

COVID-19 Employer Plans and Employee Perceptions

April 2021

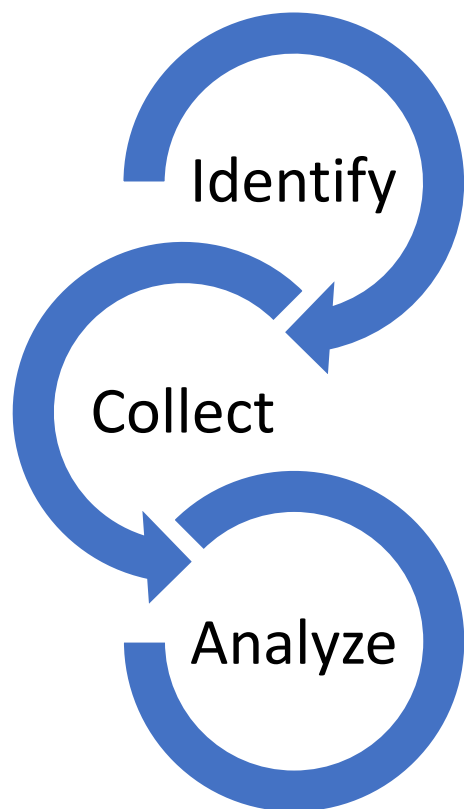
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Methodology



WorldatWork invited its broader membership and customer base to participate in an electronic survey on employer plans employee perceptions regarding COVID-19. A total of 380 responses were received, representing organizations of different sizes and across multiple industries.

In addition, 1,418 full-time business professionals in the U.S. responded via MarketCube, an online panel, and via SalesGlobe, which sent the survey to its network of sales professionals. The sample was sourced primarily based on gender, ethnicity, and age.

Data was collected in February of 2021 and results were collected over a three-week period. The margin of error for the employee group is 2%. For the employer group the margin of error is 3%. Sample sizes vary by question.



Icon indicates the voice of the employee

About SalesGlobe

We are rethinking sales and organization effectiveness.
SalesGlobe is a data-driven, creative problem-solving firm that solves the most challenging sales and organization problems.

In a post-COVID business world, success will come to the data-driven creative problem solvers.

We've spent a long time in business. And during that time, we've seen too many companies replicating competitive practices and repeating old approaches rather solving problems in a way that would produce innovative solutions.

SalesGlobe is committed to bringing new thinking to sales and organization effectiveness that makes a difference and deliver results for our clients.

Learn more at:
www.SalesGlobe.com and our
[Rethink Sales Round Table](#)

Contact us with your challenge at:
info@SalesGlobe.com



- Sales Strategy and Go-to-Market
- Organization Design and Talent
- Incentive Compensation and Quotas

Key Findings

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Most Organizations Will Not Require Vaccines

- The vaccine rollout across the United States and other countries has begun, but 60% of organizations report they will not require employees to receive a COVID-19 vaccine prior to returning to work in person
- 72% of employees have received a vaccine or plan to get one when it becomes available to them



Financial Perseverance

- While 2020 unleashed many uncertainties across organizations, those impacted financially are forecasting a return to normal within a reasonable time frame
- Only a handful of organizations (9%) report their financial performance has decreased by 30% or more under plan over the past 12 months
- Among those that have experienced financial losses, 66% believe their organization will be able to recover in two years or less



Working from Home

- Across industries, 60% of employees are currently working remote on average. This represents a 7 percentage-point decrease from last year's WorldatWork COVID-19 Employer Response survey
- 77% of organizations will make remote work policies more flexible after the pandemic, an increase of 20 percentage-points from last year's WorldatWork survey
- 76% of employees indicate they would like to continue working remotely at least part-time after the pandemic



Hazard Pay

- While many organizations have successfully transitioned to working outside the office, essential workers have faced a continuous risk of COVID-19 exposure
- 31% of organizations are providing incentives/spot bonuses (hazard pay) for essential workers who are required to be on-site during the pandemic
- Organizations providing hazard pay have increased by 8 percentage points from last year's WorldatWork COVID-19 Employer Response survey



Business Travel Not Back to Normal Yet

- While few organizations are currently restricting business travel, the overall outlook in 2021 is cautious
- 68% of organizations expect the same level of business travel or less in 2021 compared to 2020

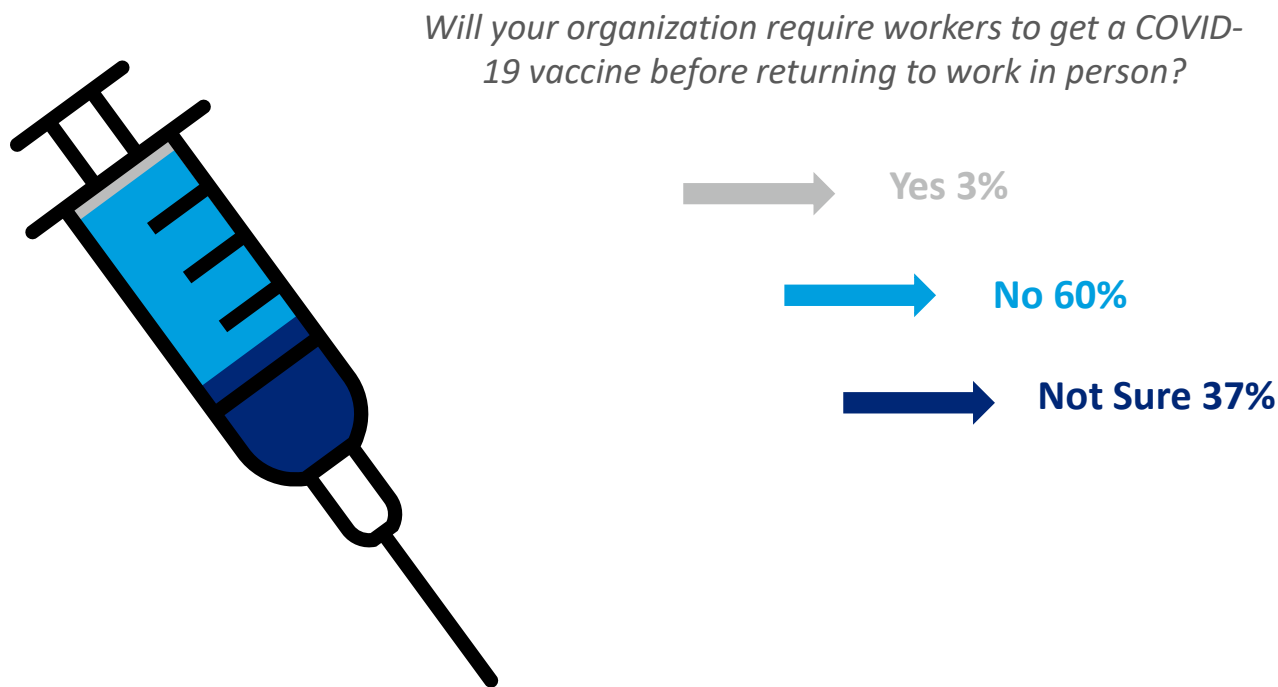
COVID-19 Vaccines

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Requiring Vaccinations

60% of organizations indicate they will not require employees to get a vaccine prior to returning to work in person.

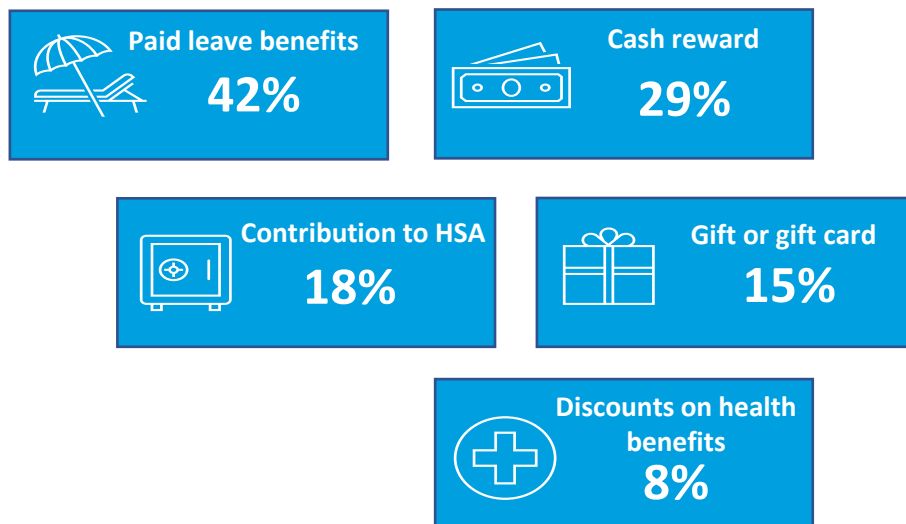


n = 380

Vaccine Incentives

Organizations are most likely to offer paid leave as an incentive.

What type(s) of incentive are you offering, or do you plan to offer employees for getting a COVID-19 vaccine?



n = 357

n = 1418

Employees Say:

- Cash rewards and paid leave are the best incentives



Remote Work

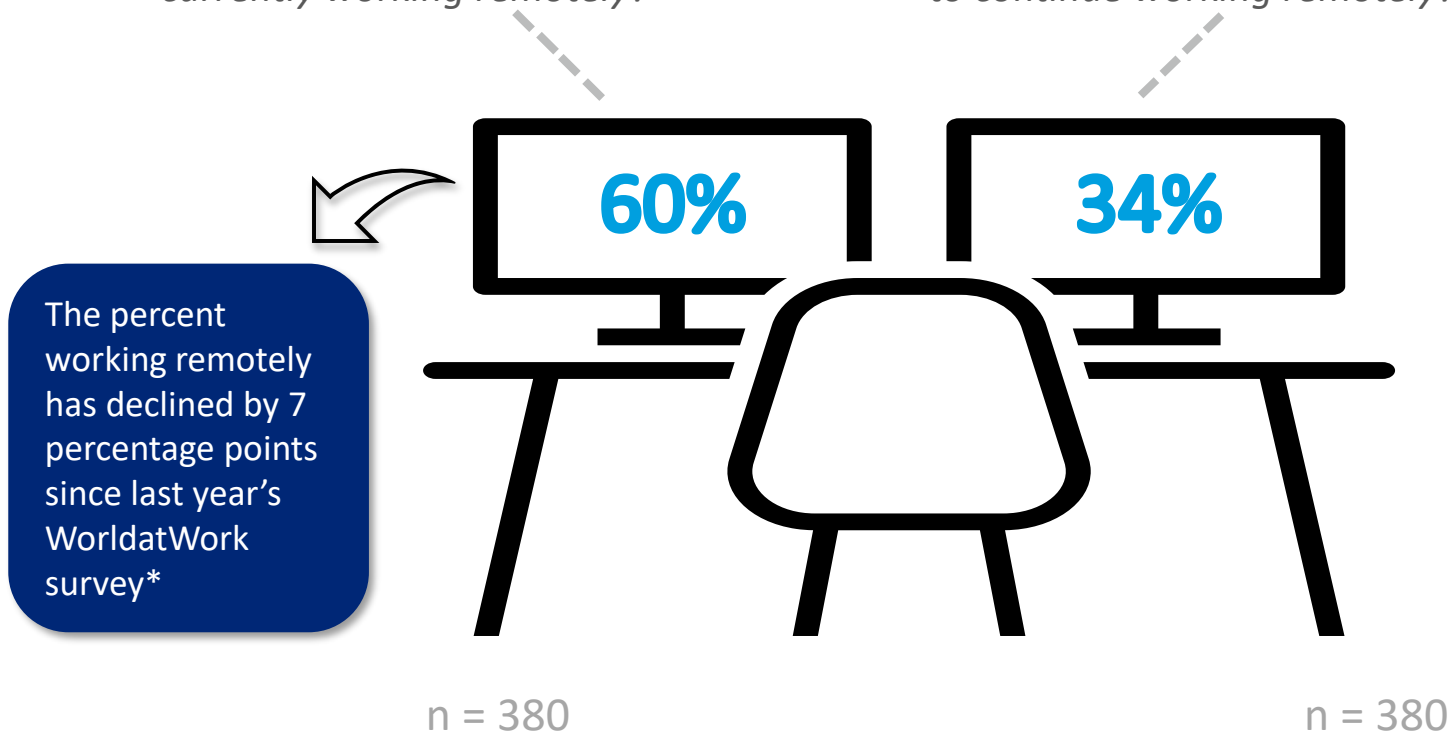
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Remote Work – Current and Future

Approximately what percentage of your organization's employees are currently working remotely?

After the pandemic is over, what percentage of your employee population is anticipated to continue working remotely?

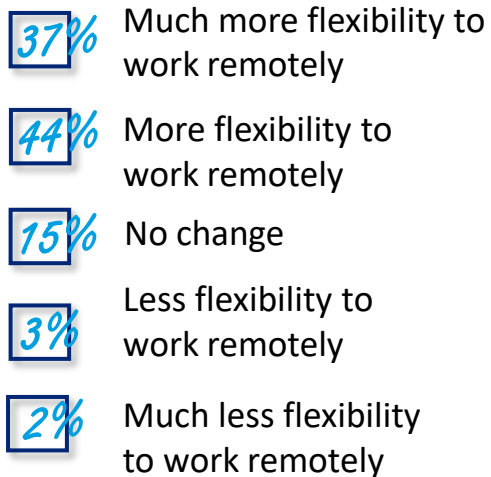


*Data from WorldatWork COVID-19 Employer Response Survey 2020

Remote Work Policy Changes

The majority organizations (77%) have made their remote work policy more flexible as a result of the COVID-19 pandemic. This represents a 20 percentage-point increase since last year's WorldatWork survey*

After the pandemic is over...



n = 324

Employees Say:

- 76% would like to continue working remotely at least part-time
- 32% would not return to work in person or would look for a new job if their employer decides that remote work will not be allowed after the pandemic

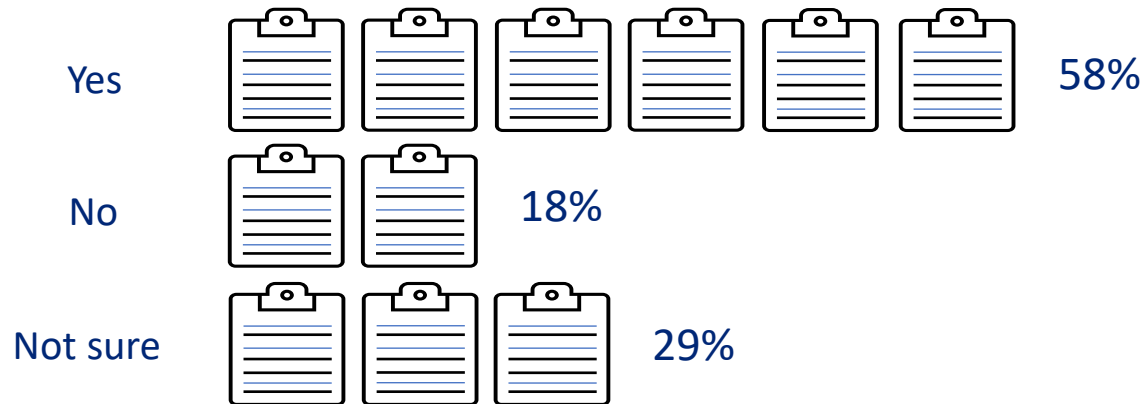
n = 760

*Data from WorldatWork Back to Work Playbook 2020

Measuring Comfort Level

More than half of organizations (58%) plan to conduct a survey among employees to assess their comfort level with returning to the workplace. This represents a 20% increase since last year's WorldatWork study*

Prior to returning to the workplace, did your organization conduct, or does it plan to conduct, a survey among employees to assess their comfort level with returning to the workplace?



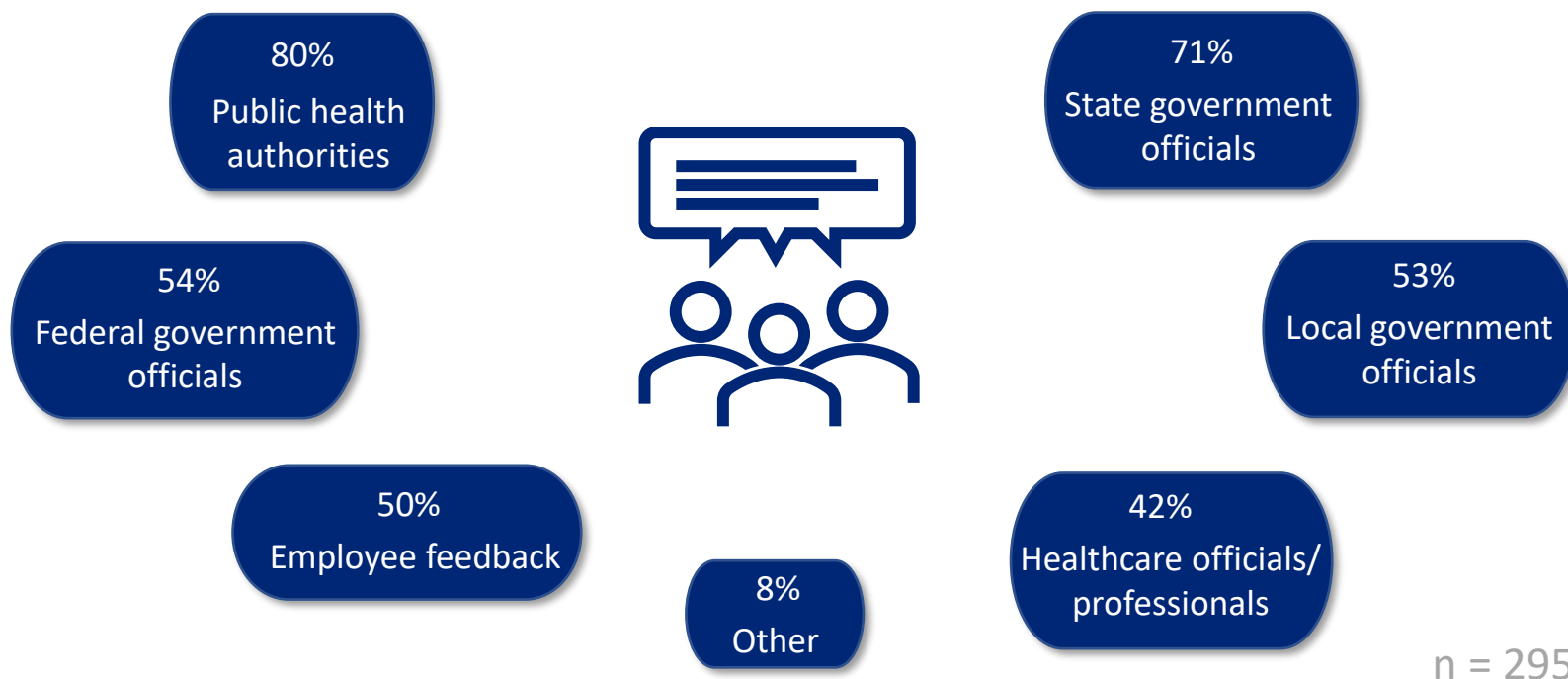
n = 295

*Data from WorldatWork Back to Work Playbook 2020

Direction on Returning to Work

Most organizations are deferring to public health authorities and/or state government officials for determining when to return to work in person.

*For determining the appropriate timeframe to return to work,
which information sources is your organization using?*

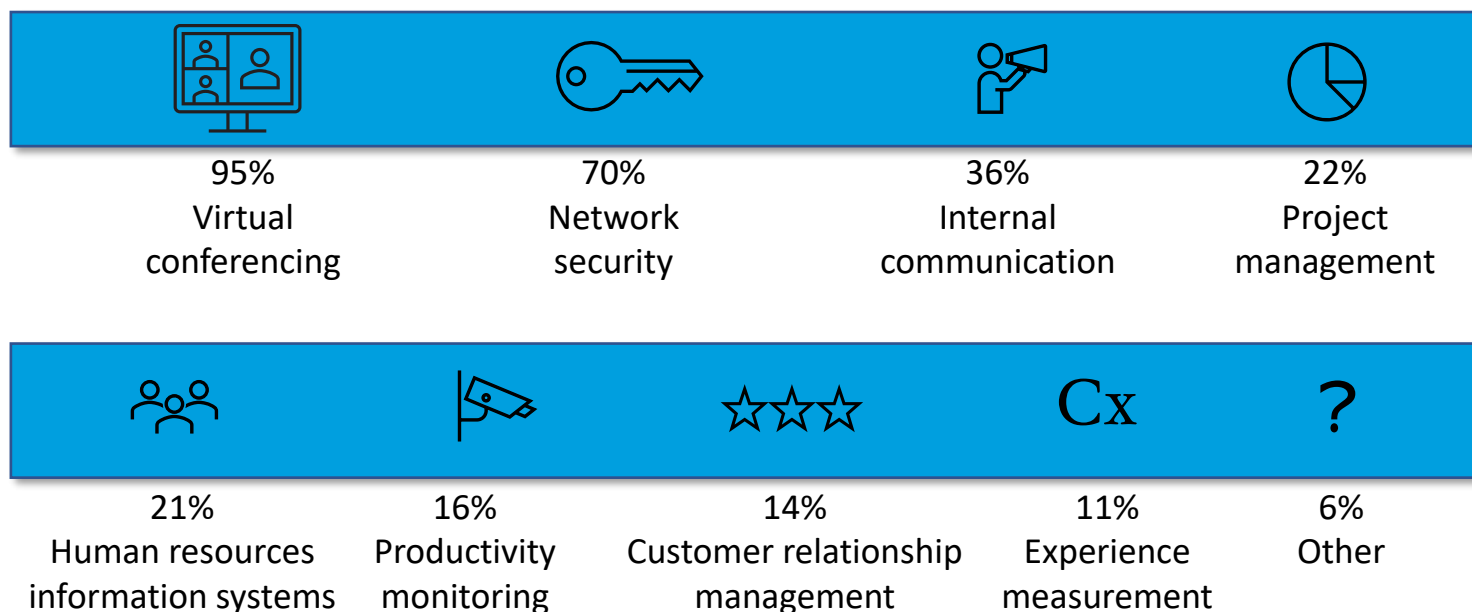


n = 295

Investment in Software Solutions

55% of organizations have begun or accelerated investment in technology/software solutions and nearly all organizations have invested in virtual conferencing software

What technology have you begun to invest in or are accelerating investment in as a consequence of the pandemic?



n = 306

Investment in Software Solutions

Employees Say:



- 88% feel they are being provided the technology they need to be successful
- 27% need virtual conferencing software, but their employer is not offering it

What technology do you need that your employer is not offering?



27%

Virtual
conferencing



22%

Network
security



16%

Productivity
monitoring



15%

Human resources
information systems



12%

Internal
communication



10%

Project
management



9%

Customer relationship
management



5%

Experience
measurement

n = 751

Expense Reimbursement

38% of organizations are reimbursing expenses related to working from home. This represents a 13 percentage-point increase from last year's WorldatWork Back to Work Playbook.

What expenses are you reimbursing?

Internet service	\$ \$ \$ \$ \$ \$ \$ \$ \$	41%
Cell phone service	\$ \$ \$ \$ \$ \$ \$	33%
Computer accessories	\$ \$ \$ \$ \$ \$ \$	33%
A fixed amount to cover all	\$ \$ \$ \$ \$ \$ \$	30%
General office supplies	\$ \$ \$ \$ \$ \$	29%
Office furniture	\$ \$ \$ \$ \$	25%
Other	\$ \$ \$	13%
Landline phone service	\$	3%
Depreciation allowance for personal equipment		0%

n = 285

Employees Say:

- 92% feel their organization is providing sufficient reimbursement for work from home expenses



n = 246

Worker Protections

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Safety During the Pandemic



Employees Say:

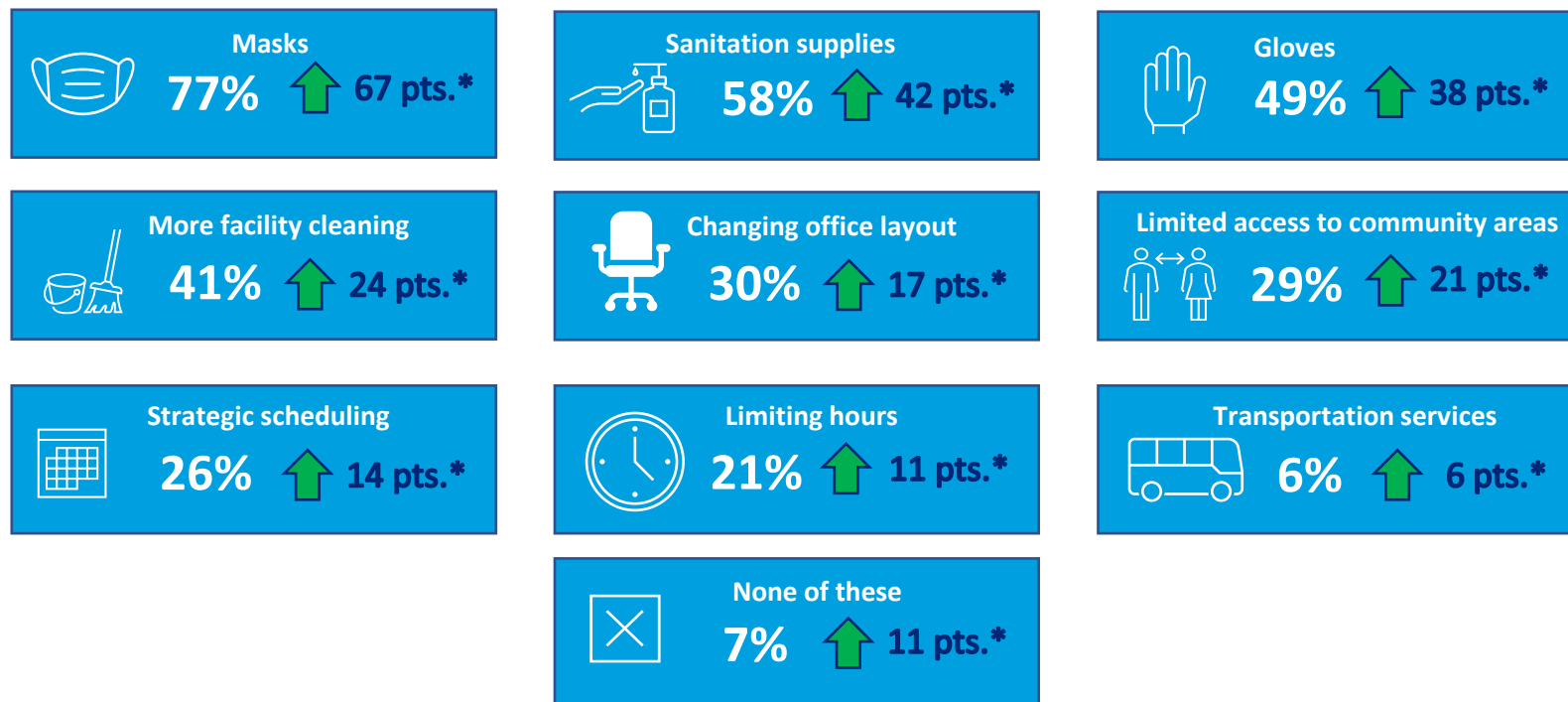
- Nearly all workers (92%) feel their employer is at least satisfying the minimum requirements to protect them during the pandemic
- 80% feel confident their organization is prepared to keep them safe if another pandemic breaks out



n = 1391

Preventing the Spread of COVID-19

Which of the following protections (if any) is your employer providing you with to prevent the spread of COVID-19?

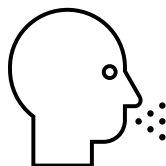


*Arrows represent percentage-point increases from the WorldatWork Back to Work Playbook 2020

n = 1391

Impact on Essential Workers

*As an essential worker how has your work been impacted during the pandemic?
Please select all that apply.*



44%

There is an increased risk
to my health



37%

My job has not been
impacted at all



7%

Other responses
mention a reduction in
hours or job duties have
changed



27%

My work schedule has
changed



7%

The location where
I work has changed

n = 359

Hazard Pay

Is your organization providing incentives/spot bonuses (hazard pay) for essential workers that are required to be on-site during the pandemic?

31%

of organizations are providing incentives/spot bonuses (hazard pay) for essential workers. This represents an 8-percentage point increase from April of 2020*

n = 191

*Data from WorldatWork COVID-19 Employer Response Survey 2020

Employees Say:

Do you feel your employer is implementing sufficient safety protocols to keep you safe at work?

- 74% say yes



As an essential worker, do you feel your employer is appropriately compensating you for the risk of COVID-19 exposure?

- 56% feel their employer is not appropriately compensating them for their risk of COVID-19 exposure



n = 359

Financial Impact

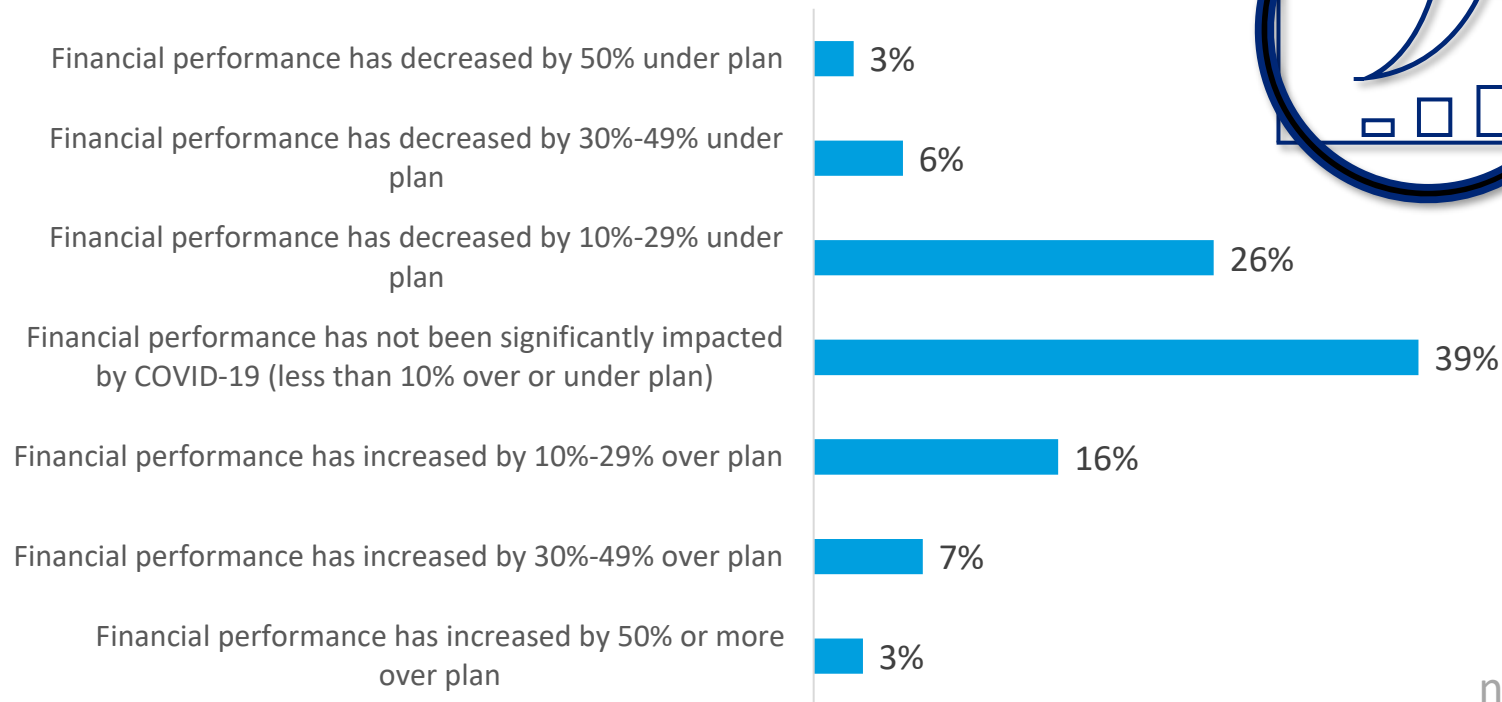
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Financial Performance

Only 9% of organizations report financial performance has decreased by 30% or more under plan.

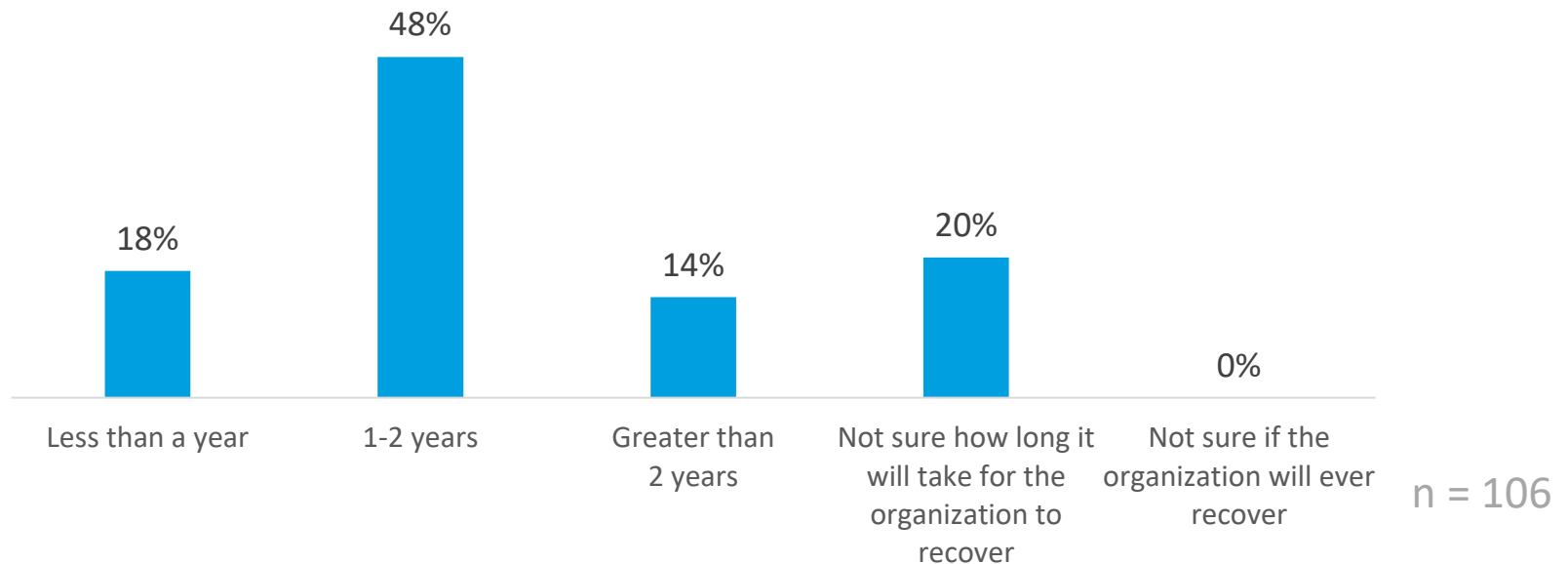
How would you describe your business financial performance in the last 12 months?



Financial Recovery

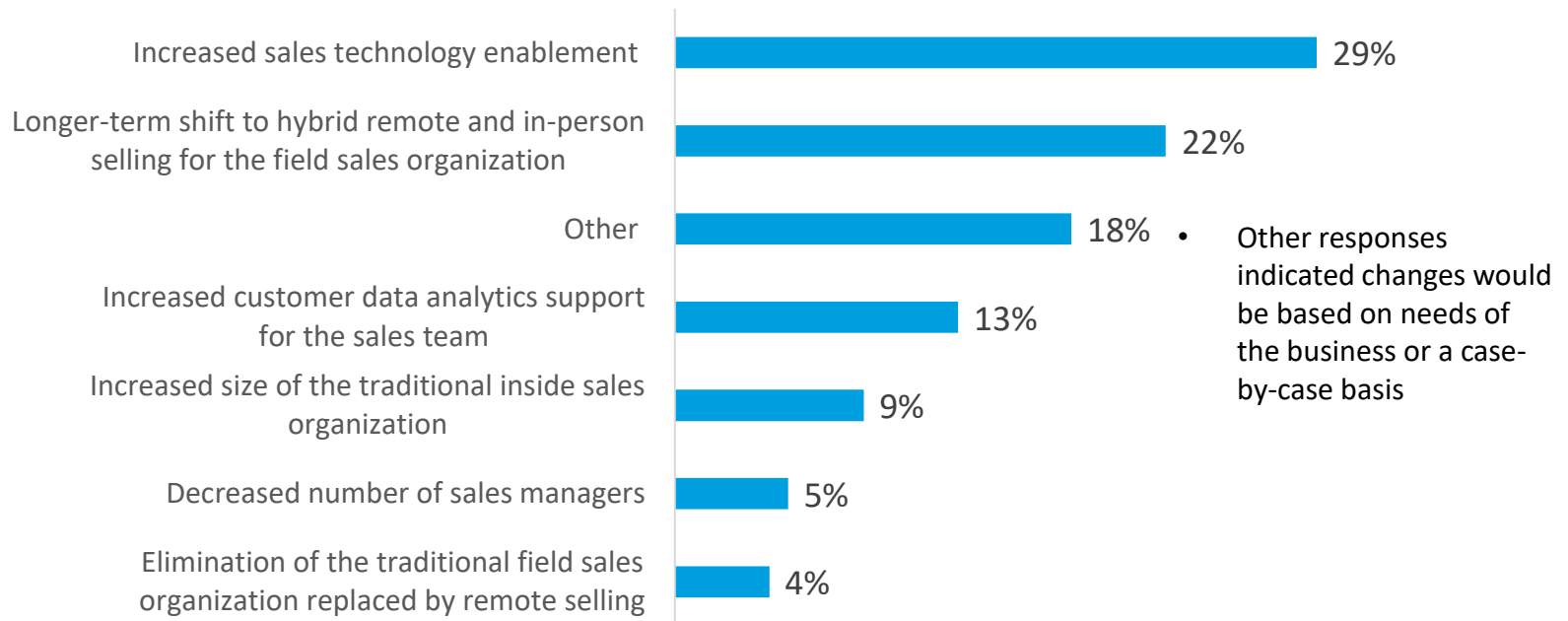
Among organizations reporting that financial performance has decreased in the last 12 months, 66% believe it will take their organization less than 2 years to recover financially from the impact of COVID-19.

How long do you believe it will take for your organization to recover financially from the impact of COVID-19?



Sales Organization Structure

Did the pandemic result in long-term changes to the sales organization structure?



n = 281

Recruitment and Interviews

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Locating Candidates

How challenging is it to find qualified candidates since the pandemic began?

- 36% of organizations are finding it more challenging to find qualified candidates since the pandemic began



n = 300

Has your organization expanded the geographic scope for recruiting qualified candidates as a result of the COVID-19 pandemic?

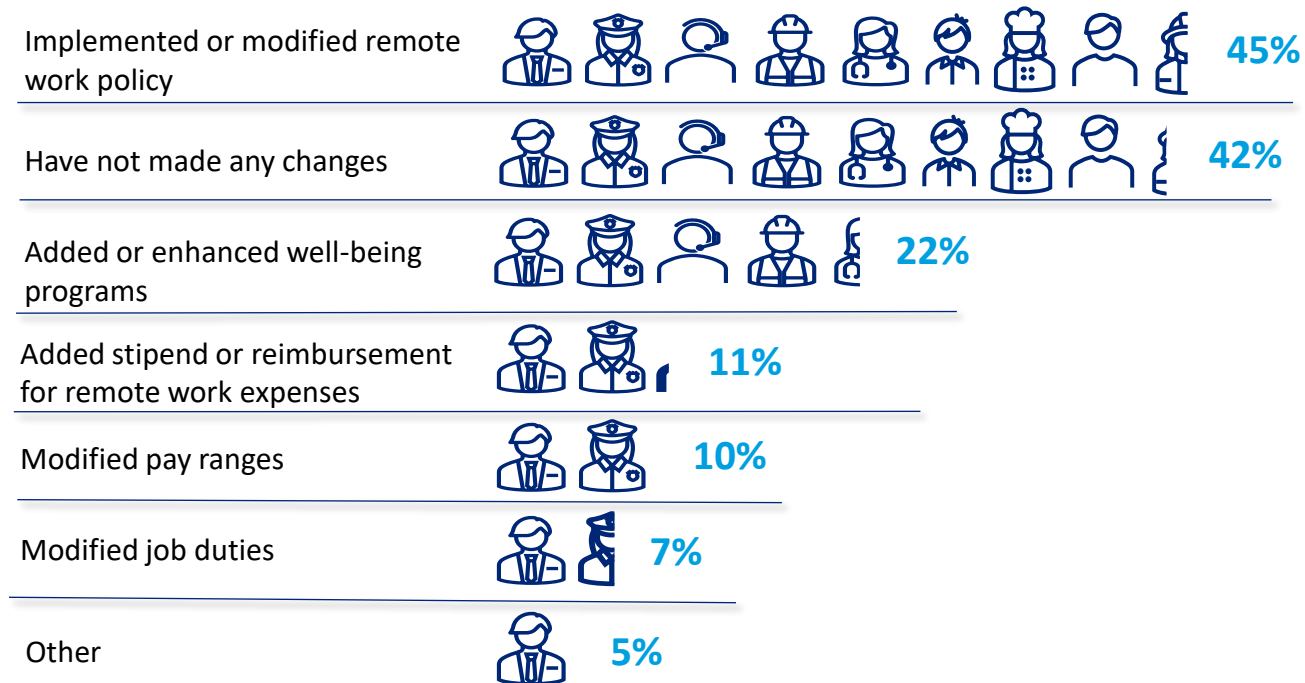
- 40% of organizations have expanded their geographic scope for recruiting candidates as a result of the pandemic



n = 300

Attracting Qualified Candidates

What actions has your organization taken in the past 12 months to attract qualified talent?



n = 300

Changes to Job Postings

Has your organization made any of the following changes to job postings?



59%
Have not made any
of these changes



34%
Stating whether the
position is remote



17%
Including information
on safety or protections
from COVID-19



6%
Stating whether the
position is classified as
an essential worker

n = 300

Employees Say:

- 52% say flexibility to work remote is very or extremely important
- 42% say allowance or reimbursement for remote work expenses are very or extremely important



n = 273

Interviews During the Pandemic

How is your organization currently doing the following?

	Virtual Only	In-Person Only	Combination
Conducting Interviews	59%	2%	40%
Onboarding Employees	52%	7%	41%
Training Employees	50%	5%	45%

n = 291

Employees Say:



- 48% of employees described their interview experience as easier or much easier compared to pre-pandemic interviews.

n = 273

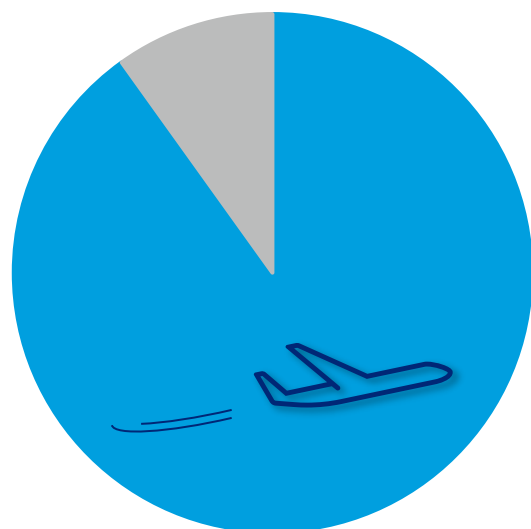
Travel and PTO

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Business Travel

Is your organization currently restricting business travel?

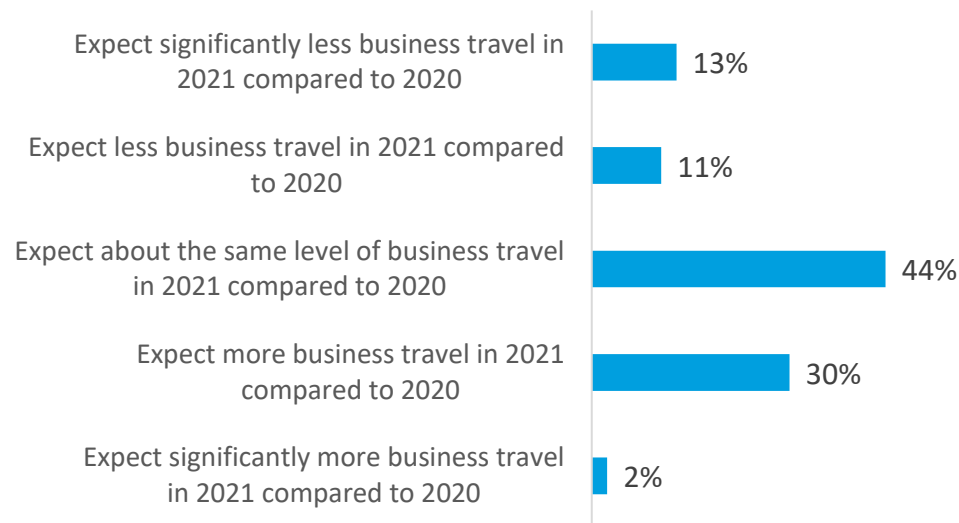


No
10%

Yes
90%

n = 304

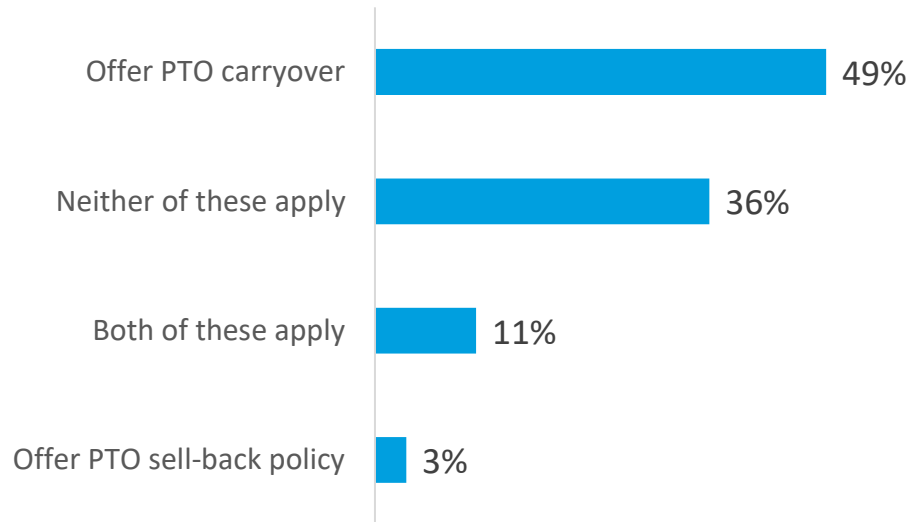
What is the outlook for your organization's business travel overall in 2021?



n = 304

PTO Policy

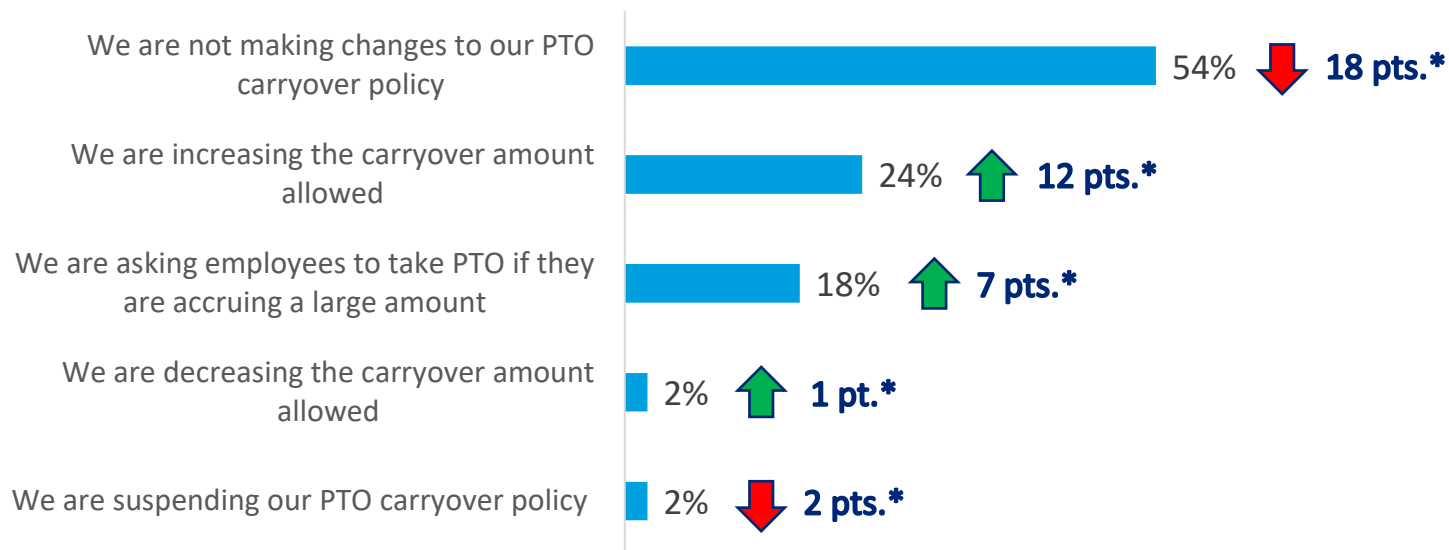
Which of the following apply to your organization's paid time off (PTO or vacation) policy?



n = 291

PTO Carryover Policy

How is COVID-19 impacting your organization's PTO carryover policy?



n = 175

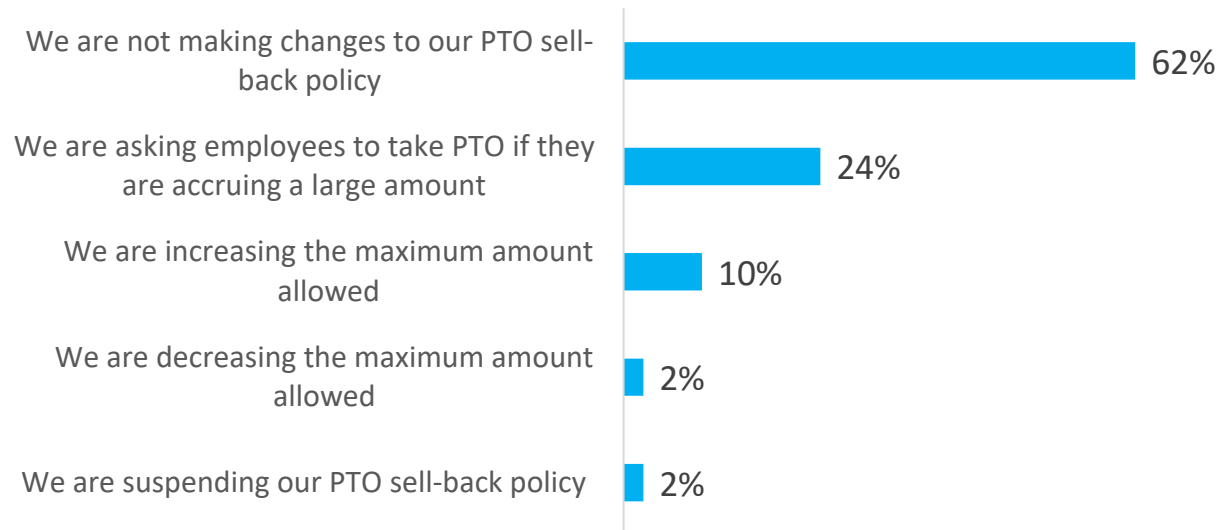
*Arrows represent percentage-point increases from the WorldatWork Back to Work Playbook 2020

See Topline Results on pages [75](#)

PTO Sell Back Policy

How is COVID-19 impacting your organization's PTO sell back policy?

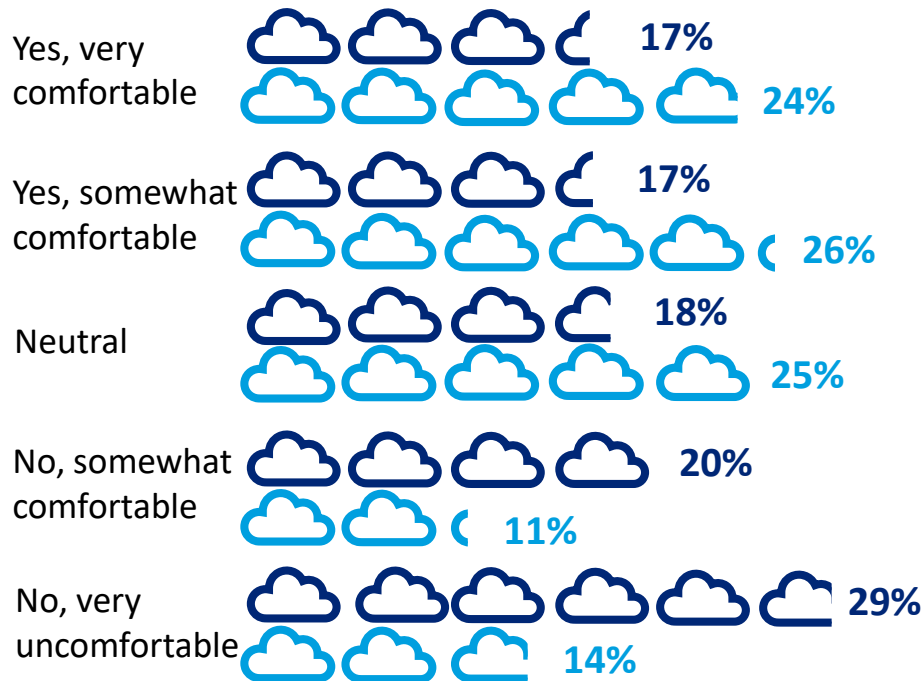
Trended data not available for this question.



n = 42

Comfort Traveling by Plane

Employees will be more comfortable traveling by plane after receiving a COVID-19 vaccine



Are you comfortable traveling by airplane in 2021 prior to receiving a COVID-19 vaccination?

n = 1152

Are you comfortable traveling by airplane in 2021 after receiving a COVID-19 vaccination?

n = 1381

Vacation Plans

Employees Say:

- 64% plan on taking a vacation in 2021
- 69% of those planning a vacation will still go if they are not able to get a COVID-19 vaccine



Are you planning on taking a vacation in 2021?



n = 999

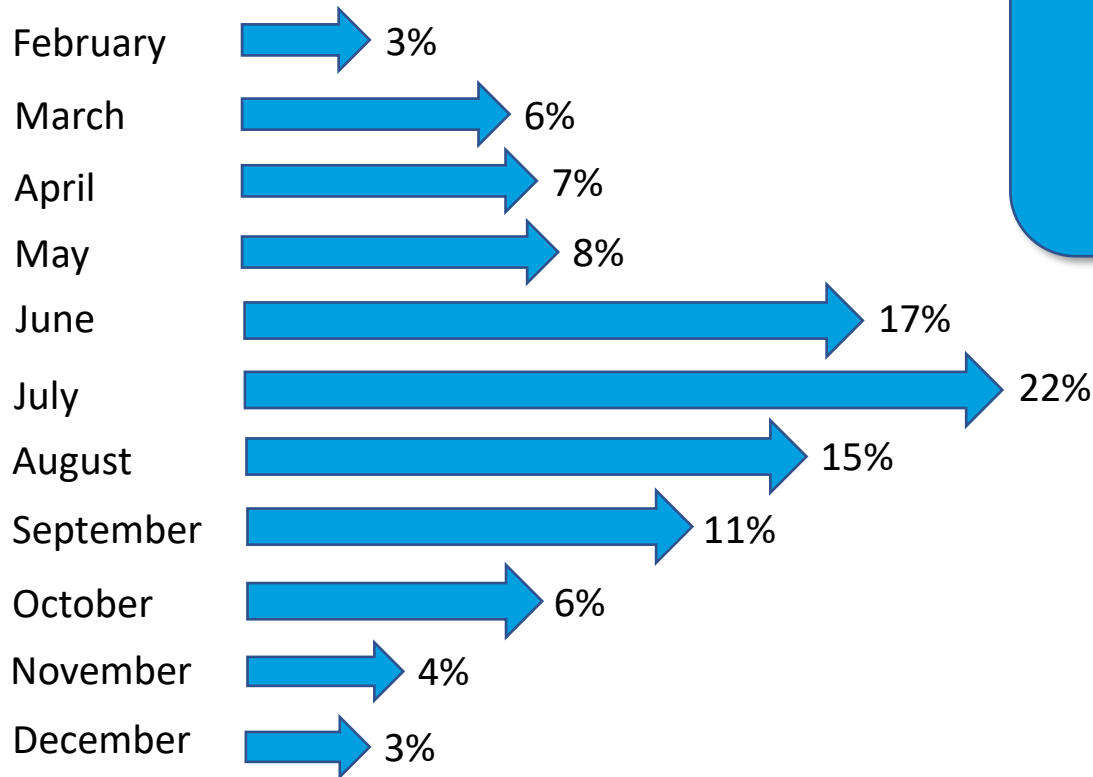
Will you still take a vacation in 2021 if you are not able to get a COVID-19 vaccine?



n = 641

Vacation – When Are You Going?

If you have already begun planning for a vacation in 2021, please tell us what month you are considering.



Employees Say:

- Employees are most likely to take their vacation during the summer of this year



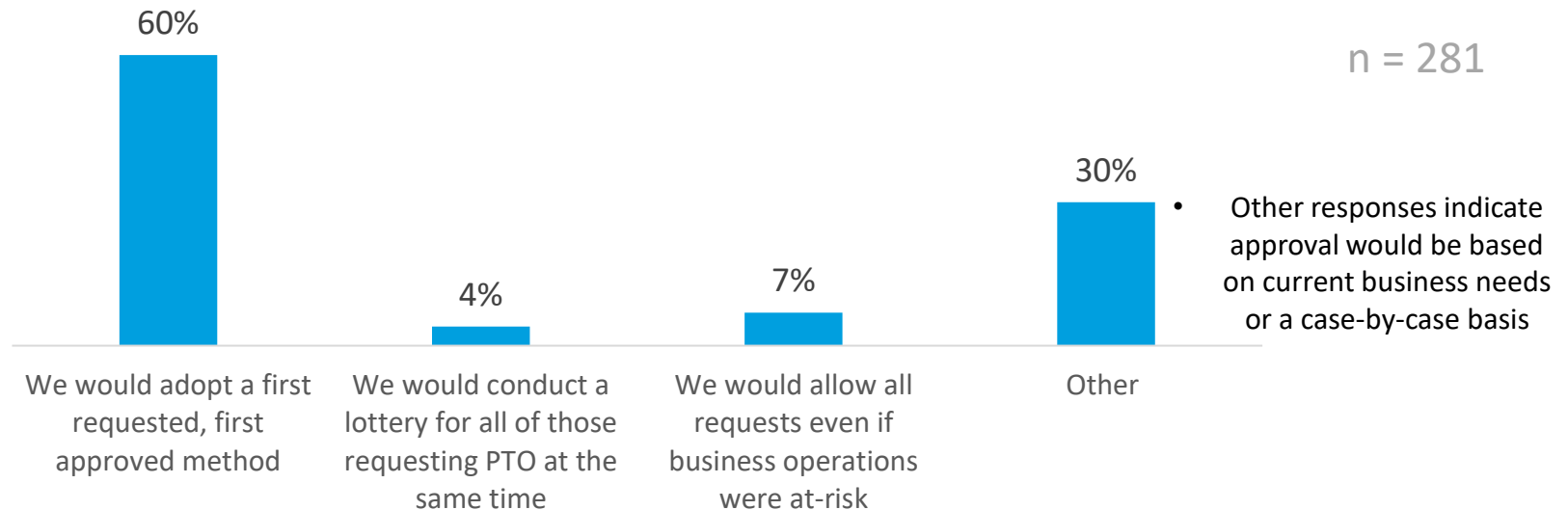
n = 641

Upcoming PTO Requests

How would your organization deal with a scenario where more employees are requesting time off than the organization can operationally permit?

Is your organization concerned about a large percentage of your workforce requesting PTO at the same time?

- 17% of organizations are concerned



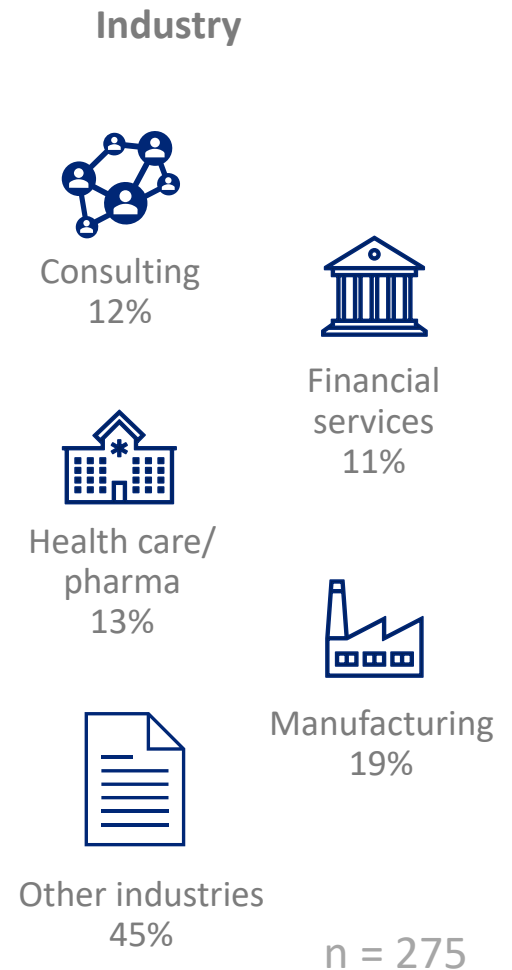
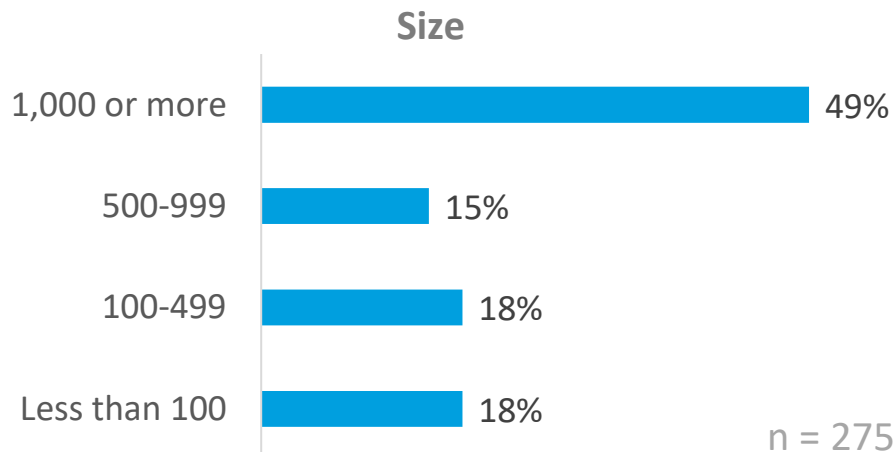
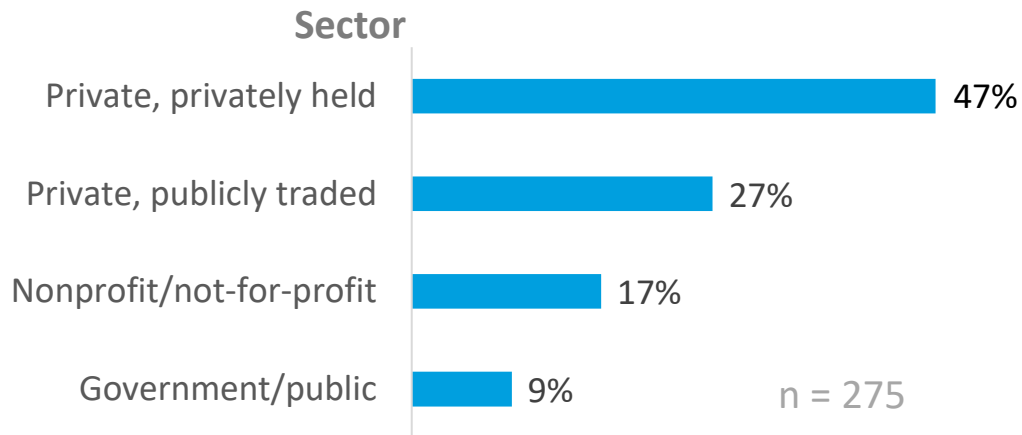
n = 281

Participant Profile

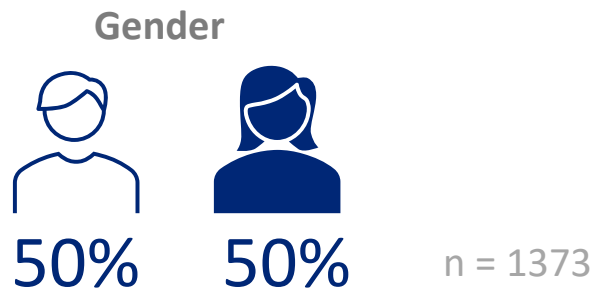
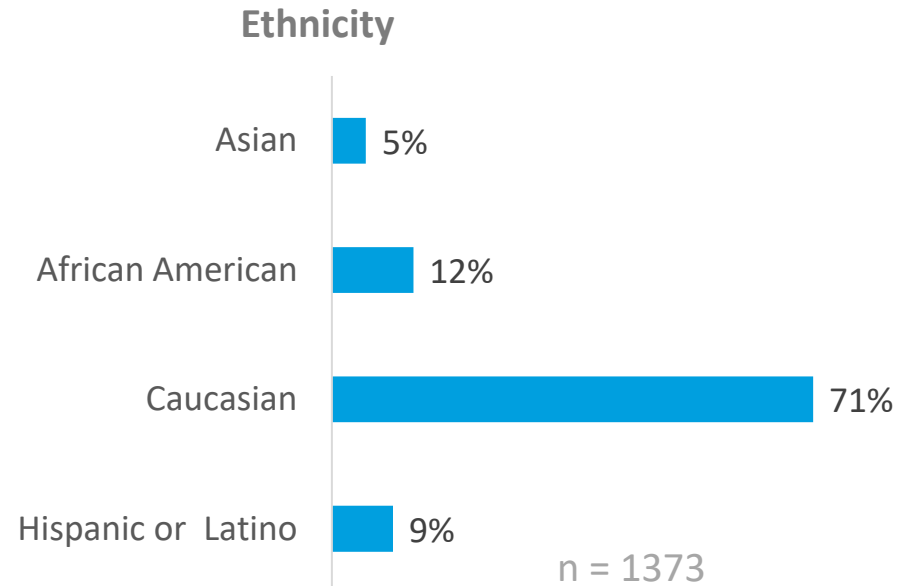
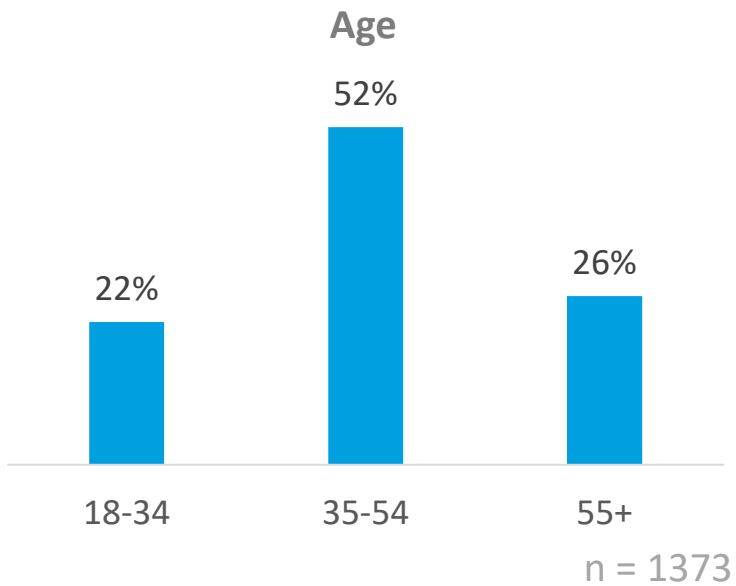
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Organization Profile



Employee Profile



Topline Results

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Requiring Vaccinations

Will your organization require workers to get a COVID-19 vaccine before returning to work in person?

Yes	3%
No	60%
Not sure	37%

n = 380

Vaccine Incentives

Are you offering or do you plan to offer employees an incentive to get a COVID-19 vaccine?

Yes	17%
No	83%

n = 357

Vaccine Incentives

What type(s) of incentive are you offering or do you plan to offer employees for getting a COVID-19 vaccine? Please select all that apply.

Contribution to employee HSA	18%
Cash reward	29%
Paid leave benefits	42%
Discounts on health benefits	8%
Gift or gift card	15%
Other	23%

n = 357

Remote Workers Current

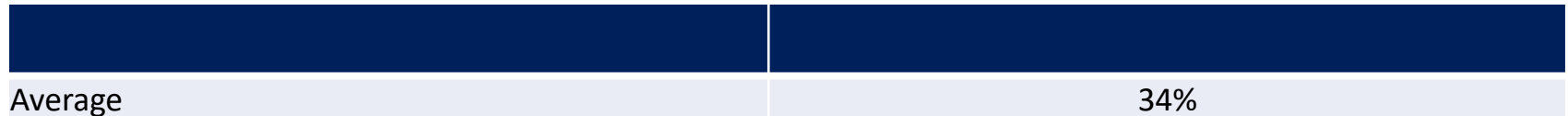
Approximately what percentage of your organization's employees are currently working remotely?

Average	60%

n = 380

Remote Workers Future

After the pandemic is over, what percentage of your employee population is anticipated to continue working remotely?



n = 380

Remote Work Policy

Which of the following statements best describes the long-term impact COVID-19 has had on your organization's remote work policy?

Much more flexibility to work remotely after the pandemic is over	37%
More flexibility to work remotely after the pandemic is over	44%
No change to our remote work policy	15%
Less flexibility to work remotely after the pandemic is over	2%
Much less flexibility to work remotely after the pandemic is over	3%

n = 34

Measuring Comfort Level

Prior to returning to the workplace, the workplace, did your organization conduct, or does it plan to conduct, a survey among employees to assess their comfort level with returning to the workplace?

Yes	53%
No	18%
Not sure	29%

n = 295

Direction on Returning to Work

For determining the appropriate timeframe to return to work, which information sources is your organization using? Please select all that apply.

Employee feedback	50%
Local government officials	53%
State government officials	71%
Federal government officials	54%
Public health authorities	80%
Healthcare officials/professionals	42%
Other	8%

n = 295

Investment in Software Solutions

Has your organization accelerated investment in technology/software solutions as a result of the COVID-19 pandemic?

Yes	55%
No	31%
Not sure	14%

n = 306

Investment in Software Solutions

What technology have you begun to invest in or are accelerating investment in as a consequence of the pandemic? Please select all that apply.

Virtual conferencing	95%
Productivity monitoring	16%
Network security	70%
Project management/collaboration	22%
Customer relationship management	14%
Human resources information systems	21%
Experience measurement/market research	11%
Internal communication	36%
Other	6%

n = 306

Expense Reimbursement

Is your organization reimbursing expenses related to working from home?

Yes	38%
No	63%

n = 285

Expense Reimbursement

What expenses are you reimbursing? Please select all that apply.

Depreciation allowance for using personal equipment	0%
Landline phone service	3%
Internet service	41%
Cell phone service	33%
General office supplies	29%
Office furniture	25%
Computer accessories	33%
A fixed amount is being provided to cover all expenses	30%
Other	13%

n = 285

Essential Workers

Does your organization have any employees classified as essential workers?

Yes	63%
No	34%
Not sure	4%

n = 191

Hazard Pay

Is your organization providing incentives/spot bonuses (hazard pay) for essential workers that are required to be on-site during the pandemic?

Yes	31%
No	64%
Not sure	5%

n = 191

Financial Performance

How would you describe your business financial performance in the last 12 months?

Financial performance has increased by 50% or more over plan	3%
Financial performance has increased by 30%-49% over plan	7%
Financial performance has increased by 10%-29% over plan	16%
Financial performance has not been significantly impacted by COVID-19 (less than 10% over or under plan)	39%
Financial performance has decreased by 10%-29% under plan	26%
Financial performance has decreased by 30%-49% under plan	6%
Financial performance has decreased by 50% under plan	3%

n = 308

Financial Recovery

How long do you believe it will take for your organization to recover financially from the impact of COVID-19?

Less than a year	18%
1-2 years	48%
Greater than 2 years	14%
Not sure how long it will take for the organization to recover	20%
Not sure if the organization will ever recover	0%

n = 106

Sales Organization Structure

Did the pandemic result in long-term changes to the sales organization structure? Please select all that apply

Increased size of the traditional inside sales organization	5%
Longer-term shift to hybrid remote and in-person selling for the field sales organization	14%
Elimination of the traditional field sales organization replaced by remote selling	3%
Increased customer data analytics support for the sales team	8%
Decreased number of sales managers	3%
Increased sales technology enablement (e.g., CRM, SPM, Pricing, Order Management)	18%
Other	11%
Not sure/unable to answer	59%

n = 281

Finding Qualified Candidates

How challenging is it to find qualified candidates since the pandemic began?

Much more difficult to find qualified candidates	8%
Somewhat difficult to find qualified candidates	28%
No change	50%
Somewhat easier to find qualified candidates	12%
Much easier to find qualified candidates	2%

n = 300

Recruiting Geography

Has your organization expanded the geographic scope for recruiting qualified candidates as a result of the COVID-19 pandemic?

Yes	40%
No	47%
Not sure	13%

n = 300

Attracting Qualified Candidates

*What actions has your organization taken in the past 12 months to attract qualified talent?
Please select all that apply.*

Implemented or modified remote work policy	45%
Modified job duties/responsibilities	7%
Added a stipend or reimbursement for remote working expenses	11%
Added or enhanced well-being programs	22%
Modified pay ranges for roles	10%
Other	5%
My organization has not made any changes in the past 12 months	42%

n = 300

Job Postings

Has your organization made any of the following changes to job postings? Please select all that apply.

Stating whether or not the position is remote	34%
Stating whether or not the position is classified as an essential worker	6%
Including information about safety or protections from COVID-19	17%
We have not made any of these changes	59%

n = 300

Job Interviews

How is your organization currently doing the following?

Conducting Job Interviews

Only virtual	59%
Combination of virtual and in person	40%
Only in person	2%

n = 291

Onboarding Employees

How is your organization currently doing the following?

Onboarding Employees

Only virtual	52%
Combination of virtual and in person	41%
Only in person	7%

n = 291

Training Employees

How is your organization currently doing the following?

Training Employees

Only virtual	50%
Combination of virtual and in person	45%
Only in person	5%

n = 291

Business Travel

Is your organization currently restricting business travel?

Yes	90%
No	10%

n = 304

Business Travel

What is the outlook for your organization's business travel overall in 2021?

Expect significantly more business travel in 2021 compared to 2020	2%
Expect more business travel in 2021 compared to 2020	30%
Expect about the same level of business travel in 2021 compared to 2020	44%
Expect less business travel in 2021 compared to 2020	11%
Expect significantly less business travel in 2021 compared to 2020	13%

n = 304

PTO Policy

Which of the following apply to your organization's paid time off (PTO or vacation) policy?

Offer PTO sell-back policy	3%
Offer PTO carryover	49%
Both of these apply	11%
Neither of these apply	36%

n = 291

PTO Carryover Policy

How is COVID-19 impacting your organization's PTO carryover policy?

We are asking employees to take PTO if they are accruing a large amount	18%
We are decreasing the carryover amount allowed	2%
We are increasing the carryover amount allowed	24%
We are suspending our PTO carryover policy temporarily/permanently	2%
We are not making changes to our PTO carryover policy	54%

n = 175

PTO Sell Back Policy

How is COVID-19 impacting your organization's PTO sell back policy?

We are asking employees to take PTO if they are accruing a large amount	24%
We are decreasing the maximum amount allowed	2%
We are increasing the maximum amount allowed	10%
We are suspending our PTO sell-back policy temporarily/permanently	2%
We are not making changes to our PTO sell-back policy	62%

n = 42

Upcoming PTO Requests

Some are predicting a large percentage of workers will request to use PTO after they have received the COVID-19 vaccine. Is your organization concerned about a large percentage of your workforce requesting PTO at the same time?

Yes	17%
No	83%

n = 42

Upcoming PTO Requests

How would your organization deal with a scenario where more employees are requesting time off than the organization can operationally permit?

We would adopt a first requested, first approved method	60%
We would conduct a lottery for all of those requesting PTO at the same time	4%
We would allow all requests even if business operations were at-risk	7%
Other	30%

n = 281

Getting a Vaccine



Have you received a COVID-19 vaccine?

Yes	16%
No, but I plan to get one when it becomes available to me	56%
No, I don't plan to get one when it becomes available to me	27%

n = 1418

Vaccine Incentives



*How likely would you be to get a vaccine if your employer offered you...
Please select all that apply.*

Contribution to your Health Savings Account	47%
Cash reward	59%
Paid leave benefits	57%
Discounts on health benefits	51%
Gift or gift card	52%

% Very/extremely likely

n = 1418

Remote Work



After the COVID-19 pandemic is over, do you want to continue working remotely or return to work in person?

Continue working remotely full-time	39%
Continue working remotely part-time	37%
Return to work in-person full-time	24%

n = 760

Remote Work



If your employer decides that remote work will not be allowed after the pandemic and you will be required to work in-person full-time, what would you do? Please select all that apply.

I would look for a different job prior to returning to work in-person	21%
I would not return to work in-person even if I didn't have another job to go to	11%
I would return to work in-person per my employer's request	68%

n = 760

Investment in Software Solutions



Do you feel your organization is providing you with the necessary technology to be successful while working remotely?

Yes	88%
No	12%

n = 751

Investment in Software Solutions



What technology or resources is your employer providing? Please select all that apply.

Virtual conferencing	82%
Productivity monitoring	31%
Network security	53%
Project management/collaboration	22%
Customer relationship management	28%
Human resources information systems	30%
Experience measurement/market research	13%
Internal communication	30%
Other	4%

n = 751

Investment in Software Solutions



What technology do you need that your employer is not offering? Please select all that apply.

Virtual conferencing	27%
Productivity monitoring	16%
Network security	22%
Project management/collaboration	10%
Customer relationship management	9%
Human resources information systems	15%
Experience measurement/market research	5%
Internal communication	12%
Other	32%

n = 751

Expense Reimbursement



Is your organization paying for or reimbursing expenses related to working from home?

Yes	38%
No	62%

n = 646

Expense Reimbursement



Do you feel that your organization is providing sufficient payment or reimbursement for your work from home expenses?

Yes	92%
No	8%

n = 246

Employer Protections



Do you feel your employer has done enough to protect you during the pandemic?

They are going above and beyond	44%
They are satisfying the minimum requirements	48%
They are not doing enough	8%

n = 1391

Employer Protections



Do you feel confident your organization is prepared to keep you safe if another pandemic breaks out?

Yes	80%
No	20%

n = 1391

Employer Protections



Which of the following protections (if any) is your employer providing you with to prevent the spread of COVID-19? Please select all that apply.

Masks	77%
Gloves	49%
Additional sanitation supplies	58%
Strategic scheduling	26%
Transportation service	6%
Limiting/reducing hours	21%
Changing workspace/office space layout	30%
Limiting access to community areas	29%
Providing/requiring more frequent facility cleaning	41%
Other	5%
My employer is not doing any of these	7%

n = 1391

Essential Workers



As an essential worker how has your work been impacted during the pandemic? Please select all that apply.

There is an increased risk to my health	44%
My work schedule has changed	27%
The location where I work has changed	7%
Other	7%
My job has not been impacted at all despite being classified as an essential worker	37%

n = 358

Essential Workers



Do you feel your employer is implementing sufficient safety protocols to keep you safe at work?

Yes	74%
No	26%

n = 358

Essential Workers



As an essential worker, do you feel your employer is appropriately compensating you for the risk of COVID-19 exposure?

Yes	44%
No	56%

n = 358

Interview Experience



How would you describe your interview experience during the pandemic?

The process was much easier than my experiences prior to the pandemic	26%
The process was easier than my experiences prior to the pandemic	22%
The process was similar to my experiences prior to the pandemic	32%
The process was more difficult than my experiences prior to the pandemic	14%
The process was much more difficult than my experiences prior to the pandemic	6%
I had never interviewed for a job prior to the pandemic	0%

n = 273

Job Benefits



While interviewing during the pandemic, how important is it that the position offers the following:

Flexibility to work remotely	52%
Allowance or reimbursement for remote work expenses	42%
% Very/extremely important	

n = 273

Traveling in 2021



Are you comfortable traveling by airplane in 2021 prior to receiving a COVID-19 vaccination?

Yes, very comfortable	17%
Yes, somewhat comfortable	17%
Neutral	18%
No, somewhat uncomfortable	20%
No, very uncomfortable	29%

n = 1152

Traveling in 2021



Are you comfortable traveling by airplane in 2021 after receiving a COVID-19 vaccination?

Yes, very comfortable	24%
Yes, somewhat comfortable	26%
Neutral	25%
No, somewhat uncomfortable	11%
No, very uncomfortable	14%

n = 1152

Traveling in 2021



Are you planning on taking a vacation in 2021?

Yes	64%
No	36%

n = 999

Traveling in 2021



Will you still take a vacation in 2021 if you are not able to get a COVID-19 vaccine?

Yes	69%
No	31%

n = 641

Traveling in 2021



If you have already begun planning for a vacation in 2021, please tell us what month you are considering.

February	3%
March	6%
April	7%
May	8%
June	17%
July	22%
August	15%
September	11%
October	6%
November	4%
December	3%

n = 641

Results by Industry

WorldatWork[®]
Total Rewards Association

SALESGLOBE 

Requiring Vaccinations

Will your organization require workers to get a COVID-19 vaccine before returning to work in person?

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n =	380	33	31	35	53
Yes	3%	12%	0%	6%	2%
No	60%	58%	65%	57%	74%
Not sure	37%	30%	36%	37%	25%

Vaccine Incentives

Are you offering or do you plan to offer employees an incentive to get a COVID-19 vaccine?

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n =	357	33	31	35	53
Yes	17%	9%	16%	11%	28%
No	83%	91%	84%	89%	72%

Vaccine Incentives

What type(s) of incentive are you offering or do you plan to offer employees for getting a COVID-19 vaccine? Please select all that apply.

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n =	357	33	31	35	53
Contribution to employee HSA	18%	0%	0%	25%	20%
Cash reward	29%	67%	40%	25%	7%
Paid leave benefits	42%	67%	20%	50%	53%
Discounts on health benefits	8%	0%	20%	0%	0%
Gift or gift card	15%	33%	0%	25%	13%
Other	23%	0%	2%	25%	20%

Remote Workers Current

Approximately what percentage of your organization's employees are currently working remotely?

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n =	380	33	31	35	53
Average	60%	89%	75%	46%	36%

Remote Workers Future

After the pandemic is over, what percentage of your employee population is anticipated to continue working remotely?

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n =	380	33	31	35	53
Average	34%	50%	37%	29%	20%

Remote Work Policy

Which of the following statements best describes the long-term impact COVID-19 has had on your organization's remote work policy?

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n=	324	33	31	35	53
Much more flexibility to work remotely after the pandemic is over	37%	33%	45%	43%	30%
More flexibility to work remotely after the pandemic is over	44%	49%	45%	40%	51%
No change to our remote work policy	15%	18%	10%	11%	13%
Less flexibility to work remotely after the pandemic is over	2%	0%	0%	3%	2%
Much less flexibility to work remotely after the pandemic is over	3%	0%	0%	3%	4%

Measuring Comfort Level

Prior to returning to the workplace, did your organization conduct, or does it plan to conduct, a survey among employees to assess their comfort level with returning to the workplace?

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n=	295	31	30	32	50
Yes	53%	62%	67%	38%	34%
No	18%	17%	10%	31%	26%
Not sure	29%	21%	23%	31%	40%

Direction on Returning to the Office

For determining the appropriate timeframe to return to work, which information sources is your organization using? Please select all that apply.

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n=	295	31	30	32	50
Employee feedback	50%	61%	68%	51%	32%
Local government officials	53%	42%	65%	43%	51%
State government officials	71%	64%	71%	71%	76%
Federal government officials	54%	67%	52%	46%	55%
Public health authorities	80%	79%	87%	77%	83%
Healthcare officials/ professionals	42%	42%	52%	54%	36%
Other	8%	9%	13%	11%	6%

Investment in Technology/Software Solutions

Has your organization accelerated investment in technology/software solutions as a result of the COVID-19 pandemic

	All	Consulting	Financial Services	Health care/Pharma	Manufacturing
n=	306	33	31	35	5
Yes	55%	58%	68%	54%	45%
No	31%	33%	23%	34%	40%
Not sure	14%	9%	10%	11%	15%

Investment in Technology/Software Solutions

What technology have you begun to invest in or are accelerating investment in as a consequence of the pandemic? Please select all that apply.

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n=	306	33	31	35	5
Virtual conferencing	95%	95%	100%	95%	92%
Productivity monitoring	16%	5%	33%	21%	17%
Network security	70%	63%	67%	68%	71%
Project management/collaboration	22%	21%	33%	42%	8%
Customer relationship management	14%	21%	5%	21%	8%
Human resources information systems	21%	16%	0%	32%	29%
Experience measurement/market research	11%	11%	14%	26%	4%
Internal communication	36%	47%	33%	37%	25%
Other	6%	0%	0%	16%	4%

Expense Reimbursement

Is your organization reimbursing expenses related to working from home?

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n=	285	31	30	31	50
Yes	38%	42%	47%	39%	26%
No	63%	58%	53%	61%	74%

Expense Reimbursement

What expenses are you reimbursing? Please select all that apply.

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n=	285	31	30	31	50
Depreciation allowance for using personal equipment	0%	0%	0%	0%	0%
Landline phone service	3%	15%	0%	0%	0%
Internet service	41%	31%	50%	42%	54%
Cell phone service	33%	23%	36%	33%	31%
General office supplies	29%	31%	36%	25%	39%
Office furniture	25%	46%	21%	33%	8%
Computer accessories	33%	31%	36%	33%	23%
A fixed amount to cover all expenses	30%	31%	21%	33%	31%
Other	13%	8%	14%	33%	8%

Essential Workers

Does your organization have any employees classified as essential workers?

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n=	304	33	31	35	53
Yes	63%	27%	74%	74%	81%
No	34%	70%	23%	20%	17%
Not sure	4%	3%	3%	6%	2%

Hazard Pay

Is your organization providing incentives/spot bonuses (hazard pay) for essential workers that are required to be on-site during the pandemic?

	All	Consulting	Financial Services	Health care/Pharma	Manufacturing
n=	191	9	23	26	43
Yes	31%	11%	26%	42%	33%
No	64%	78%	74%	58%	63%
Not sure	5%	11%	0%	0%	5%

Financial Performance

How would you describe your business financial performance in the last 12 months?

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n=	308	33	31	35	50
Financial performance has increased by 50% or more over plan	3%	0%	7%	0%	2%
Financial performance has increased by 30%-49% over plan	7%	3%	13%	14%	4%
Financial performance has increased by 10%-29% over plan	16%	15%	10%	9%	19%
Financial performance has not been significantly impacted by COVID-19 (less than 10% over or under plan)	39%	42%	55%	34%	32%
Financial performance has decreased by 10%-29% under plan	26%	27%	16%	31%	32%
Financial performance has decreased by 30%-49% under plan	6%	9%	0%	11%	6%
Financial performance has decreased by 50% under plan	3%	3%	0%	0%	6%

Financial Recovery

How long do you believe it will take for your organization to recover financially from the impact of COVID-19?

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n=	106	13	5	15	23
Less than a year	18%	15%	40%	40%	13%
1-2 years	48%	62%	40%	40%	74%
Greater than 2 years	14%	0%	0%	20%	0%
Not sure how long it will take for the organization to recover	20%	23%	20%	0%	13%
Not sure if the organization will ever recover	0%	0%	0%	0%	0%

Sales Organization Structure

*Did the pandemic result in long-term changes to the sales organization structure?
Please select all that apply.*

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n=	281	25	21	30	43
Increased size of the traditional inside sales organization	5%	11%	6%	0%	3%
Longer-term shift to hybrid remote and in-person selling for the field sales organization	14%	17%	11%	15%	21%
Elimination of the traditional field sales organization replaced by remote selling	3%	0%	6%	0%	6%
Increased customer data analytics support for the sales team	8%	11%	11%	7%	9%
Decreased number of sales managers	3%	11%	0%	0%	3%
Increased sales technology enablement (e.g., CRM, SPM, Pricing, Order Management)	18%	33%	22%	7%	18%
Other	11%	11%	6%	15%	6%
Not sure/unable to answer	59%	44%	56%	67%	62%

Finding Qualified Candidates

How challenging is it to find qualified candidates since the pandemic began?

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n=	300	33	31	35	53
Much more difficult to find qualified candidates	8%	3%	7%	23%	6%
Somewhat difficult to find qualified candidates	28%	21%	32%	17%	34%
No change	50%	61%	48%	43%	51%
Somewhat easier to find qualified candidates	12%	15%	13%	14%	8%
Much easier to find qualified candidates	2%	0%	0%	3%	2%

Recruiting Geography

Has your organization expanded the geographic scope for recruiting qualified candidates as a result of the COVID-19 pandemic?

	All	Consulting	Financial Services	Health care/Pharma	Manufacturing
n=	300	33	31	35	53
Yes	40%	33%	52%	37%	25%
No	47%	52%	42%	49%	57%
Not sure	13%	15%	7%	14%	19%

Attracting Qualified Candidates

What actions has your organization taken in the past 12 months to attract qualified talent? Please select all that apply.

	All	Consulting	Financial Services	Health care/Pharma	Manufacturing
n=	300	33	31	35	53
Implemented or modified remote work policy	45%	42%	52%	49%	42%
Modified job duties/responsibilities	7%	3%	3%	9%	4%
Added a stipend or reimbursement for remote working expenses	11%	15%	3%	20%	6%
Added or enhanced well-being programs	22%	24%	26%	31%	19%
Modified pay ranges for roles	10%	6%	16%	14%	11%
Other	5%	6%	3%	6%	2%
My organization has not made any changes in the past 12 months	42%	49%	42%	34%	45%

Job Postings

Has your organization made any of the following changes to job postings? Please select all that apply.

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n=	300	33	31	35	53
Stating whether the position is remote	34%	24%	32%	40%	28%
Stating whether the position is classified as an essential worker	6%	0%	0%	9%	8%
Including information about safety or protections from COVID-19	17%	6%	10%	20%	25%
We have not made any of these changes	59%	73%	58%	57%	64%

Job Interviews

How is your organization currently doing the following?

Conducting Job Interviews

	All	Consulting	Financial Services	Health care/Pharma	Manufacturing
n=	291	33	31	35	53
Only virtual	59%	79%	74%	57%	28%
Combination of virtual and in person	40%	21%	26%	43%	72%
Only in person	2%	0%	0%	0%	0%

Onboarding Employees

How is your organization currently doing the following?

Onboarding Employees

	All	Consulting	Financial Services	Health care/Pharma	Manufacturing
n=	291	33	31	35	53
Only virtual	52%	70%	65%	51%	19%
Combination of virtual and in person	41%	30%	32%	40%	72%
Only in person	7%	0%	3%	9%	9%

Training Employees

How is your organization currently doing the following?

Training Employees

	All	Consulting	Financial Services	Health care/Pharma	Manufacturing
n=	291	33	31	35	53
Only virtual	50%	70%	58%	31%	21%
Combination of virtual and in person	45%	30%	39%	60%	70%
Only in person	5%	0%	3%	9%	9%

Business Travel

Is your organization currently restricting business travel?

	All	Consulting	Financial Services	Health care/Pharma	Manufacturing
n=	304	33	31	35	53
Yes	90%	97%	94%	83%	89%
No	10%	3%	7%	17%	11%

Business Travel

What is the outlook for your organization's business travel overall in 2021?

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n=	304	33	31	35	53
We expect significantly more business travel in 2021 compared to 2020	2%	0%	0%	6%	2%
We expect more business travel in 2021 compared to 2020	30%	39%	19%	20%	42%
We expect about the same level of business travel in 2021 compared to 2020	44%	39%	52%	46%	40%
We expect less business travel in 2021 compared to 2020	11%	3%	10%	20%	2%
We expect significantly less business travel in 2021 compared to 2020	13%	18%	19%	9%	15%

PTO Policy

Which of the following apply to your organization's paid time off (PTO or vacation) policy?

	All	Consulting	Financial Services	Health care/Pharma	Manufacturing
n=	291	33	31	35	53
Offer PTO sell-back policy	3%	3%	3%	6%	0%
Offer PTO carryover	49%	49%	58%	51%	59%
Both of these apply	11%	6%	13%	17%	4%
Neither of these apply	36%	42%	26%	26%	38%

PTO Carryover Policy

How is COVID-19 impacting your organization's PTO carryover policy?

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n=	175	18	22	24	33
We are asking employees to take PTO if they are accruing a large amount	18%	39%	0%	8%	21%
We are decreasing the carryover amount allowed	2%	0%	0%	8%	0%
We are increasing the carryover amount allowed	24%	39%	23%	21%	24%
We are suspending our PTO carryover policy temporarily/permanently	2%	0%	0%	4%	3%
We are not making changes to our PTO carryover policy	54%	22%	77%	58%	52%

PTO Sell Back Policy

How is COVID-19 impacting your organization's PTO sell back policy?

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n=	42	3	5	8	2
We are asking employees to take PTO if they are accruing a large amount	24%	33%	0%	13%	0%
We are decreasing the maximum amount allowed	2%	0%	0%	0%	0%
We are increasing the maximum amount allowed	10%	0%	20%	13%	0%
We are suspending our PTO sell-back policy temporarily/permanently	2%	0%	0%	0%	0%
We are not making changes to our PTO sell-back policy	62%	67%	80%	75%	100%

Upcoming PTO

Some are predicting a large percentage of workers will request to use PTO after they have received the COVID-19 vaccine. Is your organization concerned about a large percentage of your workforce requesting PTO at the same time?

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n=	281	33	31	35	53
Yes	17%	18%	19%	20%	15%
No	83%	82%	81%	80%	85%

Upcoming PTO

How would your organization deal with a scenario where more employees are requesting time off than the organization can operationally permit?

	All	Consulting	Financial Services	Health care/ Pharma	Manufacturing
n=	281	33	31	35	53
We would adopt a first requested, first approved method	60%	58%	65%	71%	59%
We would conduct a lottery for all of those requesting PTO at the same time	4%	12%	3%	9%	4%
We would allow all requests even if business operations were at-risk	7%	9%	3%	0%	6%
Other	30%	21%	29%	20%	32%

n = 281

Results by Organization Size

WorldatWork[®]
Total Rewards Association

SALESGLOBE 

Requiring Vaccinations

Will your organization require workers to get a COVID-19 vaccine before returning to work in person?

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	380	48	50	42	135
Yes	3%	13%	8%	2%	1%
No	60%	67%	62%	67%	62%
Not sure	37%	21%	30%	31%	37%

Vaccine Incentives

Are you offering or do you plan to offer employees an incentive to get a COVID-19 vaccine?

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	357	48	50	42	135
Yes	17%	13%	22%	29%	15%
No	83%	88%	78%	71%	85%

Vaccine Incentives

What type(s) of incentive are you offering or do you plan to offer employees for getting a COVID-19 vaccine? Please select all that apply.

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	357	48	50	42	135
Contribution to employee HSA	18%	17%	18%	8%	15%
Cash reward	29%	50%	46%	8%	20%
Paid leave benefits	42%	50%	27%	58%	40%
Discounts on health benefits	8%	0%	9%	8%	5%
Gift or gift card	15%	0%	36%	8%	5%
Other	23%	0%	9%	17%	35%

Remote Workers Current

Approximately what percentage of your organization's employees are currently working remotely?

	All	Fewer than 100	100-499	500-999	1,000 or more
n =	380	48	50	42	135
Average	60%	89%	75%	46%	36%

Remote Workers Future

After the pandemic is over, what percentage of your employee population is anticipated to continue working remotely?

	All	Fewer than 100	100-499	500-999	1,000 or more
n =	380	48	50	42	135
Average	34%	50%	37%	29%	20%

Remote Work Policy

Which of the following statements best describes the long-term impact COVID-19 has had on your organization's remote work policy?

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	324	48	50	42	135
Much more flexibility to work remotely after the pandemic is over	37%	33%	34%	29%	42%
More flexibility to work remotely after the pandemic is over	44%	31%	52%	55%	45%
No change to our remote work policy	15%	29%	10%	12%	10%
Less flexibility to work remotely after the pandemic is over	2%	2%	4%	0%	1%
Much less flexibility to work remotely after the pandemic is over	3%	4%	0%	5%	2%

Measuring Comfort Level

Prior to returning to the workplace, did your organization conduct, or does it plan to conduct, a survey among employees to assess their comfort level with returning to the workplace?

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	295	42	50	38	129
Yes	53%	44%	48%	58%	54%
No	18%	29%	22%	11%	16%
Not sure	29%	27%	30%	32%	31%

Direction on Returning to the Office

For determining the appropriate timeframe to return to work, which information sources is your organization using? Please select all that apply.

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	295	42	50	38	129
Employee feedback	50%	48%	48%	55%	50%
Local government officials	53%	46%	54%	50%	56%
State government officials	71%	63%	76%	71%	76%
Federal government officials	54%	38%	60%	52%	60%
Public health authorities	80%	63%	86%	93%	81%
Healthcare officials/ professionals	42%	21%	38%	38%	48%
Other	8%	10%	14%	10%	4%

Investment in Technology/Software Solutions

Has your organization accelerated investment in technology/software solutions as a result of the COVID-19 pandemic

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	306	48	50	42	135
Yes	55%	48%	50%	57%	59%
No	31%	46%	44%	29%	22%
Not sure	14%	6%	6%	14%	19%

Investment in Technology/Software Solutions

What technology have you begun to invest in or are accelerating investment in as a consequence of the pandemic? Please select all that apply.

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	306	48	50	42	135
Virtual conferencing	95%	91%	100%	92%	96%
Productivity monitoring	16%	13%	12%	33%	13%
Network security	70%	52%	72%	58%	76%
Project management/collaboration	22%	22%	20%	25%	23%
Customer relationship management	14%	26%	16%	21%	9%
Human resources information systems	21%	17%	28%	13%	25%
Experience measurement/market research	11%	4%	4%	25%	10%
Internal communication	36%	39%	52%	25%	36%
Other	6%	9%	8%	13%	1%

Expense Reimbursement

Is your organization reimbursing expenses related to working from home?

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	285	42	46	40	129
Yes	38%	38%	54%	28%	34%
No	63%	62%	46%	73%	66%

Expense Reimbursement

What expenses are you reimbursing? Please select all that apply.

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	285	42	46	40	129
Depreciation allowance for using personal equipment	0%	38%	54%	28%	34%
Landline phone service	3%	62%	46%	73%	66%
Internet service	41%	44%	48%	55%	30%
Cell phone service	33%	31%	32%	46%	23%
General office supplies	29%	38%	52%	27%	16%
Office furniture	25%	6%	40%	9%	25%
Computer accessories	33%	38%	52%	0%	32%
A fixed amount to cover all expenses	30%	31%	12%	27%	43%
Other	13%	13%	16%	18%	11%

Financial Performance

How would you describe your business financial performance in the last 12 months?

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	308	48	50	42	135
Financial performance has increased by 50% or more over plan	3%	0%	2%	7%	4%
Financial performance has increased by 30%-49% over plan	7%	4%	6%	7%	7%
Financial performance has increased by 10%-29% over plan	16%	4%	20%	33%	15%
Financial performance has not been significantly impacted by COVID-19 (less than 10% over or under plan)	39%	50%	42%	26%	39%
Financial performance has decreased by 10%-29% under plan	26%	27%	22%	17%	30%
Financial performance has decreased by 30%-49% under plan	6%	8%	6%	7%	4%
Financial performance has decreased by 50% under plan	3%	6%	2%	2%	1%

Financial Recovery

How long do you believe it will take for your organization to recover financially from the impact of COVID-19?

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	106	20	15	11	47
Less than a year	18%	30%	27%	18%	13%
1-2 years	48%	50%	40%	55%	47%
Greater than 2 years	14%	10%	13%	18%	13%
Not sure how long it will take for the organization to recover	20%	10%	20%	9%	28%
Not sure if the organization will ever recover	0%	0%	0%	0%	0%

Sales Organization Structure

*Did the pandemic result in long-term changes to the sales organization structure?
Please select all that apply.*

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	281	34	37	43	113
Increased size of the traditional inside sales organization	5%	7%	3%	10%	4%
Longer-term shift to hybrid remote and in-person selling for the field sales organization	14%	13%	14%	19%	13%
Elimination of the traditional field sales organization replaced by remote selling	3%	3%	3%	7%	1%
Increased customer data analytics support for the sales team	8%	3%	14%	16%	5%
Decreased number of sales managers	3%	3%	3%	3%	3%
Increased sales technology enablement (e.g., CRM, SPM, Pricing, Order Management)	18%	17%	21%	26%	16%
Other	11%	20%	14%	13%	7%
Not sure/unable to answer	59%	47%	55%	45%	69%

Essential Workers

Does your organization have any employees classified as essential workers?

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	304	48	50	42	135
Yes	63%	40%	52%	74%	75%
No	34%	60%	46%	26%	20%
Not sure	4%	0%	2%	0%	5%

Hazard Pay

Is your organization providing incentives/spot bonuses (hazard pay) for essential workers that are required to be on-site during the pandemic?

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	191	19	26	31	101
Yes	31%	16%	27%	29%	37%
No	64%	79%	73%	61%	58%
Not sure	5%	5%	0%	10%	5%

Finding Qualified Candidates

How challenging is it to find qualified candidates since the pandemic began?

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	300	48	50	42	135
Much more difficult to find qualified candidates	8%	8%	10%	7%	7%
Somewhat difficult to find qualified candidates	28%	21%	26%	29%	30%
No change	50%	63%	38%	55%	50%
Somewhat easier to find qualified candidates	12%	8%	22%	10%	12%
Much easier to find qualified candidates	2%	0%	4%	0%	1%

Recruiting Geography

Has your organization expanded the geographic scope for recruiting qualified candidates as a result of the COVID-19 pandemic?

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	300	48	50	42	135
Yes	40%	23%	40%	38%	47%
No	47%	69%	58%	52%	36%
Not sure	13%	8%	2%	10%	17%

Attracting Qualified Candidates

What actions has your organization taken in the past 12 months to attract qualified talent? Please select all that apply.

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	300	48	50	42	135
Implemented or modified remote work policy	45%	33%	38%	41%	53%
Modified job duties/responsibilities	7%	4%	10%	7%	5%
Added a stipend or reimbursement for remote working expenses	11%	17%	4%	10%	12%
Added or enhanced well-being programs	22%	6%	26%	21%	29%
Modified pay ranges for roles	10%	4%	10%	17%	9%
Other	5%	8%	0%	7%	4%
My organization has not made any changes in the past 12 months	42%	58%	44%	48%	35%

Job Postings

Has your organization made any of the following changes to job postings? Please select all that apply.

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	300	48	50	42	135
Stating whether the position is remote	34%	33%	24%	26%	39%
Stating whether the position is classified as an essential worker	6%	2%	2%	2%	10%
Including information about safety or protections from COVID-19	17%	17%	14%	14%	19%
We have not made any of these changes	59%	60%	72%	67%	53%

Job Interviews

How is your organization currently doing the following?

Conducting Job Interviews

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	291	48	50	42	135
Only virtual	59%	56%	50%	57%	62%
Combination of virtual and in person	40%	40%	50%	43%	38%
Only in person	2%	4%	0%	0%	0%

Onboarding Employees

How is your organization currently doing the following?

Onboarding Employees

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	291	48	50	42	135
Only virtual	52%	52%	50%	43%	58%
Combination of virtual and in person	41%	38%	46%	48%	38%
Only in person	7%	10%	4%	10%	4%

Training Employees

How is your organization currently doing the following?

Training Employees

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	291	48	50	42	135
Only virtual	50%	50%	48%	45%	50%
Combination of virtual and in person	45%	42%	48%	52%	46%
Only in person	5%	8%	4%	2%	4%

Business Travel

Is your organization currently restricting business travel?

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	304	48	50	42	135
Yes	90%	79%	96%	95%	90%
No	10%	21%	4%	5%	10%

Business Travel

What is the outlook for your organization's business travel overall in 2021?

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	304	48	50	42	135
We expect significantly more business travel in 2021 compared to 2020	2%	2%	6%	5%	0%
We expect more business travel in 2021 compared to 2020	30%	35%	32%	31%	28%
We expect about the same level of business travel in 2021 compared to 2020	44%	42%	30%	43%	51%
We expect less business travel in 2021 compared to 2020	11%	8%	18%	7%	10%
We expect significantly less business travel in 2021 compared to 2020	13%	13%	14%	14%	11%

PTO Policy

Which of the following apply to your organization's paid time off (PTO or vacation) policy?

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	291	48	50	42	135
Offer PTO sell-back policy	3%	6%	0%	2%	4%
Offer PTO carryover	49%	50%	56%	60%	44%
Both of these apply	11%	8%	8%	10%	13%
Neither of these apply	36%	35%	36%	29%	38%

PTO Carryover Policy

How is COVID-19 impacting your organization's PTO carryover policy?

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	175	28	32	29	78
We are asking employees to take PTO if they are accruing a large amount	18%	25%	25%	7%	14%
We are decreasing the carryover amount allowed	2%	4%	3%	3%	0%
We are increasing the carryover amount allowed	24%	25%	31%	28%	22%
We are suspending our PTO carryover policy temporarily/permanently	2%	0%	3%	0%	3%
We are not making changes to our PTO carryover policy	54%	46%	38%	62%	62%

PTO Sell Back Policy

How is COVID-19 impacting your organization's PTO sell back policy?

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	42	7	4	5	24
We are asking employees to take PTO if they are accruing a large amount	24%	43%	0%	0%	29%
We are decreasing the maximum amount allowed	2%	0%	0%	0%	0%
We are increasing the maximum amount allowed	10%	29%	0%	20%	4%
We are suspending our PTO sell-back policy temporarily/permanently	2%	0%	0%	0%	0%
We are not making changes to our PTO sell-back policy	62%	29%	100%	80%	67%

Upcoming PTO

Some are predicting a large percentage of workers will request to use PTO after they have received the COVID-19 vaccine. Is your organization concerned about a large percentage of your workforce requesting PTO at the same time?

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	281	48	50	42	135
Yes	17%	21%	14%	14%	16%
No	83%	79%	86%	86%	84%

Upcoming PTO

How would your organization deal with a scenario where more employees are requesting time off than the organization can operationally permit?

	All	Fewer than 100	100-499	500-999	1,000 or more
n=	281	48	50	42	135
We would adopt a first requested, first approved method	60%	58%	76%	60%	54%
We would conduct a lottery for all of those requesting PTO at the same time	4%	10%	0%	2%	4%
We would allow all requests even if business operations were at-risk	7%	10%	2%	5%	7%
Other	30%	21%	22%	33%	35%

Results by Employee Age

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Total Rewards Association

SALESGLOBE 

Getting a Vaccine



Have you received a COVID-19 vaccine?

	All	18-34	35-54	55+
n=	1418			
Yes	16%	18%	16%	16%
No, but I plan to get one when it becomes available to me	56%	52%	55%	62%
No, I don't plan to get one when it becomes available to me	27%	31%	29%	22%

Vaccine Incentives



*How likely would you be to get a vaccine if your employer offered you...
Please select all that apply.*

	All	18-34	35-54	55+
n=	1418			
Contribution to your Health Savings Account	47%	73%	76%	84%
Cash reward	59%	58%	57%	59%
Paid leave benefits	57%	56%	60%	58%
Discounts on health benefits	51%	59%	69%	76%
Gift or gift card	52%	69%	70%	75%

% Very/extremely likely

Remote Work



After the COVID-19 pandemic is over, do you want to continue working remotely or return to work in person?

	All	18-34	35-54	55+
n=	760			
Continue working remotely full-time	39%	39%	41%	36%
Continue working remotely part-time	37%	40%	36%	38%
Return to work in-person full-time	24%	21%	24%	27%

Remote Work



If your employer decides that remote work will not be allowed after the pandemic and you will be required to work in-person full-time, what would you do? Please select all that apply.

	All	18-34	35-54	55+
n=	760			
I would look for a different job prior to returning to work in-person	21%	27%	22%	13%
I would not return to work in-person even if I didn't have another job to go to	11%	12%	9%	11%
I would return to work in-person per my employer's request	68%	61%	69%	76%

Investment in Software Solutions



Do you feel your organization is providing you with the necessary technology to be successful while working remotely?

	All	18-34	35-54	55+
n=	751			
Yes	88%	88%	89%	84%
No	12%	12%	11%	16%

Investment in Software Solutions



What technology or resources is your employer providing? Please select all that apply.

	All	18-34	35-54	55+
n=	751			
Virtual conferencing	27%	79%	84%	82%
Productivity monitoring	16%	39%	30%	26%
Network security	22%	55%	50%	57%
Project management/collaboration	10%	29%	22%	14%
Customer relationship management	9%	28%	29%	24%
Human resources information systems	15%	30%	33%	24%
Experience measurement/market research	5%	16%	14%	9%
Internal communication	12%	27%	32%	28%
Other	32%	4%	3%	5%

Investment in Technology/Software Solutions

What technology do you need that your employer is not offering? Please select all that apply.

	All	18-34	35-54	55+
n=	306			
Virtual conferencing	95%	27%	16%	27%
Productivity monitoring	16%	16%	5%	20%
Network security	70%	22%	11%	20%
Project management/collaboration	22%	10%	21%	7%
Customer relationship management	14%	9%	11%	9%
Human resources information systems	21%	15%	11%	20%
Experience measurement/market research	11%	5%	21%	2%
Internal communication	36%	12%	11%	11%
Other	6%	32%	42%	29%

Expense Reimbursement



Is your organization paying for or reimbursing expenses related to working from home?

	All	18-34	35-54	55+
n=	646			
Yes	38%	39%	41%	29%
No	62%	61%	59%	71%

Expense Reimbursement



Do you feel that your organization is providing sufficient payment or reimbursement for your work from home expenses?

	All	18-34	35-54	55+
n=	246			
Yes	92%	84%	95%	95%
No	8%	16%	5%	5%

Employer Protections



Do you feel your employer has done enough to protect you during the pandemic?

	All	18-34	35-54	55+
n=	1391			
They are going above and beyond	44%	39%	45%	47%
They are satisfying the minimum requirements	48%	52%	48%	46%
They are not doing enough	8%	9%	8%	7%

Employer Protections



Do you feel confident your organization is prepared to keep you safe if another pandemic breaks out?

	All	18-34	35-54	55+
n=	1391			
Yes	80%	80%	80%	81%
No	20%	20%	20%	19%

Employer Protections



Which of the following protections (if any) is your employer providing you with to prevent the spread of COVID-19? Please select all that apply.

	All	18-34	35-54	55+
n=	1391			
Masks	77%	81%	77%	73%
Gloves	49%	51%	51%	45%
Additional sanitation supplies	58%	56%	58%	61%
Strategic scheduling	26%	25%	27%	26%
Transportation service	6%	7%	6%	3%
Limiting/reducing hours	21%	20%	21%	21%
Changing workspace/office space layout	30%	28%	31%	30%
Limiting access to community areas	29%	26%	30%	29%
Providing/requiring more frequent facility cleaning	41%	40%	41%	43%
Other	5%	4%	4%	8%
My employer is not doing any of these	7%	7%	7%	8%

Essential Workers



As an essential worker how has your work been impacted during the pandemic? Please select all that apply.

	All	18-34	35-54	55+
n=	358			
There is an increased risk to my health	44%	49%	40%	47%
My work schedule has changed	27%	42%	25%	17%
The location where I work has changed	7%	12%	6%	2%
Other	7%	6%	7%	6%
My job has not been impacted at all despite being classified as an essential worker	37%	26%	41%	38%

Essential Workers



Do you feel your employer is implementing sufficient safety protocols to keep you safe at work?

	All	18-34	35-54	55+
n=	358			
Yes	74%	69%	73%	82%
No	26%	31%	27%	18%

Essential Workers



As an essential worker, do you feel your employer is appropriately compensating you for the risk of COVID-19 exposure?

	All	18-34	35-54	55+
n=	358			
Yes	44%	43%	46%	41%
No	56%	57%	54%	59%

Interview Experience



How would you describe your interview experience during the pandemic?

	All	18-34	35-54	55+
n=	273			
The process was much easier than my experiences prior to the pandemic	26%	24%	32%	15%
The process was easier than my experiences prior to the pandemic	22%	28%	20%	17%
The process was similar to my experiences prior to the pandemic	32%	29%	30%	42%
The process was more difficult than my experiences prior to the pandemic	14%	14%	13%	19%
The process was much more difficult than my experiences prior to the pandemic	6%	6%	6%	6%
I had never interviewed for a job prior to the pandemic	0%	0%	0%	2%

Interview Experience



While interviewing during the pandemic, how important is it that the position offers the following:

	All	18-34	35-54	55+
n=	273	42	75	24
Flexibility to work remotely	52%	47%	56%	50%
Allowance or reimbursement for remote work expenses	42%	47%	43%	29%

% Very/extremely important

Traveling in 2021



Are you comfortable traveling by airplane in 2021 prior to receiving a COVID-19 vaccination?

	All	18-34	35-54	55+
n=	1152			
Yes, very comfortable	17%	22%	17%	12%
Yes, somewhat comfortable	17%	20%	16%	15%
Neutral	18%	20%	19%	15%
No, somewhat uncomfortable	20%	18%	19%	23%
No, very uncomfortable	29%	20%	29%	35%

Traveling in 2021



Are you comfortable traveling by airplane in 2021 after receiving a COVID-19 vaccination?

	All	18-34	35-54	55+
n=	1152			
Yes, very comfortable	24%	26%	27%	17%
Yes, somewhat comfortable	26%	25%	25%	27%
Neutral	25%	27%	25%	21%
No, somewhat uncomfortable	11%	8%	10%	17%
No, very uncomfortable	14%	14%	13%	17%

Traveling in 2021



Are you planning on taking a vacation in 2021?

	All	18-34	35-54	55+
n=	999			
Yes	64%	68%	66%	60%
No	36%	33%	35%	40%

Traveling in 2021



Will you still take a vacation in 2021 if you are not able to get a COVID-19 vaccine?

	All	18-34	35-54	55+
n=	641			
Yes	69%	73%	70%	63%
No	31%	27%	30%	37%

Traveling in 2021



If you have already begun planning for a vacation in 2021, please tell us what month you are considering.

	All	18-34	35-54	55+
n=	641			
February	3%	3%	4%	1%
March	6%	7%	5%	6%
April	7%	7%	8%	6%
May	8%	11%	6%	9%
June	17%	18%	18%	15%
July	22%	17%	27%	18%
August	15%	9%	15%	21%
September	11%	12%	9%	11%
October	6%	7%	4%	7%
November	4%	6%	4%	2%
December	3%	4%	2%	4%

Results by Employee Ethnicity

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Total Rewards Association

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Getting a Vaccine



Have you received a COVID-19 vaccine?

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	1418				
Yes	16%	19%	12%	17%	16%
No, but I plan to get one when it becomes available to me	56%	68%	50%	56%	61%
No, I don't plan to get one when it becomes available to me	27%	13%	37%	27%	24%

Vaccine Incentives



How likely would you be to get a vaccine if your employer offered you...

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	1418				
Contribution to your Health Savings Account	47%	50%	87%	79%	57%
Cash reward	59%	42%	77%	55%	54%
Paid leave benefits	57%	58%	68%	57%	54%
Discounts on health benefits	51%	42%	83%	69%	51%
Gift or gift card	52%	58%	79%	71%	63%

Remote Work



After the COVID-19 pandemic is over, do you want to continue working remotely or return to work in person?

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	760				
Continue working remotely full-time	39%	37%	47%	38%	41%
Continue working remotely part-time	37%	36%	32%	38%	38%
Return to work in-person full-time	24%	27%	21%	24%	21%

Remote Work



If your employer decides that remote work will not be allowed after the pandemic and you will be required to work in-person full-time, what would you do? Please select all that apply.

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	760				
I would look for a different job prior to returning to work in-person	21%	24%	26%	19%	23%
I would not return to work in-person even if I didn't have another job to go to	11%	14%	18%	8%	16%
I would return to work in-person per my employer's request	68%	63%	56%	73%	60%

Investment in Software Solutions



Do you feel your organization is providing you with the necessary technology to be successful while working remotely?

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	751				
Yes	88%	86%	89%	88%	86%
No	12%	14%	11%	12%	14%

Investment in Software Solutions



What technology or resources is your employer providing? Please select all that apply.

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	751				
Virtual conferencing	82%	92%	85%	81%	79%
Productivity monitoring	31%	43%	34%	27%	41%
Network security	53%	61%	44%	55%	49%
Project management/collaboration	22%	29%	23%	21%	22%
Customer relationship management	28%	33%	33%	27%	22%
Human resources information systems	30%	39%	25%	29%	33%
Experience measurement/market research	13%	24%	15%	12%	10%
Internal communication	30%	33%	28%	30%	30%
Other	4%	0%	5%	4%	2%

Investment in Software Solutions



What technology do you need that your employer is not offering? Please select all that apply.

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	306				
Virtual conferencing	27%	0%	50%	27%	30%
Productivity monitoring	16%	13%	20%	15%	30%
Network security	22%	13%	30%	21%	30%
Project management/collaboration	10%	0%	10%	10%	10%
Customer relationship management	9%	13%	10%	8%	0%
Human resources information systems	15%	13%	0%	15%	30%
Experience measurement/market research	5%	0%	10%	5%	10%
Internal communication	12%	50%	0%	10%	10%
Other	32%	25%	0%	40%	20%

Expense Reimbursement



Is your organization paying for or reimbursing expenses related to working from home?

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	646				
Yes	38%	36%	39%	36%	52%
No	62%	64%	61%	64%	48%

Expense Reimbursement



Do you feel that your organization is providing sufficient payment or reimbursement for your work from home expenses?

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	246				
Yes	92%	95%	83%	94%	93%
No	8%	5%	17%	7%	7%

Employer Protections



Do you feel your employer has done enough to protect you during the pandemic?

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	1391				
They are going above and beyond	44%	42%	44%	45%	46%
They are satisfying the minimum requirements	48%	53%	48%	48%	45%
They are not doing enough	8%	6%	8%	8%	9%

Employer Protections



Do you feel confident your organization is prepared to keep you safe if another pandemic breaks out?

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	1391				
Yes	80%	86%	82%	80%	80%
No	20%	14%	18%	20%	20%

Employer Protections



Which of the following protections (if any) is your employer providing you with to prevent the spread of COVID-19? Please select all that apply.

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	1391				
Masks	77%	76%	77%	76%	82%
Gloves	49%	47%	56%	47%	59%
Additional sanitation supplies	58%	58%	61%	57%	65%
Strategic scheduling	26%	36%	24%	26%	30%
Transportation service	6%	10%	6%	5%	8%
Limiting/reducing hours	21%	28%	19%	19%	28%
Changing workspace/office space layout	30%	36%	22%	31%	27%
Limiting access to community areas	29%	31%	26%	30%	26%
Providing/requiring more frequent facility cleaning	41%	44%	37%	42%	40%
Other	5%	1%	3%	6%	1%
My employer is not doing any of these	7%	10%	8%	7%	4%

Essential Workers



As an essential worker how has your work been impacted during the pandemic? Please select all that apply.

	All	18-34		35-54	55+
n=	358				
There is an increased risk to my health	44%	57%	51%	43%	30%
My work schedule has changed	27%	14%	31%	25%	44%
The location where I work has changed	7%	0%	9%	5%	13%
Other	7%	0%	3%	8%	4%
My job has not been impacted at all despite being classified as an essential worker	37%	29%	20%	40%	35%

Essential Workers



Do you feel your employer is implementing sufficient safety protocols to keep you safe at work?

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	358				
Yes	74%	71%	80%	75%	65%
No	26%	29%	20%	25%	35%

Essential Workers



As an essential worker, do you feel your employer is appropriately compensating you for the risk of COVID-19 exposure?

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	358				
Yes	44%	29%	40%	46%	39%
No	56%	71%	60%	54%	61%

Interview Experience



How would you describe your interview experience during the pandemic?

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	273				
The process was much easier than my experiences prior to the pandemic	26%	37%	39%	20%	36%
The process was easier than my experiences prior to the pandemic	22%	21%	21%	21%	29%
The process was similar to my experiences prior to the pandemic	32%	21%	24%	38%	19%
The process was more difficult than my experiences prior to the pandemic	14%	21%	9%	13%	16%
The process was much more difficult than my experiences prior to the pandemic	6%	0%	6%	7%	0%
I had never interviewed for a job prior to the pandemic	0%	0%	0%	1%	0%

Interview Experience



While interviewing during the pandemic, how important is it that the position offers the following:

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	273	12	19	86	17
Flexibility to work remotely	52%	63%	58%	48%	55%
Allowance or reimbursement for remote work expenses	42%	26%	55%	38%	52%

% Very/extremely important

Traveling in 2021



Are you comfortable traveling by airplane in 2021 prior to receiving a COVID-19 vaccination?

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	1152				
Yes, very comfortable	17%	9%	18%	17%	13%
Yes, somewhat comfortable	17%	26%	14%	17%	16%
Neutral	18%	16%	24%	18%	17%
No, somewhat uncomfortable	20%	22%	14%	19%	32%
No, very uncomfortable	29%	28%	30%	29%	22%

Traveling in 2021



Are you comfortable traveling by airplane in 2021 after receiving a COVID-19 vaccination?

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	1152				
Yes, very comfortable	24%	28%	19%	24%	26%
Yes, somewhat comfortable	26%	31%	19%	27%	29%
Neutral	25%	17%	29%	25%	24%
No, somewhat uncomfortable	11%	13%	12%	11%	11%
No, very uncomfortable	14%	13%	22%	13%	9%

Traveling in 2021



Are you planning on taking a vacation in 2021?

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	999				
Yes	64%	62%	52%	66%	69%
No	36%	38%	49%	34%	31%

Traveling in 2021



Will you still take a vacation in 2021 if you are not able to get a COVID-19 vaccine?

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	641				
Yes	69%	59%	58%	70%	68%
No	31%	41%	42%	30%	32%

Traveling in 2021



If you have already begun planning for a vacation in 2021, please tell us what month you are considering.

	All	Asian	African American	Caucasian	Hispanic or Latino
n=	641				
February	3%	5%	6%	2%	3%
March	6%	5%	2%	6%	6%
April	7%	0%	6%	8%	10%
May	8%	8%	0%	9%	3%
June	17%	18%	17%	15%	30%
July	22%	13%	25%	22%	22%
August	15%	28%	17%	14%	13%
September	11%	10%	14%	11%	0%
October	6%	3%	2%	6%	6%
November	4%	5%	6%	4%	3%
December	3%	5%	6%	3%	3%

Results by Employee Gender

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Getting a Vaccine



Have you received a COVID-19 vaccine?

	All	Male	Female
n=	1418		
Yes	16%	17%	16%
No, but I plan to get one when it becomes available to me	56%	61%	51%
No, I don't plan to get one when it becomes available to me	27%	22%	33%

Vaccine Incentives



How likely would you be to get a vaccine if your employer offered you...

	All	Male	Female
n=	1418		
Contribution to your Health Savings Account	47%	70%	83%
Cash reward	59%	53%	62%
Paid leave benefits	57%	54%	62%
Discounts on health benefits	51%	62%	74%
Gift or gift card	52%	70%	72%

% Very/extremely likely

Remote Work



After the COVID-19 pandemic is over, do you want to continue working remotely or return to work in person?

	All	Male	Female
n=	760		
Continue working remotely full-time	39%	38%	41%
Continue working remotely part-time	37%	35%	40%
Return to work in-person full-time	24%	28%	19%

Remote Work



If your employer decides that remote work will not be allowed after the pandemic and you will be required to work in-person full-time, what would you do? Please select all that apply.

	All	Male	Female
n=	760		
I would look for a different job prior to returning to work in-person	21%	21%	21%
I would not return to work in-person even if I didn't have another job to go to	11%	10%	11%
I would return to work in-person per my employer's request	68%	69%	69%

Investment in Software Solutions



Do you feel your organization is providing you with the necessary technology to be successful while working remotely?

	All	Male	Female
n=	751		
Yes	88%	88%	88%
No	12%	12%	12%

Investment in Software Solutions



What technology or resources is your employer providing? Please select all that apply.

	All	Male	Female
n=	751		
Virtual conferencing	82%	83%	82%
Productivity monitoring	31%	33%	28%
Network security	53%	52%	54%
Project management/collaboration	22%	26%	17%
Customer relationship management	28%	28%	27%
Human resources information systems	30%	31%	29%
Experience measurement/market research	13%	14%	12%
Internal communication	30%	35%	25%
Other	4%	2%	6%

Investment in Software Solutions



What technology do you need that your employer is not offering? Please select all that apply.

	All	Male	Female
n=	751		
Virtual conferencing	27%	31%	23%
Productivity monitoring	16%	22%	9%
Network security	22%	18%	26%
Project management/collaboration	10%	8%	12%
Customer relationship management	9%	10%	7%
Human resources information systems	15%	16%	12%
Experience measurement/market research	5%	4%	7%
Internal communication	12%	12%	12%
Other	32%	27%	40%

Expense Reimbursement



Is your organization paying for or reimbursing expenses related to working from home?

	All	Male	Female
n=	646		
Yes	38%	44%	31%
No	62%	56%	69%

Expense Reimbursement



Do you feel that your organization is providing sufficient payment or reimbursement for your work from home expenses?

	All	Male	Female
n=	246		
Yes	92%	93%	91%
No	8%	7%	9%

Employer Protections



Do you feel your employer has done enough to protect you during the pandemic?

	All	Male	Female
n=	1391		
They are going above and beyond	44%	47%	42%
They are satisfying the minimum requirements	48%	46%	50%
They are not doing enough	8%	7%	8%

Employer Protections



Do you feel confident your organization is prepared to keep you safe if another pandemic breaks out?

	All	Male	Female
n=	1391		
Yes	80%	82%	79%
No	20%	18%	21%

Employer Protections



Which of the following protections (if any) is your employer providing you with to prevent the spread of COVID-19? Please select all that apply.

	All	Male	Female
n=	1391		
Masks	77%	78%	76%
Gloves	49%	50%	48%
Additional sanitation supplies	58%	57%	60%
Strategic scheduling	26%	28%	25%
Transportation service	6%	7%	4%
Limiting/reducing hours	21%	21%	20%
Changing workspace/office space layout	30%	33%	27%
Limiting access to community areas	29%	28%	30%
Providing/requiring more frequent facility cleaning	41%	42%	41%
Other	5%	3%	7%
My employer is not doing any of these	7%	6%	9%

Essential Workers



As an essential worker how has your work been impacted during the pandemic? Please select all that apply.

	All	Male	Female
n=	358		
There is an increased risk to my health	44%	38%	49%
My work schedule has changed	27%	25%	29%
The location where I work has changed	7%	7%	6%
Other	7%	4%	9%
My job has not been impacted at all despite being classified as an essential worker	37%	44%	32%

Essential Workers



Do you feel your employer is implementing sufficient safety protocols to keep you safe at work?

	All	Male	Female
n=	358		
Yes	74%	78%	72%
No	26%	22%	29%

Essential Workers



As an essential worker, do you feel your employer is appropriately compensating you for the risk of COVID-19 exposure?

	All	Male	Female
n=	358		
Yes	44%	40%	47%
No	56%	60%	53%

Interview Experience



How would you describe your interview experience during the pandemic?

	All	Male	Female
n=	273		
The process was much easier than my experiences prior to the pandemic	26%	31%	21%
The process was easier than my experiences prior to the pandemic	22%	18%	26%
The process was similar to my experiences prior to the pandemic	32%	31%	32%
The process was more difficult than my experiences prior to the pandemic	14%	14%	14%
The process was much more difficult than my experiences prior to the pandemic	6%	5%	7%
I had never interviewed for a job prior to the pandemic	0%	0%	1%

Interview Experience



While interviewing during the pandemic, how important is it that the position offers the following:

	All	Male	Female
n=	273	141	131
Flexibility to work remotely	52%	60%	44%
Allowance or reimbursement for remote work expenses	42%	43%	40%

% Very/extremely likely

Traveling in 2021



Are you comfortable traveling by airplane in 2021 prior to receiving a COVID-19 vaccination?

	All	Male	Female
n=	1152		
Yes, very comfortable	17%	17%	16%
Yes, somewhat comfortable	17%	19%	14%
Neutral	18%	19%	18%
No, somewhat uncomfortable	20%	20%	20%
No, very uncomfortable	29%	25%	32%

Traveling in 2021



Are you comfortable traveling by airplane in 2021 after receiving a COVID-19 vaccination?

	All	Male	Female
n=	1152		
Yes, very comfortable	24%	27%	22%
Yes, somewhat comfortable	26%	29%	23%
Neutral	25%	22%	28%
No, somewhat uncomfortable	11%	11%	12%
No, very uncomfortable	14%	12%	17%

Traveling in 2021



Are you planning on taking a vacation in 2021?

	All	Male	Female
n=	999		
Yes	64%	67%	61%
No	36%	33%	39%

Traveling in 2021



Will you still take a vacation in 2021 if you are not able to get a COVID-19 vaccine?

	All	Male	Female
n=	641		
Yes	69%	66%	73%
No	31%	34%	27%

Traveling in 2021



If you have already begun planning for a vacation in 2021, please tell us what month you are considering.

	All	Male	Female
n=	641		
February	3%	3%	3%
March	6%	4%	7%
April	7%	7%	7%
May	8%	6%	10%
June	17%	19%	14%
July	22%	22%	22%
August	15%	15%	15%
September	11%	11%	10%
October	6%	6%	5%
November	4%	3%	5%
December	3%	4%	2%

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Sincerely,

The WorldatWork Research Team