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Session: 1 – 1B

Topic: Timely Insights into the Evolution of Worker Pay & Talent Management

Topic Summary:

A new study from ADP Research Institute® focused on employee and employer perceptions and attitudes about traditional and emerging pay methods to address some of their biggest human capital management concerns.

In a highly competitive environment for recruiting top talent, ADP Research Institute's study suggests that both employees and employers agree that offering alternative payment methods would provide a competitive edge. Over 60% of employees indicated that off-cycle pay options would make a difference when considering a job offer. Likewise, 73% of employers surveyed indicated they need to customize payment options to compete in the war for talent.

recruitment, the study touches on emerging trends in employee retention and financial wellness, the impact of the gig economy and 1099 employees, and the evolving attitudes of Millennials and next gen workers.

What You Will Learn / Learning Outcomes

1. Driving forces shaping the future of work—and the future of pay
2. How offering alternative pay methods can impact recruitment, retention and employee wellness.
3. Why security, speed, and flexibility are the key elements of pay
4. Employer/employee disconnects in attitudes about pay and what employers should know.
5. How to anticipate and address the pay needs of 1099 and gig economy workers.