

Effectiveness and Use of Work-life Programs 2006

WORK-LIFE PROGRAM	EFFECTIVENESS RATING*	PERCENTAGE USE
Alternative Work Arrangements	3.4	63%
Leave for School Functions	3.4	65%
Telecommuting	3.4	59%
Compressed Work Week	3.4	58%
Emergency Childcare	3.3	44%
Employee Assistance Plans	3.1	76%
Flu Shot Programs	3.1	64%
On-site Child Care	3.1	42%
Wellness Programs	3.0	67%
Job Sharing	3.0	51%
Satellite Workplaces	3.0	49%
Fitness Facility	2.9	59%
On-site Health Services	2.9	48%
Sabbaticals	2.9	47%
Elder Care Services	2.7	42%
Career Counseling	2.6	54%
Child Care Referrals	2.6	49%
Work-life Seminars	2.5	53%
Holidays/Summer Camp	2.4	41%
Concierge Services	2.2	40%

* 1: Not Very Effective to 5: Very Effective

Effectiveness and Use of Absence Control Programs 2006

ABSENCE CONTROL PROGRAM	EFFECTIVENESS RATING*	PERCENTAGE USE
Paid Leave Bank	3.7	70%
Buy Back	3.4	59%
Disciplinary Action	3.3	97%
Bonus	3.3	61%
Yearly Review	2.9	82%
Verification of Illness	2.9	79%
No Fault	2.8	67%
Personal Recognition	2.7	68%

* 1: Not Very Effective to 5: Very Effective