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Project Summary

Recruiting and retaining the best employees is key in giving every company a competitive edge in today's economy. Companies often invest heavily in the development of programs and policies that help employees better manage their work and family commitments in an effort to attract and keep key talent. I am conducting a study exploring the work-family balance of male employees. The study will explore organizational culture, managerial support and employees' perception of both as it relates to specific policies (e.g., parental leave).

What I am asking for?

I am seeking permission to distribute surveys to a selection of managers and male employees in several large Manitoba organizations. These surveys do not need to be completed during work hours, take about 10-15 minutes to complete, and will be returned directly to the researcher.

What is in it for the company?

Involvement in my project would result in valuable feedback for your organization on a variety of topics relating to employees, satisfaction, management and organizational culture. For example, answers to the following questions can be provided once analysis is complete:

- Do managers and employees perceive the company as supportive?
- Are your male employees or managers stressed? Experiencing work to family conflict or family to work conflict?
- Do employees or managers perceive the company as family-friendly & father-friendly?
- Does length of employment or hours worked per week impact employees' perceptions of the company, their manager or their work/family balance?
- What are your employees' perceptions of both the company and their managers?
- Are the managers' attitudes accurately reflecting your company policy?
- Are employees' perceptions of managers & the organization in line with your desired corporate culture?
- Do managers approve of parental leave use and do male employees' perception match the managers attitudes?

Deliverable

Upon the completion of the study, feedback for your organization can come in a variety of forms: executive summary, formal report or training. As an experienced instructor and workshop facilitator, I can offer a 3-hour workshop to managers and/or employees if the results of the study indicate a need for further training or information in a specific area.

Confidentiality

Please know that the information collected in the study is confidential and neither the organization or the employees will be identified in any reports resulting from this project. This project has been evaluated and approved by the University of Manitoba Ethics Board and a copy of this approval will be provided.