GENERATIONAL DIVIDE

WHO VALUES WHAT

While US workers of all ages rank base pay as most important, Mercer's research finds the value they place on other elements of the employment "deal" varies by age.

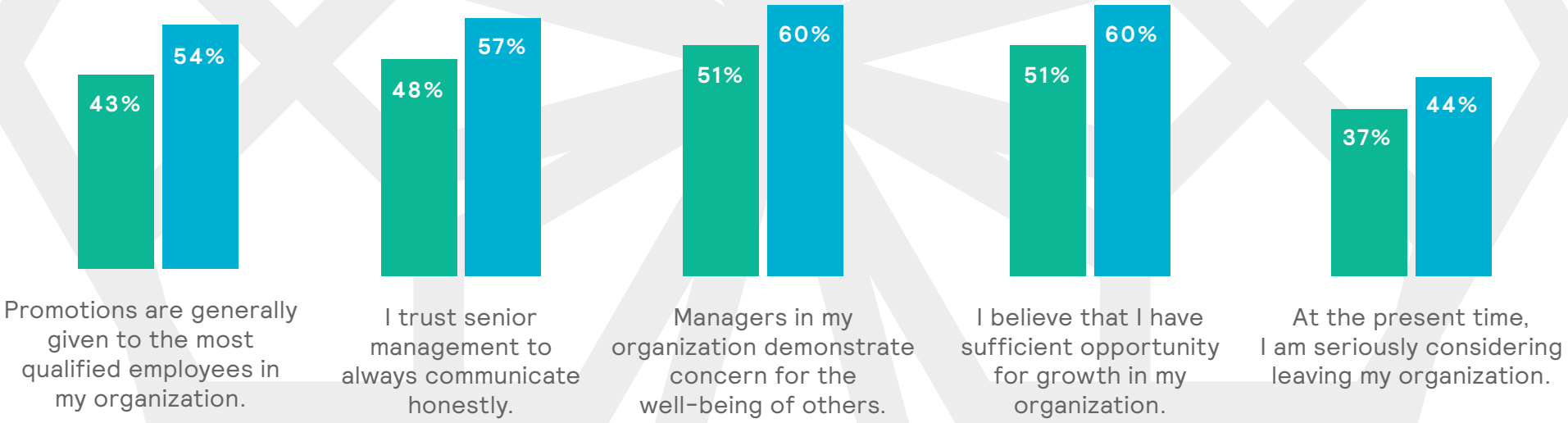
Source: Mercer's 2015 Inside Employees' Minds™ Survey

Most Valued 'Deal' Elements — by Age

	34 & Under	35–49	50–64	65+
#1	Base Pay	Base Pay	Base Pay	Base Pay
#2	Career Opportunties	Retirement Plan	Retirement Plan	Retirement Plan
#3	Retirement Plan	Low Health Care Costs	Low Health Care Costs	Type of Work
#4	Low Health Care Costs	Bonus/ Incentive	Bonus/ Incentive	Bonus/ Incentive
#5	Bonus/ Incentive	Paid Time Off	Paid Time Off	Low Health Care Costs
#6	Flexible Schedule	Flexible Schedule	Type of Work	Working for a Respectable Organization

GENERATION GAP

Younger US employees are strongly driving the "happy but leaving" trend. They are more positive about many aspects of work and the employment deal — sometimes by a wide margin — but also more likely to be considering an exit.



Source: Mercer's 2015 Inside Employees' Minds™ Survey

PROUD AND COMMITTED, BUT STILL LEAVING

68%

of US employees ages 18–34 are proud to work for their organization, compared to **63%** of all employees.

62%

of US employees ages 18–34 feel a strong sense of commitment to their organization, compared to **57%** of all employees.

Source: Mercer's 2015 Inside Employees' Minds™ Survey

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