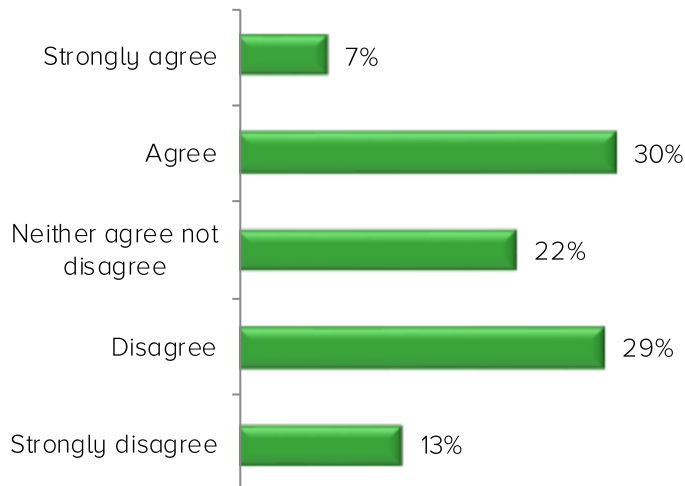


# SHRM Research Spotlight: Employee Financial Stress

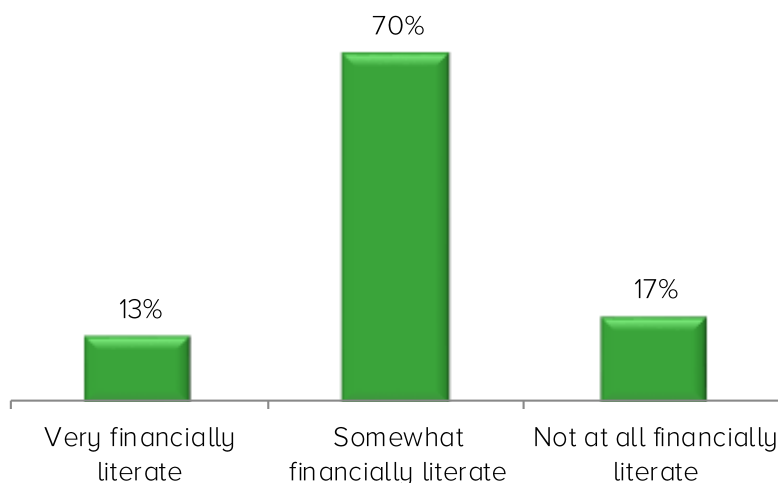
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In the past 12 months, employees have missed work because of a financial emergency



Note: n = 352. Respondents who answered “don’t know” were excluded from this analysis. Percentages do not equal 100% due to rounding.

Employees’ overall financial literacy

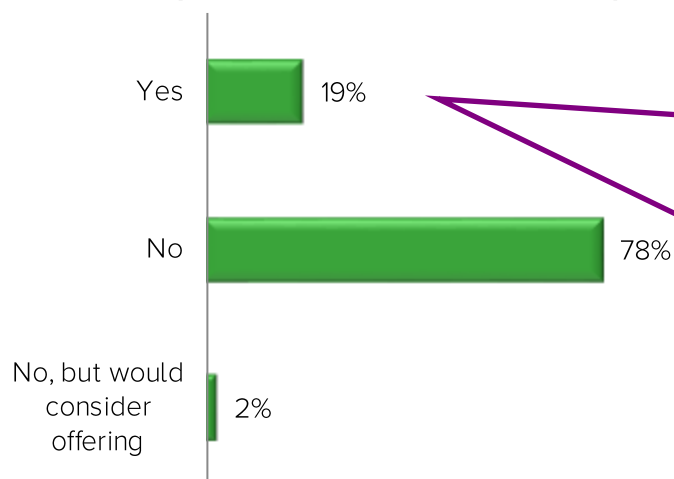


Note: n = 391. Respondents who answered “don’t know” were excluded from this analysis.

## Key Findings

- Employees’ financial circumstances may be affecting employee absenteeism in organizations. Nearly two-fifths of HR professionals strongly agree or agree that employees have missed work due to a financial emergency in the past 12 months.
- Seven out of 10 HR professionals believe that employees at their organization are “somewhat financially literate.” While most HR professionals report their organization’s employees as being “somewhat financially literate,” 13% viewed their employees as “very financially literate.”
- Nearly one-fifth of organizations offer employees loan products from third-party providers. Of those who offer the benefit, 73% report a positive impact on their employees’ ability to manage financial difficulties.
- The majority of financial benefits organizations provide focus on retirement and investing. Eighty-one percent of organizations offer retirement planning and consultation, and 42% of organizations offer financial literacy training for investing. One-quarter of organizations provide training for basic budgeting.

### Do organizations offer employees third-party provider loan products?

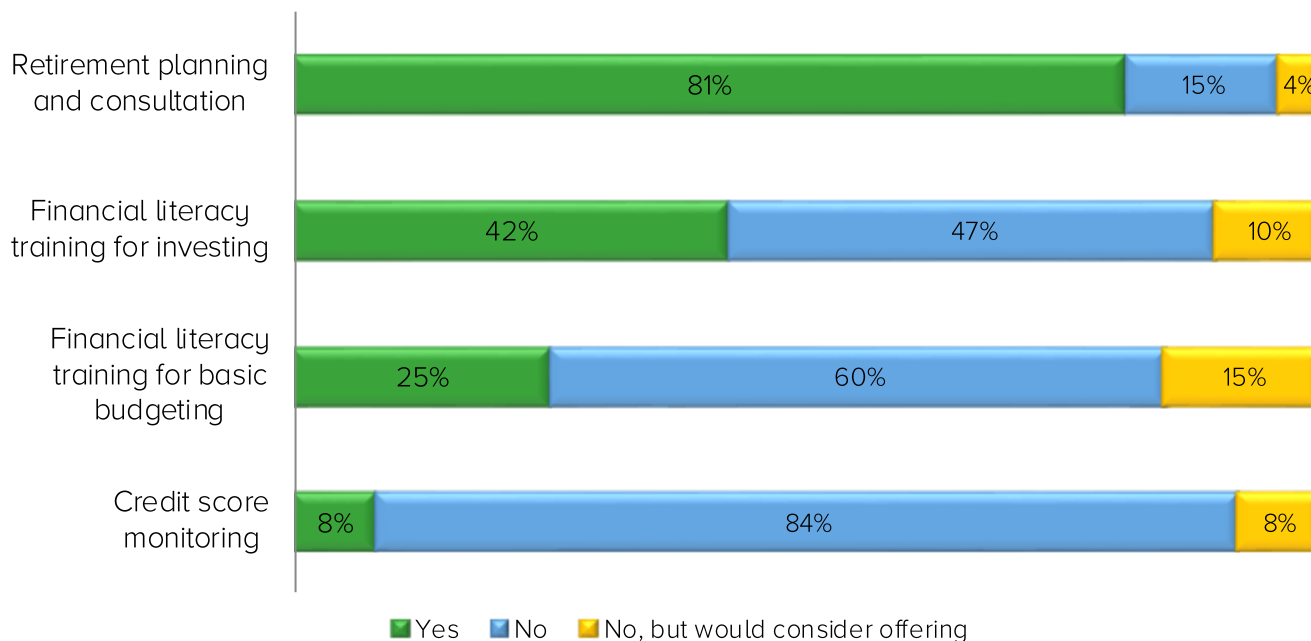


Of the organizations that currently offer their employees loan product(s) from a third-party provider, **73%** indicated that the benefit has a **positive impact** on employees' overall ability to manage their financial difficulties.

*Note: n = 59. Respondents who answered "don't know" were excluded from this analysis.*

*Note: n = 406. Respondents who answered "don't know" were excluded from this analysis. Percentages do not equal 100% due to rounding.*

### What types of financial services do organizations offer?



*Note: n = 398-405. Respondents who answered "don't know" were excluded from this analysis. Percentages may not equal 100% due to rounding.*

**Methodology:** A sample of HR professionals was randomly selected from SHRM's membership database, which included approximately 275,000 individual members at the time the survey was conducted. Overall, 419 responses were received, yielding a response rate of 14%. The margin of error is +/- 5%. Data were collected in May and June of 2014.

The 2014 Employee Financial Stress survey, which was commissioned by Elevate, is a collaboration between the Society of Human Resource Management and Elevate. The complete findings are available at <http://www.shrm.org/Research/SurveyFindings/Articles/Pages/2014-Employee-Financial-Stress.aspx>.