. In ZipRecruiter's Q3 Survey of New Hires, _____% of respondents reported having greater flexibility in their work schedule in their new positions.
- 14. According to Gallup's 2023 survey, on-site workers placed a higher value on " _____" flexibility over location flexibility.
- 15. 16% of new hires in the latest survey cited schedule flexibility as a key reason for accepting their job offer according to _____.
- 16. Flexible schedules are particularly resonant with women and parents of young children when _____.



transitioning to new _____

17. Although offering schedule flexibility poses challenges for employers, its low cost and popularity among employees make it an increasingly coveted _____, especially among younger workers.

18. The era of substantial salary increases for job changers is now _____.

Answer

Multiple Choice: 1. 45% 2. Women 3. They value time flexibility over location flexibility 4. 16% 5. All of the above 6. Offer schedule flexibility

True-False: 7. False 8. False 9. False 10. True 11. False 12. False

Gap-Fill: 13. 45 14. time 15. ZipRecruiter 16. roles 17. option 18. a thing of the past

Vocabulary quizzes

Multiple Choice (Select the Correct answer for each question.)

1. What is the process of determining the current worth of a business?

- Option: A. Salary negotiation
- Option: B. Employee evaluation
- Option: C. Valuation
- Option: D. Demographic study

2. Which term refers to the highest or climactic point of something?

- Option: A. Transition
- Option: B. Detrimental
- Option: C. Culmination
- Option: D. Legislation

3. Who are the individuals or organizations that hire employees?

- Option: A. Competitors
- Option: B. Investors
- Option: C. Employers
- Option: D. Entrepreneurs

4. What is the ability to understand and share the feelings of another?

- Option: A. Accountability



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- Option: B. Empathy
Option: C. Flexibility
Option: D. Negotiation
5. What term is used for the practice of an activity for the purpose of improvement?
Option: A. Surge
Option: B. Rehearsal
Option: C. Accountability
Option: D. Legislation
6. Which term describes a sudden and temporary increase in something?
Option: A. Anticipate
Option: B. Surge
Option: C. Sustainable
Option: D. Distress
7. What describes something that causes damage or harm?
Option: A. Detrimental
Option: B. Exemplary
Option: C. Legislation
Option: D. Due diligence
8. What refers to laws or a system of laws?
Option: A. Valuation
Option: B. Distress
Option: C. Legislation
Option: D. Eustress
9. Which term describes the process of change from one state to another?
Option: A. Accountability
Option: B. Transition
Option: C. Sustainable
Option: D. Culmination
10. What means to cause someone to be interested in something or someone?
Option: A. Attract
Option: B. Cultivation
Option: C. Anticipate
Option: D. Sustainability

Gap-Fill (Fill in the blanks with the correct word from the vocabulary list.)



11. _____ is the process by which individuals attempt to reach an agreement.
12. As a good strategist, it is important to _____ potential challenges in advance.
13. _____ is the answerability for decisions and actions taken.
14. Healthy _____ can drive innovation and improvement in products and services.
15. Companies are increasingly focusing on _____ business practices to protect the environment.
16. _____ is a positive type of stress that can improve performance and motivation.
17. Understanding the _____ of your target market is crucial for effective marketing.
18. In today's fast-changing world, _____ is essential for adapting to new situations.
19. Higher _____ abilities are linked to better problem-solving skills.
20. Regular feedback is important for improving employee _____.

Matching Sentences (Match each definition to the correct word from the vocabulary list.)

21. Thorough research and investigation conducted before signing a contract or making a business decision.
22. The hidden, often unpleasant aspects of a situation or society.
23. Feelings of anxiety or fear about the future.
24. The effects or results of an action or event, typically indirect or unintended.
25. Based on, concerned with, or verifiable by observation or experience rather than theory or pure logic.
26. A sudden and temporary increase in the number or amount of something.
27. Deserving imitation because of excellence.
28. The examination or observation of one's own mental and emotional processes.



29. The process of trying to acquire or develop a quality or skill.

30. Relating to the organization and carrying out of a complex activity.

Answer

Multiple Choice: 1. C. Valuation 2. C. Culmination 3. C. Employers 4. B. Empathy 5. B. Rehearsal 6. B. Surge
7. A. Detrimental 8. C. Legislation 9. B. Transition 10. A. Attract

Gap-Fill: 11. Negotiation 12. Anticipate 13. Accountability 14. Competition 15. Sustainable 16. Eustress
17. Demographic 18. Flexibility 19. Cognitive 20. Performance

Matching sentence: 1. Due diligence 2. Underbelly 3. Apprehensions 4. Repercussions 5. Empirical 6. Surge
7. Exemplary 8. Introspection 9. Cultivation 10. Logistical

CATEGORY

1. Business - LEVEL5

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Author

aimeeyoung99

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