



## U.S. Employees Restless and Considering Job Change, According to Annual Survey by Kelly Services®

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### Latest Findings From Kelly Global Workforce Index(TM)

TROY, MI -- (Marketwire) -- 04/17/12 -- Employees across the United States have become disengaged from their work, with less than half feeling valued by their employers, and more than one-quarter saying they frequently think about quitting, according to the latest survey results from global workforce solutions leader, Kelly Services®.

Well over half (62 percent) of those surveyed indicated that they intend to look for a new job with another employer within the next year.

"Employees have experienced unprecedented economic turmoil, creating anxiety over their future career goals. As economic conditions improve, it is in the best interest of employers to offer meaningful work and ongoing opportunities for growth," said Steve Armstrong, senior vice president and general manager, Kelly Services.

The findings are part of the latest survey results from [Kelly Global Workforce Index](#) (KGWI), an annual survey conducted by Kelly Services. Nearly 170,000 people in 30 countries participated in the current survey, including more than 31,000 in the U.S.

The survey examines the factors employees use to evaluate potential employers, the people who influence their career choices, and the use of social media in making job decisions.

Results of the survey in the U.S. show:

- Among the main workforce generations, Gen Y (aged 19-30) are the most likely to switch employers, with 66 percent planning to look for another position in the next year, compared with 62 percent of Gen X (31-48) and Baby Boomers (49-66).
- Slightly less than half (48 percent) of those surveyed say they are happy in their jobs.
- Fewer than half of all respondents (42 percent) say that their current employment provides them with a sense of 'meaning.' The ability to excel or develop was identified by 78 percent of respondents as the key to providing a sense of meaning.
- When considering one position over another, survey respondents cited personal fulfillment and personal growth/advancement as two main areas of consideration. Both of these attributes exceeded compensation and benefits.
- More than one-third (36 percent) use social media networks when making career or employment decisions.

"We see many people who are comfortable in their jobs but are interested in seeking out more meaningful and engaging opportunities," Armstrong concluded.

Complete findings are published in a new report [Acquisition and Retention in the War for Talent](#). For more information about the Kelly Global Workforce Index and key regional and generational findings, please visit the Kelly® [Press Room](#).

About the Kelly Global Workforce Index™

The [Kelly Global Workforce Index](#) is an annual survey revealing opinions about work and the workplace from a generational viewpoint. Launched in late 2011, approximately 170,000 people from the Americas, APAC and EMEA participated in the survey. Results will be published throughout 2012 on a variety of topics such as employee retention, social media and the highly virtual workplace. Visit [www.kellyservices.com](http://www.kellyservices.com) to review findings on the current topic.

About Kelly Services®

Kelly Services, Inc. (NASDAQ: KELYA) (NASDAQ: KELYB) is a leader in providing workforce solutions. Kelly® offers a comprehensive array of outsourcing and consulting services as well as world-class staffing on a temporary, temporary-to-hire and direct-hire basis. Serving clients around the globe, Kelly provides employment to more than 550,000 employees annually. Revenue in 2011 was \$5.6 billion. Visit [www.kellyservices.com](http://www.kellyservices.com) and connect with us on [Facebook](#), [LinkedIn](#), and [Twitter](#). Download [The Talent Project](#), a free iPad app by Kelly Services.

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