

# Compensation Beyond the Paycheck

In today's job market, "compensation" is about more than just the dollar amount on a pay stub. Employees expect a comprehensive benefits package that helps them thrive both personally and professionally. And companies that can deliver will undoubtedly create more satisfied employees.



## Overall, employees want benefits that recognize their unique way of life.

- 58% want customized benefit options based on their individual and family needs.
- 47% want their company to adjust benefit communications to incorporate same-sex partners.
- 43% expect to work past normal retirement age due to their financial situation.

## And employees say that certain benefits are especially important, as they have the potential to increase their loyalty.

- The ability to shift workday hours as necessary — **74%**<sup>1</sup>
- The ability to scale benefits up or down based on their needs — **72%**<sup>1</sup>
- The ability to work from home — **66%**<sup>1</sup>



## Employers are getting the message.

- **72%** increased their benefit offering to retain employees.<sup>2</sup>
- **47%** say that they have a responsibility to support the financial wellbeing of their employees.<sup>1</sup>
- **61%** say that they have a duty to support the overall health of their employees.<sup>1</sup>

## BOTTOM LINE: Better benefits inspire more committed and engaged employees.

- **72%** say that benefits that flex to their needs increase loyalty.<sup>1</sup>
- **68%** say that the ability to take benefits with them increase loyalty.<sup>1</sup>
- **58%** say that health and holistic benefits increase loyalty.<sup>1</sup>



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#### SOURCES

<sup>1</sup> [https://benefittrends.metlife.com/media/1382/2017-ebts-report\\_0320\\_exp0518\\_v2.pdf](https://benefittrends.metlife.com/media/1382/2017-ebts-report_0320_exp0518_v2.pdf)

<sup>2</sup> <https://www.shrm.org/hr-today/trends-and-forecasting/research-and-surveys/Documents/2018%20Employee%20Benefits%20Report.pdf>

