PAY SECONDARY TO BENEFITS AND JOB SECURITY, SURVEY FINDS

Health insurance, job security, and clear workplace policies surpass pay as the features of a job that are most important to Americans, according to a survey report by the Center for State and Local Government Excellence, a Washington-based nonprofit organization that promotes state and local government employment.

When asked about the degree to which various job attributes were important, 84 percent replied that a health insurance plan was very important. “Being in an environment with clear workplace rules and policies” was listed as very important by 82 percent of respondents, as was job security. Only 65 percent of those surveyed said that pay is very important to them, ranking it tenth among the 15 qualities respondents were asked to rank.

The survey asked whether a given job characteristic was very important to the respondent, somewhat important, not too important, or not important at all. Among those who worked in government, 84 percent said retirement and pension plans were very important to them. Among private employees, 75 percent said getting quick decisions on issues at work was very important, and 70 percent ranked compensation as very important.

Public and private sector employees agreed on the advantages of certain types of jobs. Sixty-two percent of private sector workers and 63 percent of government employees said government jobs provided better benefits, while the majority of private sector employees (66 percent) and government employees (56 percent) saw private sector jobs better for encouraging innovation and creativity.
