



January 2017

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NEWSLINK.THESURVEYGROUP.COM**SURVEY UPDATE****In Process**

2017 Employee Benefits Survey

2017 College & University Survey

Results Available Online

Members log in to view results for those surveys in which your organization participated.

2017 Compensation Planning Survey

2016 Turnover Survey

2017 - 2018 Holiday Survey

2016 Benchmark Compensation Survey

2016 Employee Programs & Practices Survey

2015 Employee Benefits Survey

UPCOMING SEMINARS**Utilizing Surveys & Market Data**

February 14, 9:00 - 12:00

Advanced Comp - Tools & Techniques

February 14, 1:00 - 4:00

HUMAN RESOURCES TRENDS TO WATCH IN 2017

Bruce McLaughlin, President, The Survey Group

It's a new year, and with it come new trends in human resource management.

With unemployment at the lowest it has been since 2007 (4.6% in November 2016 according to the Bureau of Labor Statistics), workers are entering a strong labor market, and employers should focus on recruiting the best talent and retaining employees. While unemployment is low, employee turnover is on the rise in the United States. In 2015, employee turnover rose for the fifth consecutive year, reaching 58.9 million, according to the U.S. Bureau of Labor Statistics.

Here are some trends to look out for in 2017.

Minimum wage rises to a new high in several states. While the federal minimum wage remains at \$7.25/hour, in 29 states, the minimum wage is well above that. And for 19 of those states it will see another increase in the new year. As of January 1, 2017, the minimum in Massachusetts rose to \$11/hour, which will affect nearly 219,000 workers according to the Wall Street Journal. Some other states where minimum wage will rise in 2017 include California, Washington D.C., Maine and New York.

As part of our consulting services, we conduct market pricing and provide analysis to assess your competitive pay position. You can also view The Survey Group's 2016 Benchmark Compensation Survey to determine how competitive your organization's wages are.

Employee experience and engagement will be increasingly important. According to a 2016 Career Builder Survey, 76% percent of full-time workers are either actively looking for a job or open to new opportunities, while 48% of employers are unable to fill their job vacancies because of the skills gap and high attrition rates. Based on our 2016 Turnover Survey data, of the companies reporting, turnover across all employees was at 18.8%. To retain talent, employers will have to focus on the employee experience and increase employee engagement.

SURVEY AND SEMINAR SCHEDULES

Click [here](#) to view the schedule for all TSG surveys and seminars.

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Office attire may become more casual. One-third of employees in the United States do at least some of their work at home, according to the Bureau of Labor Statistics, which may have an impact on overall workplace attire. In addition, of the companies surveyed in our 2016 Employee Program and Practices Survey, 85.1% reported having a casual dress code at the office. Of the companies that reported their casual dress policy is year-round, 59.4% allow casual dress every day of the week. These kinds of changes speak to an evolving company culture across many industries.

As a member of The Survey Group, you can access these surveys and other regional hiring and benefits trends before anyone else – data that truly affects your bottom line. To request information from any of our surveys, contact us 781-345-7500 or at info@thesurveygroup.com.

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TSG CONSULTING UPDATE

We recently installed a compensation system with formal salary structure for a high-tech biotechnology start up. We are currently working with a multi-national capital equipment manufacturer to improve their sales incentive plan and just completed a project that provided salary and incentive data for the top executives of a national consumer products firm.

Contact Steve Boyce at steveb@thesurveygroup.com today to discuss your compensation needs.

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The Survey Group provides the expertise and resources to resolve virtually all your human resources challenges. Learn about TSG membership, compensation and benefits surveys, consulting services, software, seminars and more at www.thesurveygroup.com or by calling 781-345-7500.

If you enjoyed reading this e-newsletter, and have a colleague who may benefit from it, please feel free to forward it!

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