

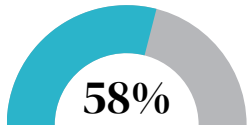
2024

Talent Index

From the dynamics of an election year to fluctuating economic conditions, businesses are confronted with challenges and opportunities in managing their workforce effectively this year. Against this backdrop, understanding the evolving trends and priorities of employees becomes imperative for organizational success and sustainability.

To help leaders better understand today’s workforce and its shifting priorities, LaSalle Network surveyed more than 2,500 employed professionals in December 2023, gathering key trends and insights.

JOB-SEARCH MOTIVATION



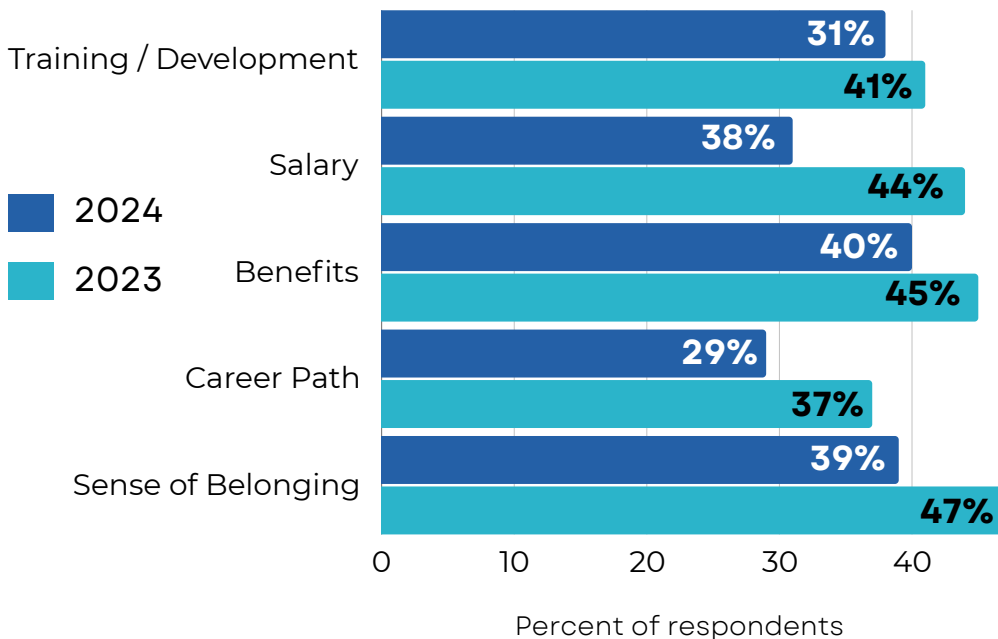
58% of respondents stated they were **currently job searching**, and the top **job-search challenge** they stated facing was **salary requirements**.

TOP 3 JOB-SEARCH MOTIVATORS

- Improving work-life balance
- Changing careers or industries
- Prioritizing remote work

SATISFACTION LEVELS

When asked about overall job satisfaction, **39% of respondents stated they were satisfied or very satisfied with their current job**, down from 48% last year. Below are breakdowns of satisfaction levels within certain areas:



Only 37% of Managers/Senior Managers reported being very or somewhat satisfied with their overall job satisfaction, compared to 40% of Staff/Sr. Staff respondents. Companies must pay attention to engaging middle managers to prevent their attitudes to trickle down to staff-level employees.

Below are what respondents stated are the top three benefits they'd like to see improved at their current workplace:

BENEFITS SATISFACTION

2024

1. PTO & professional development
2. Flexible hours
3. Medical coverage

2023

1. Professional development
2. Flexible hours
3. PTO

PRIORITIZING WORK-LIFE BALANCE

In a notable shift, today's workforce **prioritizes work-life balance more than ever before**, and we see it across generations. Both job seekers and satisfied employees cite work-life balance as a key factor influencing their decisions to either job search or stay at their current employer, signaling a paradigmatic shift in workplace expectations.

Below are what respondents stated are the top three factors keeping them at their current employer:

2024

1. Work-life balance
2. Career path
3. Benefits/perks

2023

1. Career path
2. Training and development
3. Sense of belonging



A noteworthy concern is the decline of both career growth, and training and development as priorities to professionals, indicating a potential trade-off between balance and career growth.

REMOTE MINDSET

Majority of respondents stated they'd prefer to work 5 days virtually, and 48% stated they would leave their current role if another company offered more remote days per week.

ABOUT LASALLE NETWORK

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