What hourly employees want, why they leave and how to win them for your team

STOP the BIG HOURLY JOB SWAP

What hourly employees want, why they leave and how to win them for your team

1 in 5
U.S. workers are very or somewhat likely to look for a new job in the next 6 months.

WHY PEOPLE CHANGE JOBS

WAGES
Hourly wage workers are especially vulnerable to inflation, so finding jobs that pay well is critical.

GROWTH
They want managers and companies that will help them move into roles with more pay and responsibilities.

FLEXIBILITY
36% say that flexibility is the most important perk, but only 50% of employers commit to offering it.

AUTONOMY
85% saying it’s important to have schedule control and they want greater autonomy in the workplace.

WHAT ATTRACTS HOURLY EMPLOYEES?

65% Salary and Benefits
66% Work/Life Balance
63% Job Security
56% Training
54% Culture and Environment

66%
65%
63%
56%
54%

WAGES
GROWTH
FLEXIBILITY
AUTONOMY

5 WAYS TO ATTRACT AND KEEP HOURLY EMPLOYEES

1. Have Empathy and Lead with Heart
2. Get Creative with Benefits
3. Offer a Flexible Schedule
4. Provide Growth Opportunities
5. Seek and Give Feedback

Ready for fresh strategies to attract and retain hourly employees? Contact NAS today.