

The Keys

to understanding today's tech pros

The logo for Dice, featuring the word "Dice" in a bold, italicized, white sans-serif font with a registered trademark symbol (®) to its upper right. The text is centered within a red rounded rectangular shape that has a small notch on its left side.

Dice[®]

www.dice.com

where tech professionals are **SATISFIED**

In some of the key areas that contribute to people's happiness outside of work, tech professionals across the U.S. are largely satisfied. This satisfaction includes their current housing situations, their commutes, and local schools.



HAPPY WITH WHERE THEY LIVE

58% of tech pros are **extremely happy** or **very happy** with the area where they live

An additional 33% are at least **somewhat happy**



CONTENT WITH HOUSING

Only 34% of tech employees claim the cost of housing is too expensive where they live

41% of tech employees said their **home is the size they want/need**



SATISFIED WITH THE COMMUTE

49% of tech employees say they're **fine** with the length of their commute



PLEASED WITH SCHOOL SYSTEMS

59% of tech employees view the schools where they live as **excellent** or **good**

INTRODUCTION

Much has been said in recent months about tech professionals and their level of dissatisfaction with their current work environment. It has brought to the forefront issues like cultural fit, work-life balance, and professional recognition.

Today's businesses know that dissatisfied employees often lead to increased turnover, which is a costly problem for companies with tech departments in particular, and preventing that turnover remains a priority for companies across the country. But in order to prevent turnover, companies must understand where their employees are satisfied and what sources of frustration are driving them to leave.

With that being said, Dice recently set out to find where technology professionals across the U.S. are satisfied with their lives and where they're unsatisfied, and what effect these attitudes are having on the tech industry as a whole.

Dice surveyed over 1,600 technology professionals in the U.S. during the month of September to gauge their satisfaction in key areas of their lives, such as housing, commuting, schools, career and work-life balance.

The Dice logo, featuring the word "Dice" in a white, italicized, sans-serif font with a registered trademark symbol (®) to the upper right, set against a red background.

THE ALLURE OF THE TECH HUB

So where are the sources of stress coming from in the tech industry? Our research found that while the allure of jobs and higher pay may be drawing professionals to major tech cities, these tech hubs also come with their share of added stress.



LIMITED HOUSING

Only 12% of tech employees in major tech cities **think there's enough housing available**, vs. 23% of tech employees in non-major tech cities

46% of tech employees in major tech cities say **housing is too expensive in their area**, but only 20% of tech employees in non-major tech cities feel the same



As a result, **20%** of those in major tech cities **rent** because it's too expensive to buy



TRAFFIC & TRANSIT

48% of tech employees in major tech cities say they deal with **too much traffic/congestion** on their commute, while only 32% of tech professionals in non-major tech cities said the same

Nationally, **only 8%** of tech professionals feel that their city offers enough mass transit options, with **only 2%** saying there are plenty of carpool options

WHAT THIS MEANS FOR EMPLOYERS

Companies can do very little to mitigate the challenges of traffic congestion or the cost of living in major tech cities, but they can do a lot to combat how these challenges affect their employees, and more importantly, their employees' work satisfaction.

Factoring in the cost of living to employees' compensation packages conveys to employees that not only do employers understand the frustrations that they face, but they're willing to go the extra mile to help them address those challenges. Competitive salaries, bonuses, paid-for or on-site childcare speak volumes to professionals who are concerned with the climbing cost of living.

Offering commuter incentives is also an effective means of mitigating employee frustrations with traffic and road congestion. Commuter reimbursement plans and corporate shuttles are among the methods that companies are employing in order to offset commuting frustrations.

Dice[®]

tech industry TURNOVER

Job turnover in the tech industry may continue to be a costly problem for employers as the demand for top tech talent continues to grow, and tech pros are showing that they're likely to leave their employers and even their cities for a new opportunity.



CHANGE CITIES

50% of tech employees say they would **move to another city** for a new job



MOVE TO A NEW STATE

52% of tech employees would **move to a different state or region** for a new job



HIGHER PAY

The trend towards job turnover escalates with the prospect of increased salary.

59% of tech employees would move to another city for a **higher paying job**

WHAT THIS MEANS FOR EMPLOYERS

As technology companies build upon their technology capabilities, the need for strong tech talent has continued to grow. This increased demand for talent has created higher competition for tech talent. Today's tech pros also know that they're in demand, which only adds to concerns over turnover rates in the tech industry.

Attrition is an expensive problem for companies across the U.S., but this is particularly true for the tech industry. A PayScale survey found that employee turnover rate among Fortune 500 companies is greatest in the tech industry.¹ One reason for this is that tech companies are continually looking for young, fresh talent, and as a result, hire a number of millennials to fill positions. This poses an immediate problem, however, since millennials have been found to leave their jobs to switch positions more often.

But even outside of the millennial professionals, PayScale also found that the average job tenure for all employees today is 3.68 years — a stark difference from previous decades. The tech industry continues to grow, and as a result, tech professionals are confident in their demand in the market.

This is why a renewed focus on employee retention will have a significant impact on companies' ability to not only attract top talent, but also affect their bottom line. This focus requires that employers look not only at their tech professionals' professional growth and satisfaction, but also at their personal happiness.

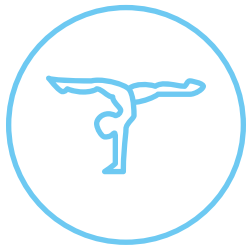


Dice[®]

¹ PayScale, Companies With the Most & Least Loyal Employees

THE WORK-LIFE BALANCE STRUGGLE

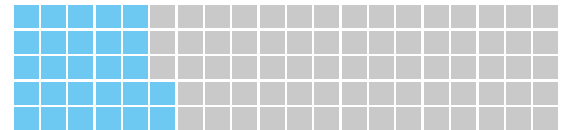
Another source of frustration for many of today's technology professionals is a desire for a greater work-life balance which is cited as a top priority for nearly all employees in the tech industry according to Dice research. Nearly half of tech employees today are growing increasingly frustrated with a lack of a work/life balance.



FINDING BALANCE

Only 5% of tech employees said that **work-life balance was NOT a top priority** for them

Nearly half (45%) of tech employees say they **want more of a work-life balance**, but that their current job doesn't allow it



Over a quarter (27%) of today's tech professionals say that a **work-life balance in the tech industry is a myth**

WHAT THIS MEANS FOR EMPLOYERS

Work-life balance should be a key area of focus for employers to mitigate turnover. But still, research independent from Dice shows there's a gap between employer's view of work-life balance and the way professionals are feeling. Research found that 67% of HR professionals think their employees have a balanced work life, and not surprisingly, 75% of employees ranked work-life balance as one of the top benefits that they desire.² But still, Dice's research found that almost half of employees (45%) say their job doesn't allow them to have a work-life balance, and over a quarter (27%) think that it's a myth in the tech industry and just not possible.

Creating a work-life balance for employees is one of the key areas where companies can make a concerted effort to show their employees that they understand their personal frustrations and are willing to partner with them to alleviate those frustrations. Offering flexible schedules and telecommuting options are two of the most common ways that companies are embracing workplace flexibility and boosting not only employee productivity, but employee loyalty as well.

Dice[®]

² [Workplace Trends, The 2015 Workplace Flexibility Study](#)

CONCLUSION

2015 saw a number of stories that painted a picture of an increasingly unhappy tech workforce, and a closer look starts to show some key areas where tech professionals are frustrated and where they want to have greater options and flexibility even if tech pros are satisfied overall with other areas of their life.

The cost of housing, the stress of commuting, and an elusive work-life balance are hardly new problems facing today's workforce. Couple these frustrations with an employee base that's more prone to job turnover, and it quickly becomes apparent that companies can't afford to be dismissive of these concerns.

The companies that work side by side with their tech professionals to address these challenges will see greater retention, and ultimately, a more engaged tech department.

METHODOLOGY

Dice surveyed more than 1,600 tech professionals in the United States through an online survey in September 2015. Responses collected from respondents were voluntary, anonymous and presented in aggregate.

The Dice logo is displayed in white, bold, italicized text with a registered trademark symbol (®) to the upper right of the word "Dice". It is set against a red, rounded rectangular background that has a speech bubble-like shape on its left side.

www.dice.com