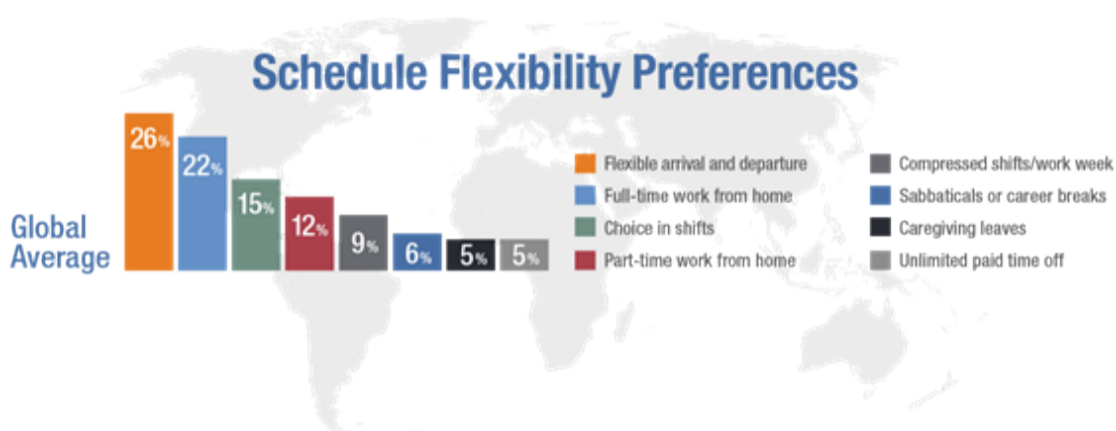


Flexibility Goes Beyond Working Hours

There is an ongoing debate about the changing nature of candidate expectations, from due diligence on the employer and Corporate Social Responsibility efforts to understanding how ‘meaningful’ a job is. And of course, salary transparency and modern-day benefits matter. Whether or not the office is equipped with a swimming pool or a slide between floors is a nice-to-know and nice-to-have, but there is one in particular candidate demand that is definitely on the rise – more schedule flexibility.



These expectations have immediate implications for hiring organizations, but also impact everyone in the recruitment industry. And while there are hard limits, such as the budget salary for a position, organizations need to begin taking action now. They need to look at areas they can adjust to keep their current employees happy and attract new talent. Increasing efforts around employer branding, for example, is a foundational must, but what about tackling workplace flexibility as a talent management policy?

According to our latest [Global Candidate Preferences research](#), nearly 40% of global candidates report that schedule flexibility is now among the top three factors they consider when making a career decision. And 66% of candidates do not believe they need to be sitting at a desk to get their work done. Schedule flexibility preferences can no longer be ignored and organizations seeking to recruit and retain the world’s top talent must effectively respond to candidate interests.



ManpowerGroup Solutions offers immediate steps and long-term strategies for employers, recruiters and hiring managers to meet the demand for flexibility in the latest Global Candidate Preferences insights report:

[Work, for Me.](#)

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