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Kelly Services(R): Financial, Personal and Professional Considerations Drive U.S. Workers' Job Decisions

Survey Shows Similarities Between American Employees and Global Counterparts

TROY, MI -- (Marketwired) -- 09/30/14 -- American employees could hardly be more similar to their global counterparts in the key factors they consider in weighing job opportunities, according to new research from Kelly Services[®], a leader in providing workforce solutions.

The latest Kelly Global Workforce Index™ shows that 85 percent of the U.S. workers surveyed and 84 percent of those worldwide report that salary, benefits and other financial incentives make an employer attractive or drive their decision to accept one job over another.

Similarly, 64 percent of both groups identify work/life balance as a key factor, and opportunities for advancement are cited by 63 percent of U.S. respondents and 62 percent globally. And both groups say these same three factors are most likely to cause them to leave their current organization or change jobs or careers.

"The close tracking of the results shows that financial satisfaction, personal balance and professional growth are universal expectations among today's workforce," said Steve Armstrong, senior vice president and general manager, U.S. operations for Kelly Services. "Employers who best accommodate these needs will be the most successful in attracting and retaining the talent they need to grow their businesses."

Among other results of the survey:

- 71 percent of U.S. workers rated their employers highly on work-life balance, compared with 67 percent globally.
- 71 percent of the U.S. respondents rate their employers high on their diversity/equal opportunities record, compared with 62 percent of all respondents.
- Two-thirds (67 percent) of the American workers surveyed give their current employers a high rating for environmentally friendly/responsible work practices; that compares with 61 percent of the entire group surveyed.
- 63 percent of the Americans rated their employers highly on opportunities to be involved in interesting, meaningful work - versus 60 percent of their global counterparts.

The KGWI was conducted online by RDA Group on behalf of Kelly Services. Approximately 230,000 people across the Americas, EMEA and APAC regions -- including approximately 102,000 in the United States -- responded to the survey. To access the complete KGWI global report, please click [here](#).

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 540,000 individuals annually. Revenue in 2013 was \$5.4 billion. Visit kellyservices.com and connect with us on Facebook, LinkedIn and Twitter.

Media Contact:

Jane Stehney
Kelly Services
248-244-5630
stehnja@kellyservices.com

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