

## **Health Services Workers Suffering From Excessive Workloads and Stress on the Job, CareerBuilder.Com Survey Reveals** **One-in-four Plan to Leave Their Jobs By February**

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In the Health Services industry, where quality of care and attention to detail are essentials, workers continue to struggle with managing growing workloads. Fifty-three percent report their workloads have increased in the last six months, with 41 percent describing their workloads as too heavy. Forty-five percent of these workers say they are working under a great deal of stress. The CareerBuilder.com survey, "The Pulse: Health Services Workers," was conducted from August 5, 2004 to August 24, 2004 of more than 140 Health Services workers.

"Health Services workers know they're in demand and are not likely to stay with an employer who is not affording a positive work experience," said Rhonda Lipsey, Healthcare Employment Expert at CareerBuilder.com. "One-fourth of Health Services workers plan to change jobs by February. One-in-ten plan to do so before the end of the year. Employers are advised to take the temperature of their workplace and prescribe new retention strategies before they face the consequences of losing great talent."

Sixteen percent of Health Services workers say they search for a new job on a weekly basis. The number one attribute these workers are looking for in a potential employer is stability at 33 percent, followed by reputation for fairness at 12 percent.

The top three factors motivating job changes for Health Services workers are the desire for better compensation, more career advancement opportunities and an improved balance of time spent at work and home. Thirty-nine percent of Health Services say they are dissatisfied with compensation with 44 percent reporting they have not received a raise this year. Thirty percent feel there is not much room for upper mobility at their organizations and 21 percent say they are having trouble managing their work/life balance.

Of those who do not expect to change jobs, 11 percent say they are staying with their current employer for the benefits while 10 percent say it is due to fear of the unknown.

CareerBuilder.com features more than 100,000 Health Services jobs on its site, a 53 percent increase year over year.

### About the Survey

The new CareerBuilder.com survey, "The Pulse: Health Services Workers," was conducted from August 5 to August 24, 2004 of more than 140 workers. To collect data for the survey, CareerBuilder.com commissioned SurveySite to use an e-mail methodology whereby individuals who are members of SurveySite Web Panel were randomly selected and approached by e-mail invitation to participate in the online survey. The results of this survey are accurate within +/-8.3 percentage points (19 times out of 20).

### About CareerBuilder.com

CareerBuilder.com is a leading online source for maximizing recruitment dollars and optimizing job searches with superior products, customer service and technology. With a unique combination of national, local and niche audiences, CareerBuilder.com makes it easy for recruiters to reach the most qualified candidates with industry-leading market research data and support. Job seekers can search for the right job from more than 500,000 continuously updated postings, representing more than 30,000 of the top employers in virtually every industry, field and location. Together with Gannett Co., Inc. , Tribune Company , and Knight Ridder, Inc. , CareerBuilder.com includes the Web's top newspaper sites -- the most trusted employment sources in recruiting. For more information about CareerBuilder.com products and services, call 888-670-TEAM or visit <http://www.careerbuilder.com/> .

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