WHY DO SMALL BUSINESSES SUPPORT THE WORK-FAMILY CONCERNS OF THEIR EMPLOYEES?

“Small businesses have long had the reputation for helping employees manage work and family demands because they are smaller, more flexible, and less bureaucratic. Leaders of small businesses tend to know their employees (and their families) on a more personal basis and intentionally work to build environments that have a ‘family-friendly feel.’ The leaders of our Top Small Workplaces, which we recognize every year in partnership with The Wall Street Journal, understand that helping employees achieve balanced and healthy lifestyles makes good business sense as these types of work cultures realize a decrease in workplace stress, absenteeism, and sick days and a reduction in insurance premiums.”

— Diane Stoneman, Director of Consulting & Training, Winning Workplaces

WHAT IS A SMALL BUSINESS?

While there is no single definition of what constitutes a small business, a standard definition is one having fewer than 100 employees. A small business is also defined as: (1) an organization that is small in relation to the potential market size, (2) managed by its owners, and (3) not part of a larger organization (BNET Business Directory, n.d.).

What more STATISTICS or the full references for above statistics?
http://wfnetwork.bc.edu/topic_extended.php?id=43&type=6&area=All

DID YOU KNOW?

▪ Approximately 80% of U.S. businesses have fewer than 20 employees (U.S. Census Bureau, 2006).

▪ Employees in small firms with 50 to 99 employees are more likely (64%) than employees of large companies with 1,000 or more employees (47%) to report that their “supervisors are encouraged to be supportive of employees with family needs by finding solutions that work for both employees and the organization” (Galinsky, Bond, & Sakai with Kim & Giuntoli, 2008).

▪ There is no statistically significant difference in the flexibility and supportiveness of small (50 to 99 employees) and large (more than 1,000 employees) employers (Galinsky, Bond, & Sakai with Kim & Giuntoli, 2008).

Want more STATISTICS or the full references for above statistics?
http://wfnetwork.bc.edu/topic_extended.php?id=43&type=1&area=All

ADVANTAGES OF WORK-FAMILY INITIATIVES FOR SMALL BUSINESSES?

▪ Improve retention and reduce turnover
▪ Increase productivity and commitment
▪ Reduce stress and health-care costs
▪ Decrease absenteeism and presenteeism
▪ Customize to the needs of current employees

CHALLENGES OF WORK-FAMILY INITIATIVES FOR SMALL BUSINESSES

▪ Costs for development and implementation, although there are low- or no-cost options
▪ Coverage and staffing issues
▪ Staff time needed to manage efforts

SITES WITH MORE INFORMATION

▪ Families and Work Institute: http://www.familiesandwork.org
▪ U.S. Small Business Administration, Office of Advocacy: http://www.sba.gov/advo/research/

Want LINKS to more SITES?
http://wfnetwork.bc.edu/topic_extended.php?id=43&type=2&linktype=other&area=All

RECOMMENDED READING


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