

What Employees Want From Their Jobs

Kellyservices.com

- **Purpose.** Employees want to be given the opportunity to “make a difference” at work.
- **Goals and objectives.** Workers want management to clearly state goals and make them attainable and easily measurable.
- **Responsibility.** Employees want management to trust them to do their job well, injecting high quality into every task.
- **Autonomy.** Workers want the freedom to work “their way”, which may differ from their peers’ approach to their specific job descriptions.
- **Job flexibility.** Employees want input in deciding when they work, where they work, and the ability to construct a schedule that helps them perform well.
- **Recognition and attention.** People often equate communication with respect, attention, and recognition. Employees want management to offer consistent feedback to help them understand and improve their performance level.
- **Freedom to innovate.** Even those with the most “modest” job descriptions and authority often have innovative ideas worth considering. While Google is famous for offering staff a 20 percent creative time policy at the workplace, other companies should consider fostering innovation from employees—they want it.
- **Open-minded management.** Workers want management to be honest with them and, at least, listen to their ideas. Employees usually understand that adopting their ideas is a management decision, but honestly listening to creative thoughts is important to most workers.
- **Clear understanding of employer objectives.** A long-term employee desire always centers on employer goals and objectives. They want to be clear about company objectives and the specific results the employer expects.
- **Fair compensation.** The best employers understand the value of “removing” compensation dollars from the list of employee dissatisfaction. Offering fair compensation, decent benefits, the opportunity to earn rewards and bonuses, timely performance reviews and merit increases create satisfied employees and effectively takes negative salary issues “off the table.”

10 Things Employees Want More Than a Raise

INC.com

Contrary to popular belief, employees value many things more than the amount of money they're being paid. If they're treated right, employees will not only work for less, they'll be happier and more productive as they do so.

Based upon hundreds of conversations I've had about bosses and jobs, here's what employees *really* want:

1. To feel proud.

When asked what they do for a living, employees want to boast rather than apologize. They want the people they meet to be at least a little impressed, even if it's only because the employee has taken on a job that's generally thankless.

2. To be treated fairly.

While almost everyone realizes that life isn't fair, employees don't want the boss to make life more unfair than it already is. Employees hate favoritism. They expect the perks and promotions to go to the people who work hard, not the people who kiss butt.

3. To respect the boss.

Employees want respect *from* the boss, of course, but just as strong is the need to feel respect *for* the boss! Employees want to believe in that their boss is a leader who is worthy of their loyalty.

4. To be heard out.

Employees hate it when the boss doesn't have the time or the interest to listen to what they have to say. Employees don't expect the boss to always take their advice, but if the boss won't hear them out they (rightly) assume the boss doesn't care about them.

5. To have a personal life.

For many bosses (especially entrepreneurs) work is a way of life. Employees, however, usually think of friends and family as their "real" life. Even when they're committed to their job, they get twitchy when work keeps them away too much.

6. To be coached not micromanaged.

Employees want the boss's help when 1) they ask for it, or 2) they're floundering so badly they're afraid to ask for it. What employees don't want is to have the boss looking over their shoulder all the time.

7. To see the assh*les get fired.

In almost every workplace there are one or two jerks who make life miserable for everybody. Almost more than anything else, employees want the boss to fire those jerks. If the boss doesn't, employees know he's either a weakling, a fool, or a jerk himself.

8. To feel less stress.

People hate the sense that they've got too much to do and not enough time to do it. Bosses must plan carefully, anticipate problems and set realistic goals, so that they don't accidentally and unnecessarily add stress to employees' lives.

9. To have a little security.

No sane employee expects lifetime employment. Even so, it's hard to concentrate when you feel as if a sword is hanging over your head. Employees want to know that they're not wasting their time when they're giving your their best.

10. To beat the competition.

Finally, never underestimate the power of teamwork, especially when teamwork means grinding the other team into the dust. Employees don't want to be team players; they want to play on the *winning* team.

Why isn't money on the list of desires? Well, as it happens, I've seldom heard anybody complain about their salary *per se*, except in the context of the above desires (i.e. "they don't pay me enough to put up with this.")

Satisfy the ten desires above and your employees will remain loyal and hardworking, even if you're paying them less (and maybe even far less) than they might earn elsewhere.

The Top Ten Things Employees Say They Want & How Managers Miss the Mark

Selfgrowth.com

SOMETHING THAT HASN'T CHANGED IN 50 YEARS

Everything changes constantly and rapidly except one thing – what people want. This survey came out in 1946 in Foreman Facts, from the Labor Relations Institute of NY and was produced again by Lawrence Lindahl in Personnel magazine, in 1949.

Here is what employees say they want, starting with what's most important to them:

1. Full appreciation for work done
2. Feeling “in” on things
3. Sympathetic help on personal problems
4. Job security
5. Good wages
6. Interesting work
7. Promotion/growth opportunities
8. Personal loyalty to workers
9. Good working conditions
10. Tactful discipline

Now take a look at what managers THINK employees want, starting with what they think is most important:

1. Good wages
2. Job security
3. Promotion/growth opportunities
4. Good working conditions
5. Interesting work
6. Personal loyalty to workers
7. Tactful discipline
8. Full appreciation for work done
9. Sympathetic help with personal problems
10. Feeling “in” on things

These studies have been replicated with similar results by Ken Kovach (1980); Valerie Wilson, Achievers International (1988); Bob Nelson, Blanchard Training & Development (1991); Sheryl & Don Grimme, GHR Training Solutions (1997-2001).