

## Factoids from the workplace and beyond

COMPILED BY JOHN KADOR



**1st**

Rank of complaints about office temperature among all facility complaints, including noise, odors and limited space. Office workers tend to complain about being too cold while employees at educational facilities, call centers or industrial sites say it's too warm. The number of complaints about it being too cold or too hot throughout a year usually runs 50-50, but most of the complaints facility managers receive occur in the winter (34 percent) and summer (29 percent).

International Facility Management Association

**2.8**

Number of hours a day the average employee worries about personal job concerns such as layoffs.

Lynn Taylor Consulting

**19%**

Percent of newly hired employees who achieve "unequivocal success" within 18 months of hire.

Leadership IQ

**65%**

Percent of senior executives "highly" or "very highly" concerned that high-potential talent and leadership will leave once the economy turns (52 percent of 319 surveyed executives predict an increase in voluntary turnover at their companies once the recession ends, four times the number expecting a decrease).

Deloitte, Forbes Insights



**11%**

Percent by which female MBAs, when asked to rate their own leadership qualities and then predict how their supervisors would rate them, underestimated the actual performance ratings of their supervisors. By contrast, men overestimated the scores their bosses gave them by 0.5 percent.

Prof. Scott Taylor, University of New Mexico

**15%**

Percent of U.S. adults who do not have a high-school diploma. In some states (e.g., Washington, Minnesota, Wisconsin, Vermont) 85 percent to 90 percent of the workforce has a degree. In other states (e.g., Ohio, Missouri, Arizona, and Florida), 80 percent to 85 percent has one. In others (e.g., California, Texas, Alabama, Georgia, and North and South Carolina) 75 percent to 80 percent has one.

American Council on Education

**28%**

Percentage of firms that have bolstered employee-training initiatives despite the recession. About one-fourth of companies have cut back on professional-development programs in the past year. The survey is based on telephone interviews with 150 senior executives from the nation's 1,000 largest companies.

Accountemps



**54%**

Percent of HR executives who consider employee engagement the biggest challenge that companies face after job-cut announcements. The next biggest challenge, selected by 23 percent, is easing anxiety over the possibility of additional layoffs. Only 15 percent of HR executives said they consider the primary challenge to be ensuring that the quality and quantity of output remains consistent, despite having few employees.

Challenger, Gray & Christmas Inc.

**39**

Of 672 companies (the combined *Fortune* 500 and S&P 500), the number that have added new CEOs in the first six months of 2009.

Crist | Kolder Associates

**\$5.7 billion**

Sum of the compensation of all CEOs of the 500 largest companies in the United States in 2008. The average compensation per CEO was \$11.4 million. Expressed as a percentage of total profits of their companies, the average CEO compensation package was 3 percent.

Forbes

**49%**

Percent of companies that apply their global HR strategies to all of their operating regions—not just their primary location. Of the companies in North America, Latin America, Asia-Pacific and Europe surveyed, 30 percent describe their HR organization design as global compared to 15 percent of companies that describe it as global.

Hewitt Associates



**82**

Based on a scale of 1 to 100, the level of organizational confidence reported by employees in India, the country with the highest level of confidence. The level of organizational confidence for the United States is 74. Japan, the country at the very bottom of the scale, comes in at 48.

Kenexa, Wayne