

# WHAT WORKERS WANT 2023

## A comparison of the same questions a year later

### SURVEY METHODOLOGY

The What Workers Want 2023 report is based on survey data of 1,000 adults in the United States who are currently employed for wages. The survey data was gathered via a 20-question online questionnaire in January 2023. Similarly to the [2022 What Workers Want survey](#), respondents of the 2023 survey were evenly split across business sizes and reflected similar demographic groups including age, gender, education level, marital status, and race. Please note, however, that while the demographics between the 2023 and 2022 respondent groups were similar, the respondents of the 2023 survey were not the same respondents of the 2022 survey.

For inquiries about survey methodology, please reach out to Erin Delaney at [edelaney@operationsinc.com](mailto:edelaney@operationsinc.com).

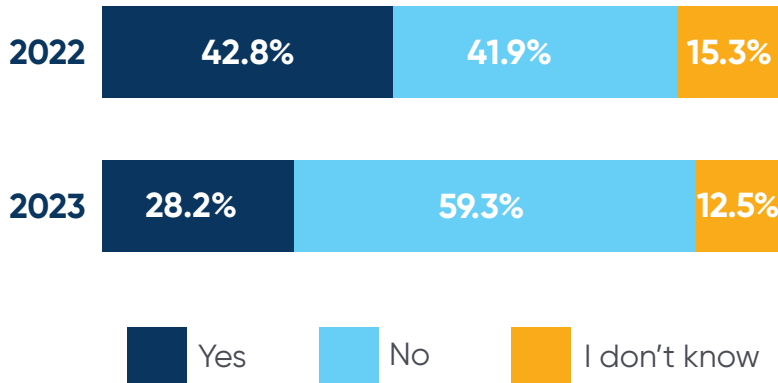
**In January 2022**, OperationsInc published a survey report on What Workers Want, uncovering what makes workers most likely to stay at or leave a company, what makes employees feel most connected to their employers, and what most influences candidates when considering a job offer. The same What Workers Want survey was conducted again in January 2023 to explore over-the-year comparisons, highlight differentiating trends, and determine if what workers want has really changed.

Let's take a look at a few workforce trends that changed over the year and some that stayed the same!



# WHAT CHANGED

**Q:** Would you be willing to take a pay cut to increase or retain flexible/remote work arrangements?

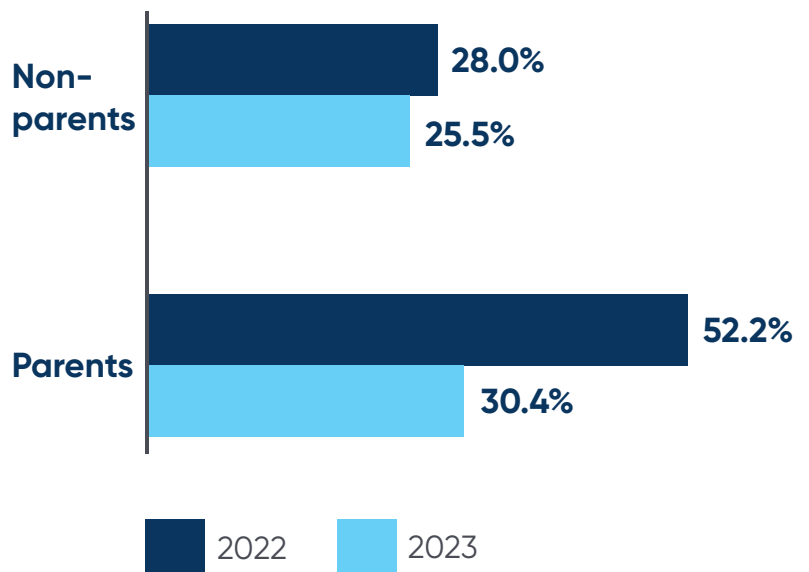


While the flexible work arrangement is still a highly-valued workplace benefit for many U.S. workers, the share of those who said they would be willing to take a pay cut to retain or increase those benefits declined over the year.

Six in ten workers (59%) said they would not take a pay cut to increase or retain their flexible/remote work arrangement in 2023, compared to four in ten workers (42%) who said they would not take a pay cut last year.

## Workers willing to take a pay cut to increase or retain their flexible work arrangement, by parental status

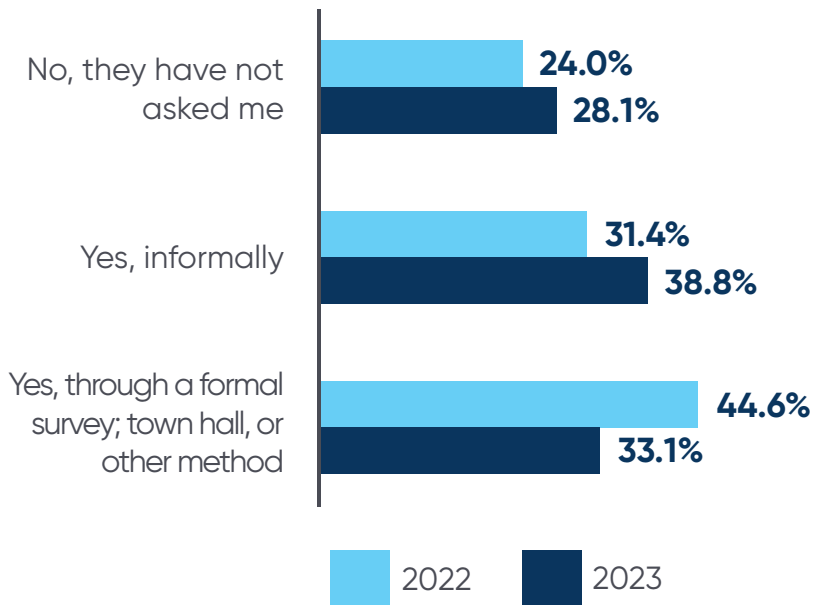
Parents' willingness to take a pay cut to retain or improve their flexible work arrangement changed the most over the year compared to their non-parent counterparts. Three in ten working parents (30%) said they would be willing to take a pay cut to increase or retain their flexible/remote work arrangements versus 52% in 2022. One in four working non-parents (25%) said they would be willing to take a pay cut in 2023 versus 28% in 2022.



# WHAT CHANGED

In the past 12 months, has your manager/

**Q:** employer asked you to share your thoughts and concerns?

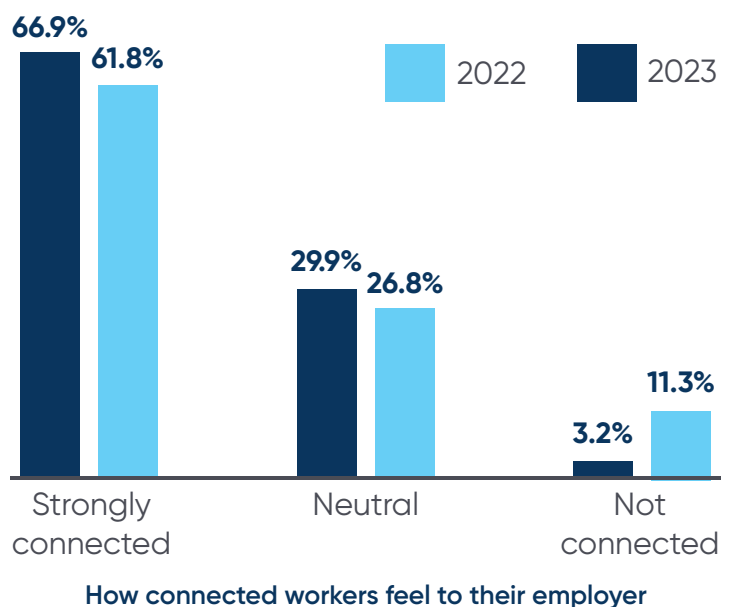


Formal communication in the workplace has declined. In 2023, one third of workers (33%) said in the past 12 months, their manager/ employer has asked them to share their thoughts and concerns through a formal survey; town hall or other method, while in 2022, 45% of workers said the same.

## Workers who say their employer has asked them to share their thoughts or concerns over the last 12 months

### Why is workplace communication so important?

Workers who have been asked to share their thoughts or concerns at work feel much more connected to their employer. Nearly seven in ten workers (67%) who have been asked by their employer to share their thoughts or concerns, either formally or informally, feel strongly connected to their employer (versus 62% in 2022).

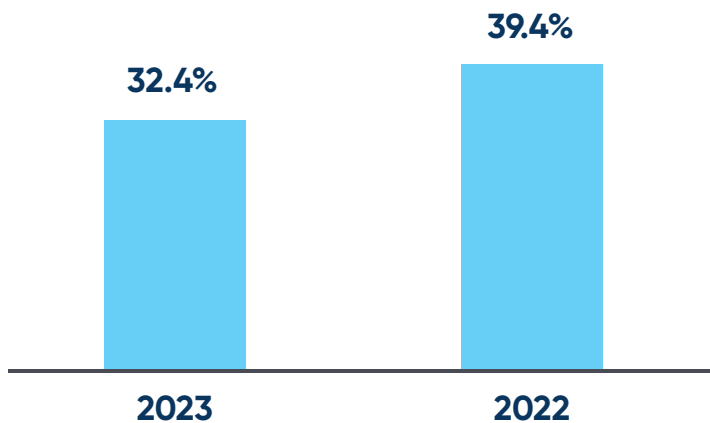


# WHAT STAYED THE SAME

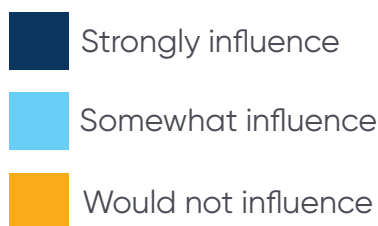
**Q:** For which of the following options would you consider a job change?

## Workers who said they would consider changing a job for Training and Development opportunities

Workers continue to value training and development opportunities. One-third of workers (32%) would be willing to consider a job change for training and development opportunities compared to 39% of workers in 2022.



**Q:** How would opportunities for Training & Development influence your decision to accept a job offer?

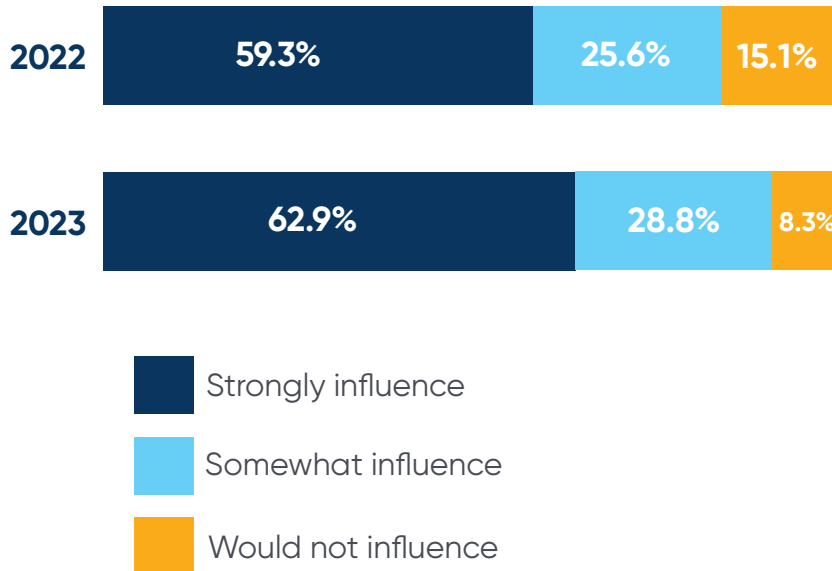


Nine in ten workers (91%) say that training and development opportunities would at least somewhat influence their decision to accept a job offer compared to 85% of workers in 2022.

Over half of workers (55%) say that training/development opportunities would strongly influence their decision to accept a job offer (versus 56% in 2022).

# WHAT STAYED THE SAME

**Q:** Would a company's Work Culture & Environment influence your decision to accept a job offer?



Workplace culture and environment still matters to potential job changers. Nine in ten workers (92%) said work culture and environment would at least somewhat influence their decision to accept a job offer compared to 85% of workers in 2022.

Over half of workers said work culture and environment would strongly influence their decision to accept a job in both 2023 (69%) and 2022 (59%).

## About OperationsInc

OperationsInc provides scalable, reliable HR, Recruiting, Training, and Payroll & HRIS Technology outsourcing services. With more than 20 years in business and as one of the largest HR consultancy firms in the United States, OperationsInc has serviced more than 1,800 companies across 70 industries.

We provide [Human Resources Outsourcing Services](#) to businesses of all sizes and across all industries. Our experts offer businesses ongoing or as-needed HR support using a flexible model tailored to each client's individual needs. For businesses with no HR team in place, OperationsInc can serve as a fully outsourced HR Department. For those organizations with a professional HR presence of any size already in place, we can provide area-specific assistance or serve as an extra pair of educated hands to address your business's HR needs.

**Pick an HR Problem. Any HR Problem. It's a sure bet we have the solution!**

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