The Hidden Costs of Employee Absences in a Multigenerational Workforce

Managing absences has become increasingly complex and costly. With more generations in the workforce than ever before—and more diverse attitudes to technology—you need to know your workforce and provide a solution that meets their unique expectations.

Introducing your 2020 workforce

<table>
<thead>
<tr>
<th>Generation</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Traditionalists</td>
<td>1%</td>
</tr>
<tr>
<td>Baby Boomers</td>
<td>22%</td>
</tr>
<tr>
<td>Gen X</td>
<td>20%</td>
</tr>
<tr>
<td>Gen Y</td>
<td>50%</td>
</tr>
<tr>
<td>Gen Z</td>
<td>7%</td>
</tr>
</tbody>
</table>

In 2020, five generations will be working together!

The generations feel differently about time away from work

TRADITIONALISTS
I work hard for a paycheck. The company pays me to be at work, and it is my duty to be there.

BABY BOOMERS
I work around the clock. Feedback is meaningless without a title or pay increase.

GEN X
What is this work/life balance that everyone talks about?

GEN Y
My work must make a difference and support work/life balance.

GEN Z
My work must make a difference and support work/life balance.

The generations feel differently about time away from work

HALF of which will be Generation Y.

Mismanaged absences make major financial impact

<table>
<thead>
<tr>
<th>Cost</th>
<th>Percentage of Payroll</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct and indirect costs</td>
<td>34.2%</td>
</tr>
<tr>
<td>Salaried employee costs</td>
<td>$3,600 per year</td>
</tr>
<tr>
<td>Hourly employee costs</td>
<td>$2,650 per year</td>
</tr>
</tbody>
</table>

Lost productivity

Increased overtime and hours paid

Culture of entitlement

Morale issues and employee disengagement

Resentment and conflict among employees

Higher workload for employees who are at work

Burnout, stress and attrition for employees actually working

Burden for managers to fill the gaps

Ongoing disciplinary problems

Conflicts with managers

And the list goes on…

Modern, easy-to-use technology that helps you bridge the generational gap is the answer.

Additional References

3. https://www.bls.gov/cps/cpsaat47.htm

Modern, easy-to-use technology helps you bridge the generational gap in the workplace.

Experience the impact of SumTotal® Absence Management.