

# GENERATIONAL DIVIDE



## WHO VALUES WHAT

While Canadian 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.

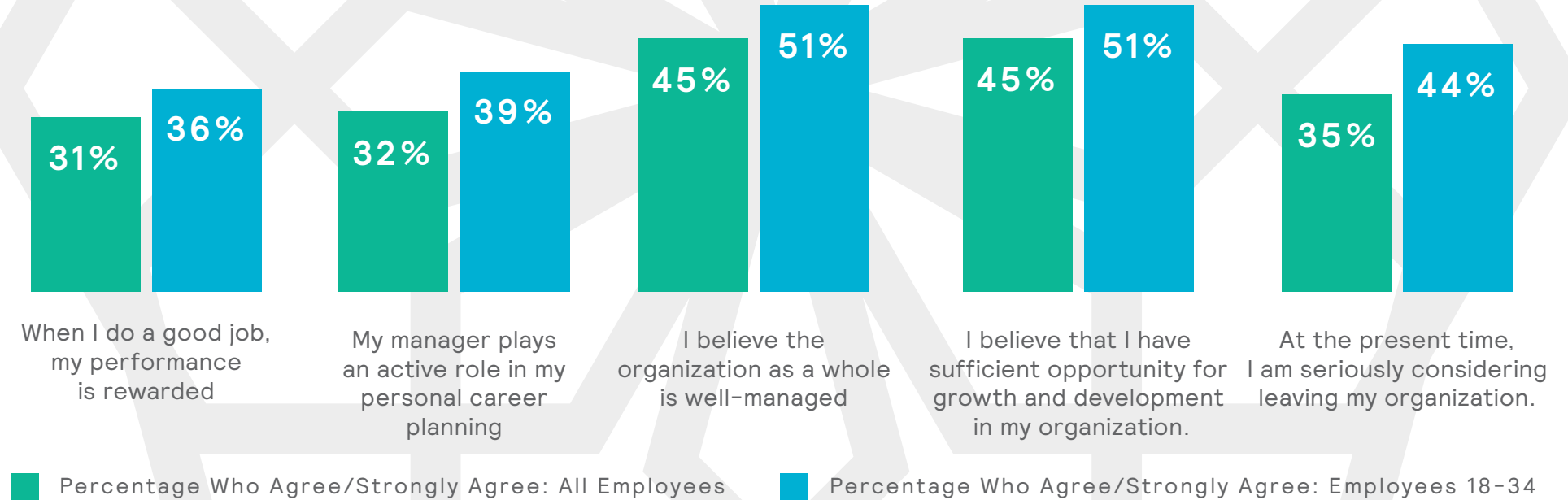
Source: Mercer's 2015 Inside Employees' Minds™ Survey

Most Valued 'Deal' Elements – by Age

	18-34	35-49	50+
#1	Base Pay	Base Pay	Base Pay
#2	Career Opportunities	Retirement Plan	Retirement Plan
#3	Health Care Coverage	Health Care Coverage	Health Care Coverage
#4	Flexible Schedule	Paid Time Off	Paid Time Off
#5	Retirement Plan	Flexible Schedule	Type of Work
#6	Paid Time Off	Incentive Pay	Flexible Schedule

## GENERATION GAP

Younger Canadian employees are strongly driving the "happy but leaving" trend. They are more positive about many aspects of work and the employment deal – but also more likely to be considering an exit.



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

## MOSTLY PROUD, SOMEWHAT LESS COMMITTED

# 62%

of Canadian employees ages 18-34 are proud to work for their organization.

# 55%

of Canadian employees ages 18-34 feel a strong sense of commitment to their organization.

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