

Effectiveness and Use of Work-life Programs 2007



WORK-LIFE PROGRAM	EFFECTIVENESS RATING*	PERCENTAGE USE
Alternative Work Arrangements	3.6	54%
Telecommuting	3.5	53%
Compressed Work Week	3.3	45%
Flu Shot Programs	3.2	66%
Leave for School Functions	3.2	54%
Emergency Child Care	3.1	32%
Job Sharing	3.0	38%
Employee Assistance Plans	2.9	72%
Wellness Programs	2.9	60%
Satellite Workplaces	2.9	36%
On-site Child Care	2.9	32%
Fitness Facility	2.8	52%
On-site Health Services	2.8	33%
Work-life Seminars	2.6	43%
Career Counseling	2.6	41%
Child Care Referrals	2.6	38%
Holidays/Summer Camp	2.6	29%
Sabbaticals	2.5	35%
Concierge Services	2.4	30%
Elder Care Services	2.4	33%

* 1: Not Very Effective to 5: Very Effective

Effectiveness and Use of Absence Control Programs 2007

ABSENCE CONTROL PROGRAM	EFFECTIVENESS RATING*	PERCENTAGE USE
Paid Leave Bank	3.6	60%
Buy Back	3.4	53%
Disciplinary Action	3.4	89%
Bonus	3.3	51%
Verification of Illness	3.2	74%
Yearly Review	2.9	82%
No Fault	2.9	59%
Personal Recognition	2.6	57%

* 1: Not Very Effective to 5: Very Effective