

SUJET	BTS Comptabilité et Gestion	SESSION 2018
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Sujet n° 8

## 5 Reasons Achieving Work-Life Balance Is Harder Than Ever

Trying to balance work and home life is getting harder for many workers, new research finds nearly 25 percent of U.S. workers say finding enough time for their work and personal lives has gotten more difficult over the last five years, according to a study from EY.<sup>i</sup>

Employees point to a variety of reasons for their poor work-life balance, including: having salaries that haven't increased much, but expenses that have increased, responsibilities at work, working longer hours, increased responsibilities at home and having children.

The study revealed that about 50 percent of millennials and Gen X employees have seen their responsibilities increase at work over the last five years, while more than 40 percent said they have seen their obligations at home increase at the same time.

Millennials are the most likely generation to sacrifice their professional success for an improved work-life balance. Specifically, millennials are more willingly than their older counterparts to change jobs or careers, give up an opportunity for a promotion or move their family to another location to better manage their work and family lives. In addition, they're also more likely to take a pay cut in exchange for more work flexibility.

Having a flexible work structure is important for the majority of employees globally, regardless of age. Nearly 66 percent of those surveyed said after competitive pay and benefits, being able to work flexibly and still be on track for promotions and work with colleagues, including their boss, who support their efforts to work flexibly, are what they want most out of their jobs. Other perks full-time employees seek are working flexibly informally when needed, receiving paid parental leave and not working excessive overtime.

*Businessnewsdaily.com, May 6, 2015*

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<sup>i</sup> EY: a provider of assurance, tax, transaction and advisory services.