

Profile of Accounting & Finance Workers

Employment Snapshot

- Forty-six percent of accounting workers have been employed at their present organization for 0 to 2 years; 26% from 3 to 5 years; and 27% for more than 6 years. This group is significantly less likely to stay with their employer for longer periods.

Work/Life Balance

- Accounting workers are most concerned with ensuring work/life balance. 92% of accounting workers said they agreed with the statement “my most important priority when thinking about my next step in my career is to ensure work fulfillment and balance.” More so than any other skill group.
- Likelihood of accounting workers to take advantage of work/life balance options (extremely/very/likely):
 - o Flex-time (81%)
 - o Telecommuting (75%)
 - o Paid time-off for community service (45%)
 - o Sabbaticals (44%)
 - o Job sharing (33%)
 - o On-site day care (38%)

Career Assessment

- Among all skill groups, accounting and finance workers are one of the most likely groups to say they are further ahead. Nearly one-third (30%) say they are further ahead, 31% say their career progression has fallen behind compared to most other people their age, while 39% say they are at a similar level.

Employer’s Report Card

- A full 14% of accounting workers say their employer has put in more effort, 61% say the same amount and 24% say less.
- Fifty-three percent of accounting workers rated their current level of job satisfaction as excellent/very good.
- Forty-two percent of accounting workers agree with the statement “I am paid what I am worth,” 58% do not.

Importance versus Satisfaction for Accounting & Finance Workers

Workplace Characteristics	Total Importance	Total Satisfaction	% Gap
Financial compensation	42%	11%	31
Growth & earnings potential	38%	11%	27
Benefits	31%	15%	16
Management climate	29%	16%	13
Culture & work environment	29%	16%	16
Time & flexibility	23%	17%	6
Training & development	19%	11%	8
Supervisor relationship	19%	26%	-7

Views on Job Change

- Sixty-seven percent of accounting workers believe they have increased their earnings potential by periodically changing jobs, more so than any other skill group.
- More than one-third (37%) of accounting workers are likely to leave their employers in the next 12 months.