

IESE Family Responsible Employer Index

IFREI Study Poland 2018

#IESEWork4Balance
#IESEFamily4Balance
#IFREIStudy



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01 Introduction to the IFREI

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In 1999 the **International Center for Work and Family (ICWF)** at IESE created the **IFREI (IESE Family Responsible Employer Index)** Study

IFREI:

It measures the Corporate Family Responsibility (CFR) and its impact on people, society and companies



¿What is the the Corporate Family Responsibility (CFR)?

The leadership, culture and policies that facilitate the integration between work, family, and personal life.



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Three dimensions of the CFR

Formal policies

Design measures and
make them available to
employees

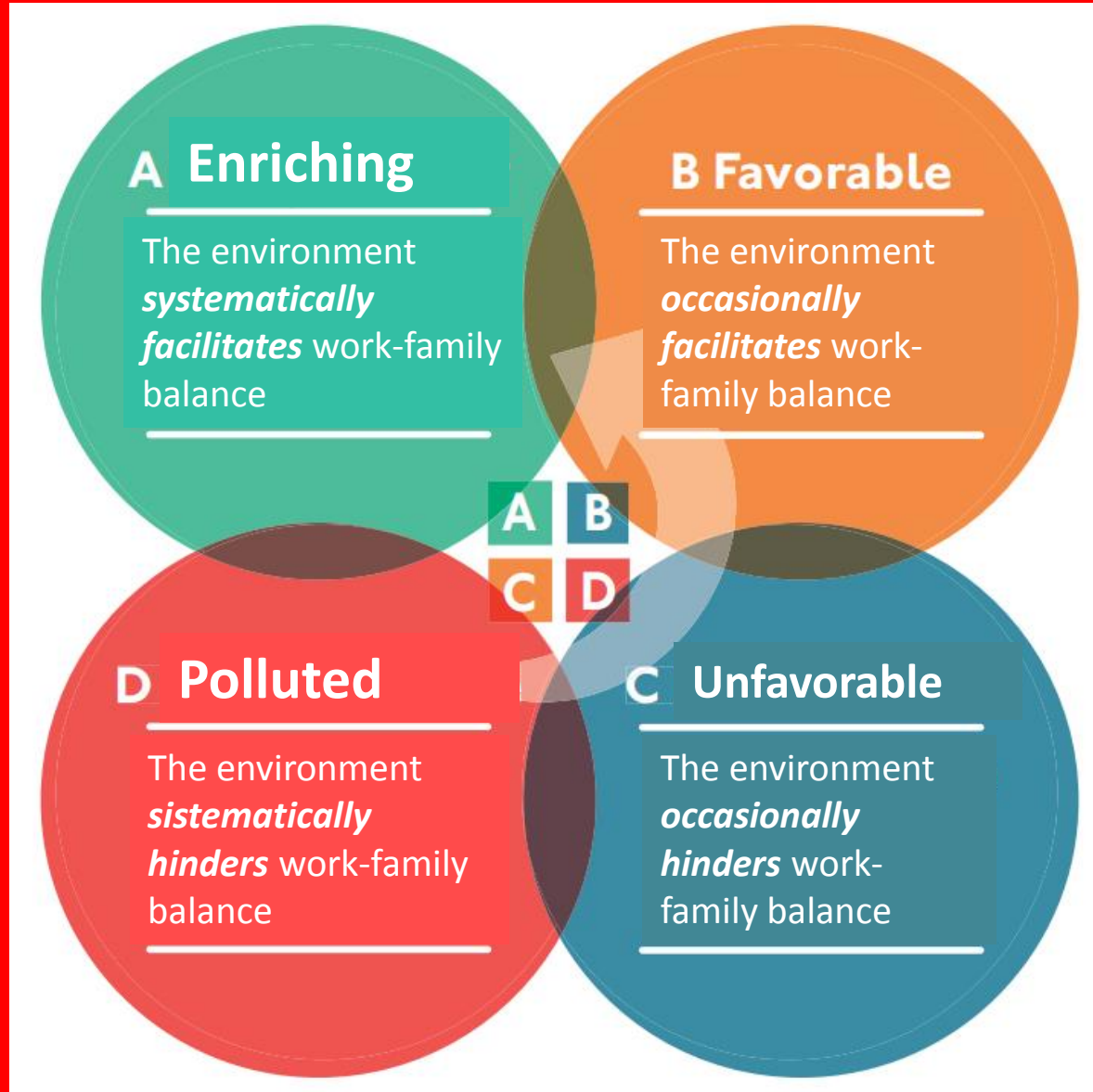


**Supporvisor's
support**

**Corporate
culture**

**Guarantee its effective
application**

Work Environments



The policies,
leadership and culture
that determine the
work environment of
an employee

Impact of the CFR

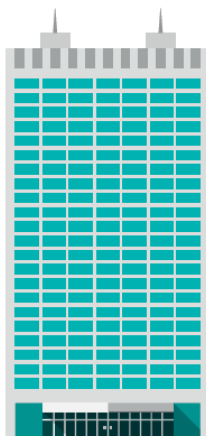


PEOPLE

An enriching or favorable environment facilitates to attain a better quality of life, better health and feels respected and

appreciated by the company and those who represent him/her.

The quality of life of employees will influence organizational outcomes.



COMPANY

Employees with good health, committed to the Company who feel appreciated, are more capable and having a greater desire to facilitate the

achievement of the business mission. **Clients, providers and owners all benefit from a healthy environment.**

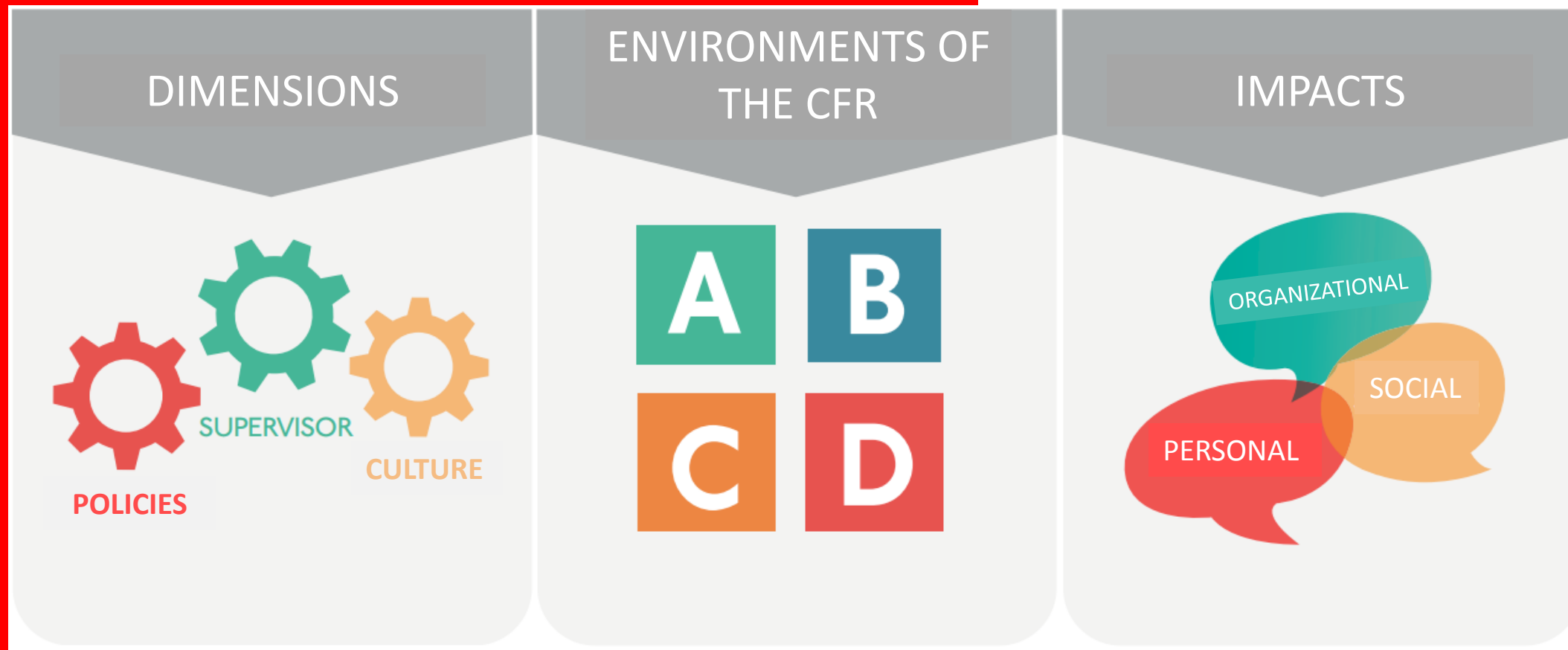


SOCIETY

Healthy people feel respected and appreciated by their organizations and by those present them.

Happier employees make better citizens.

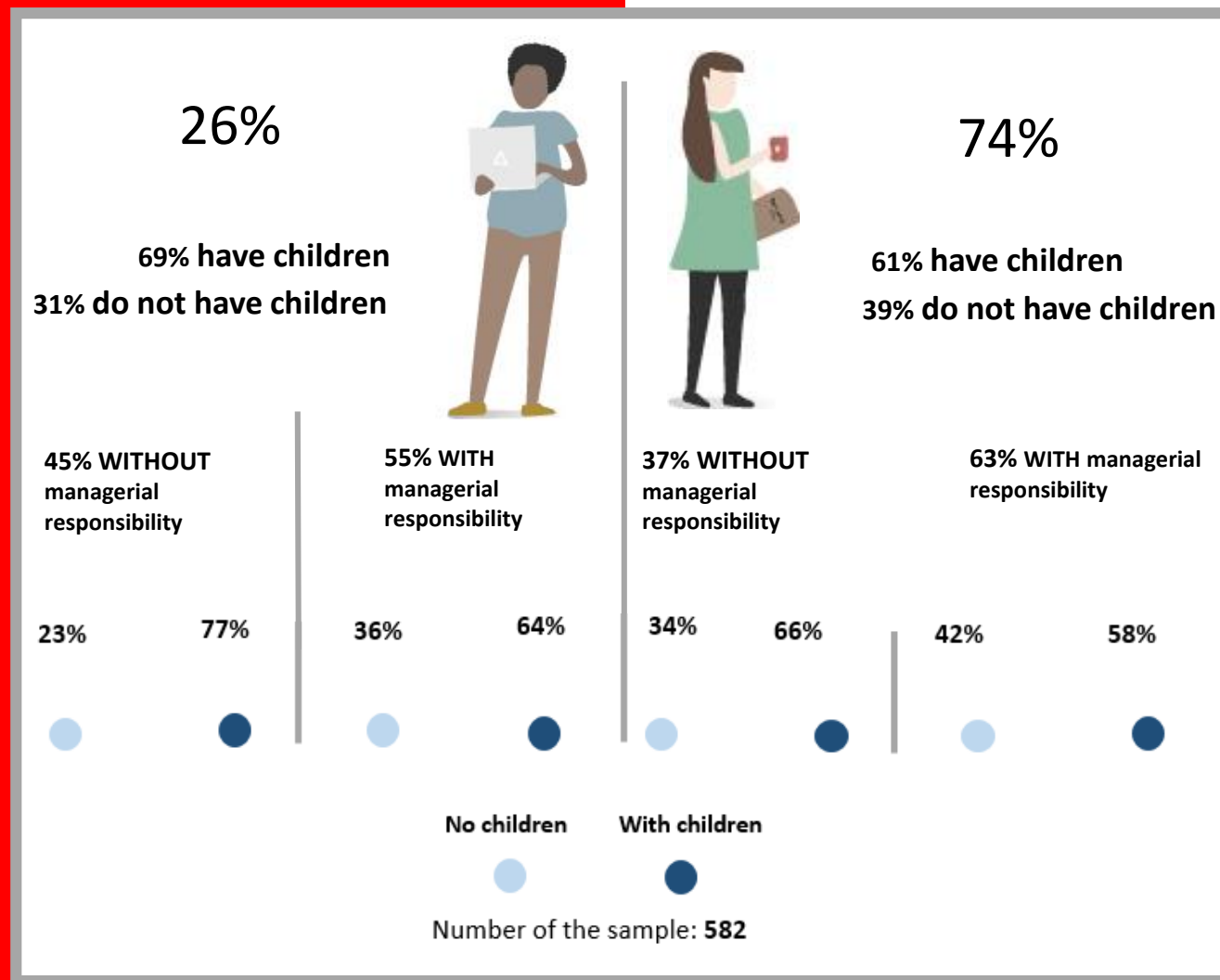
Desglose de la dinámica



Sample of the study



Sample of the study



01 Introduction to the IFREI

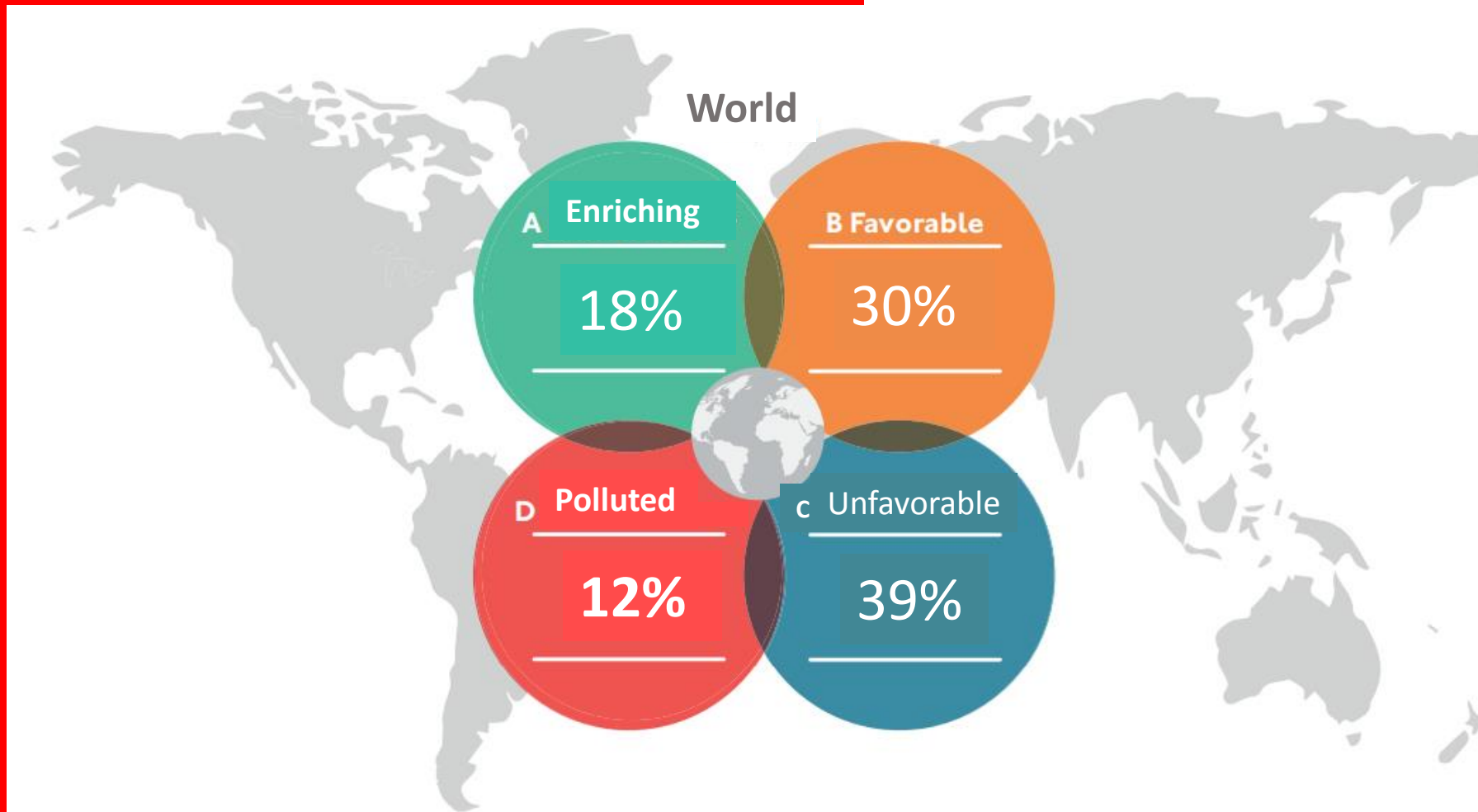
02 Methodology of the study

03 IFREI results for Poland and the world

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Environment results:

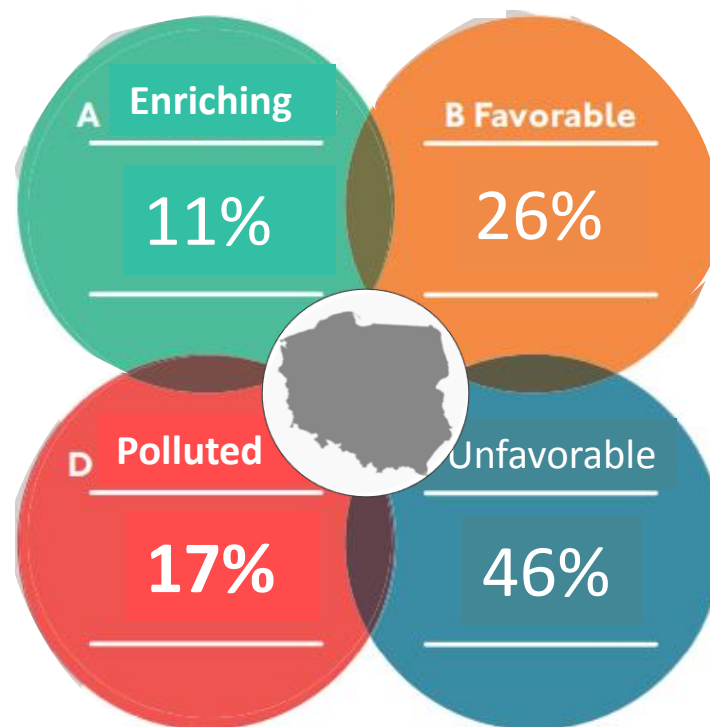
Depending on the results obtained in the three analyzed dimensions



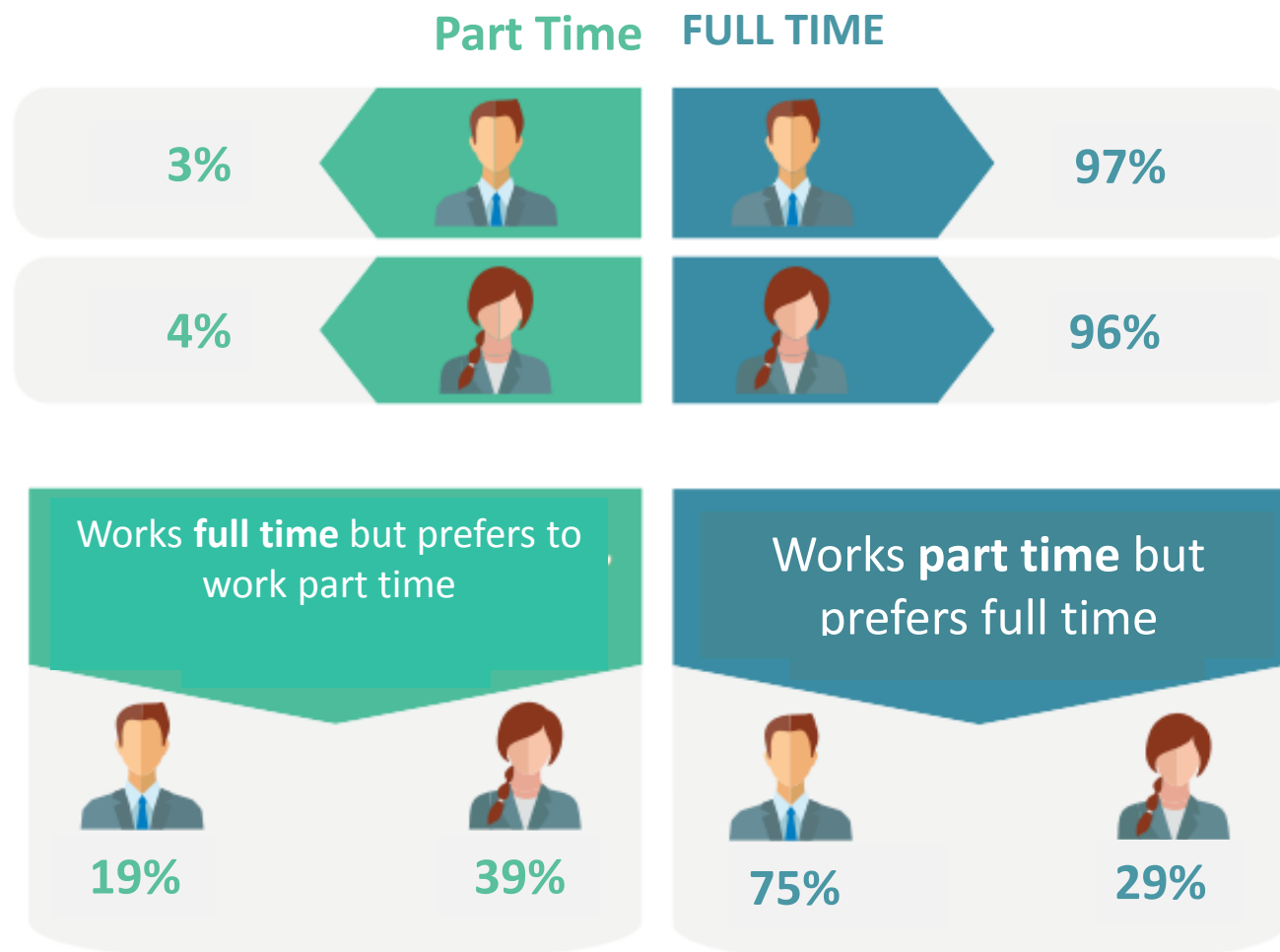
Environment results:

Depending on the results obtained in the three analyzed dimensions

Poland

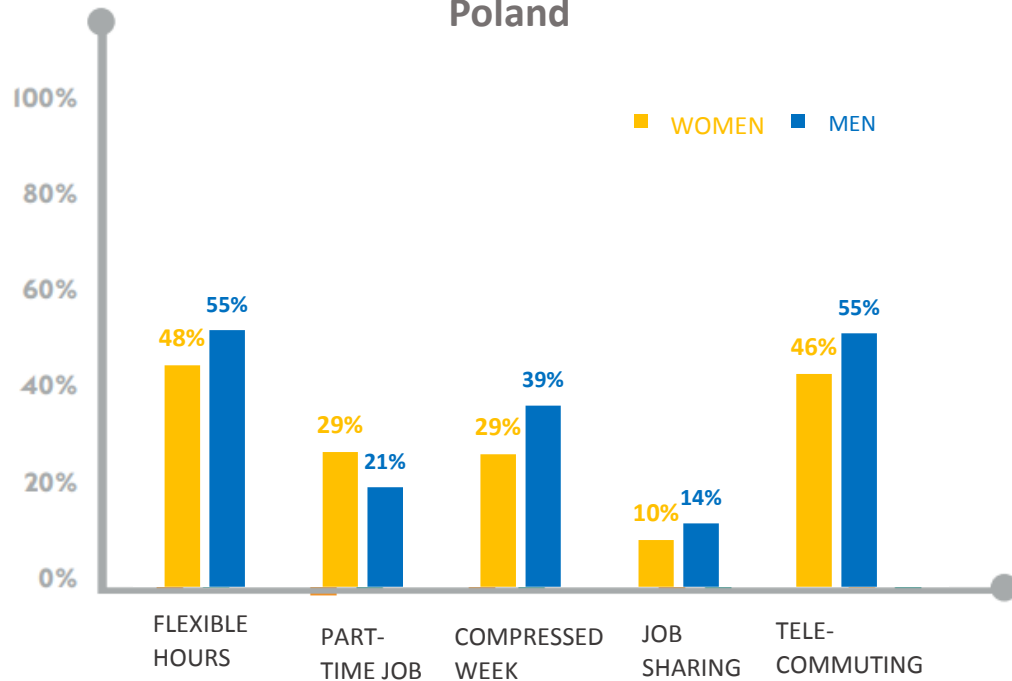


Dimension CFR: Policies

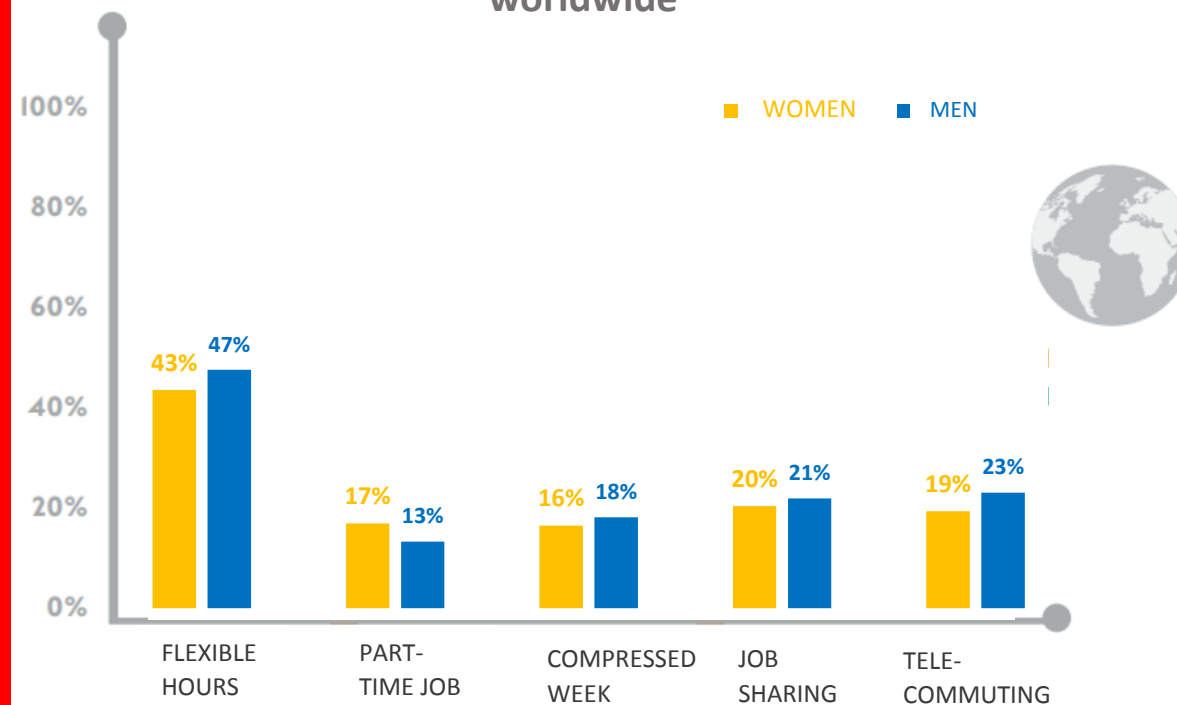


Dimension CFR: Policies

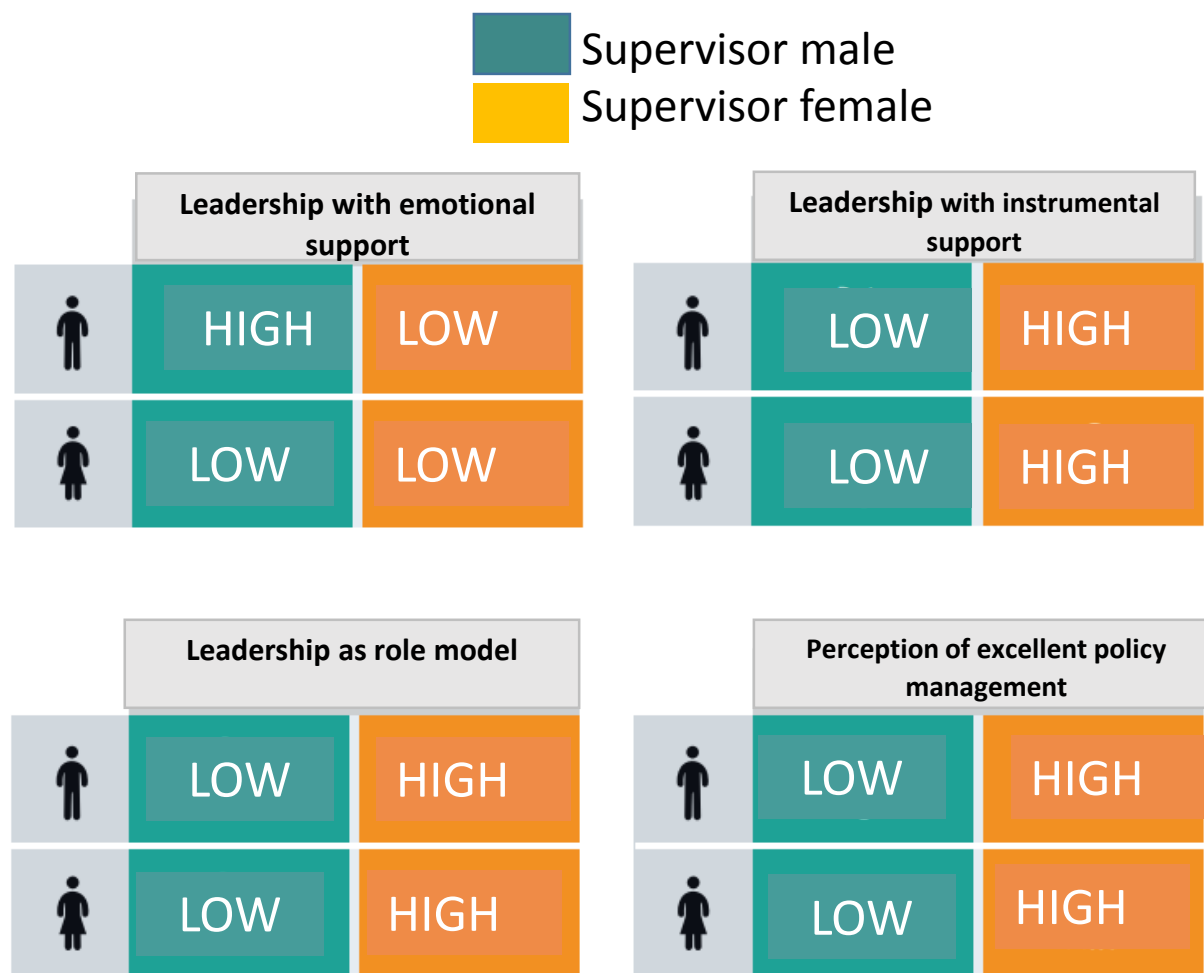
Flexibility in time and space
Poland



Flexibility in time and space
worldwide



Dimension CFR: Leadership



Female supervisors are generally better valued as leaders. Except from emotional support, women are perceived as better leaders by all employees, compared to men.

Dimension CFR: Culture

We define the CFR* culture as
the set of beliefs *and values*
shared by the members of the
organization that relate to the
degree integration work and
family life of their employees

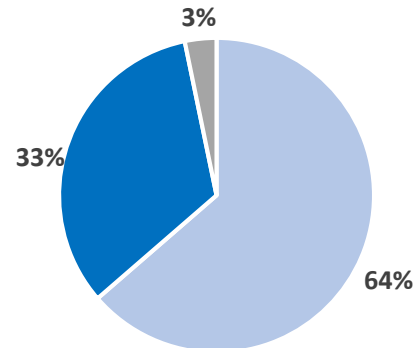
*following Thompson & others (1999)



Dimension CFR: Culture

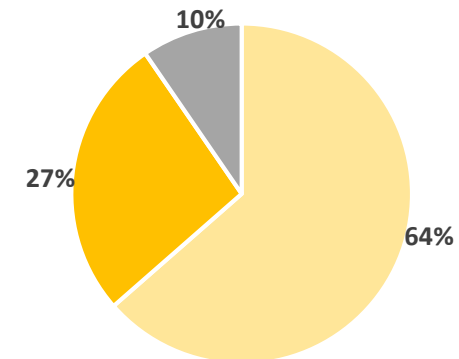
Almost 36% of the interviewees think that using CFR policies available to them could hinder their professional development.

Men Poland



- does not have negative consequences
- can have negative consequences
- has negative consequences

Women Poland



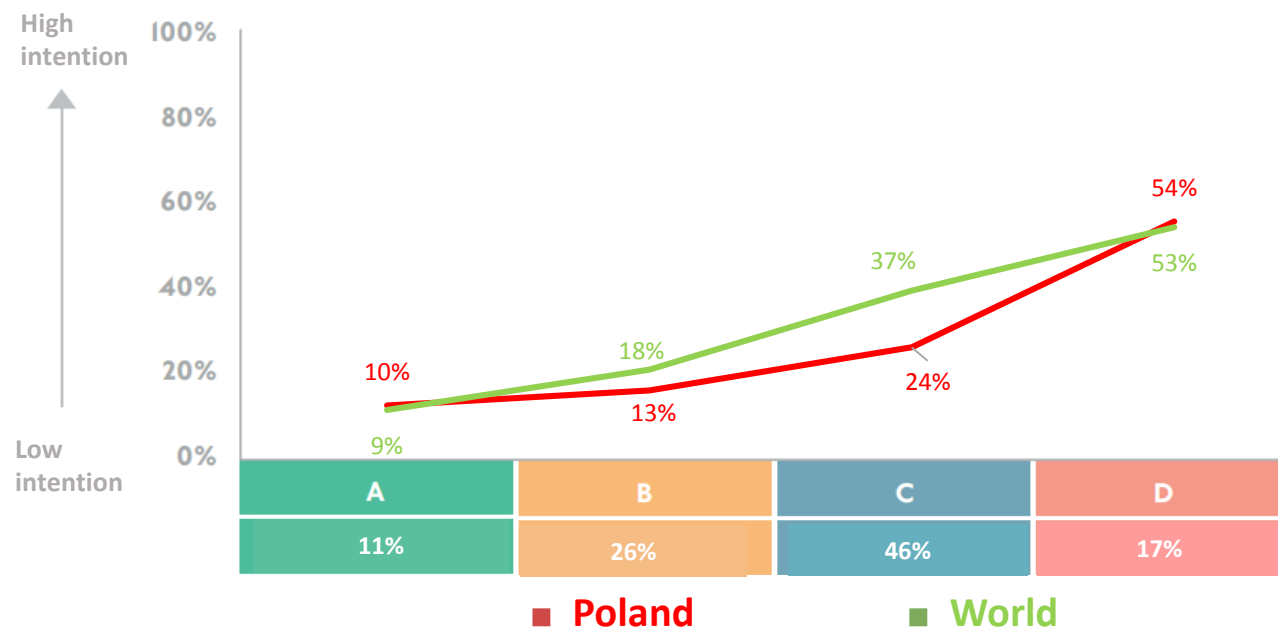
- does not have negative consequences
- can have negative consequences
- has negative consequences

Impact of the CFR



CFR Impact on the organization

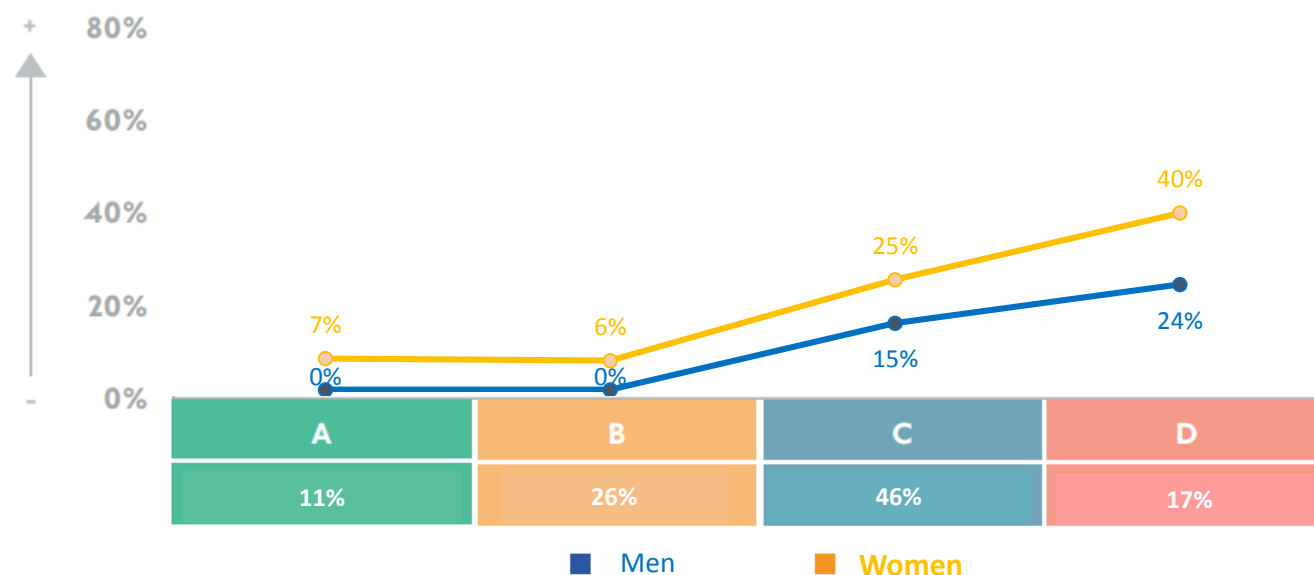
Intention of turnover



The intention to leave the company has administrative costs, as well as selection and on-boarding costs

Impacto de la RFC en la organización

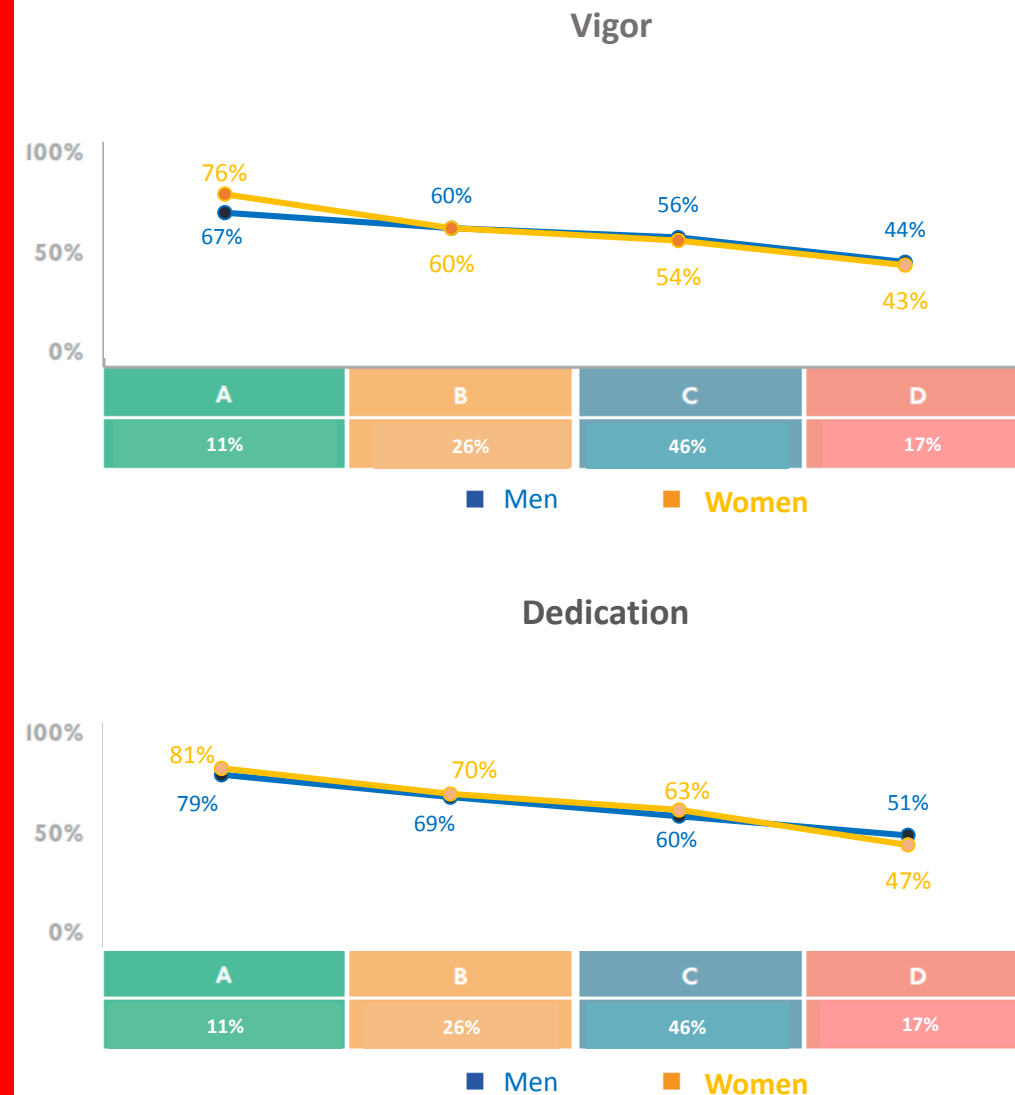
The environment favors males over females



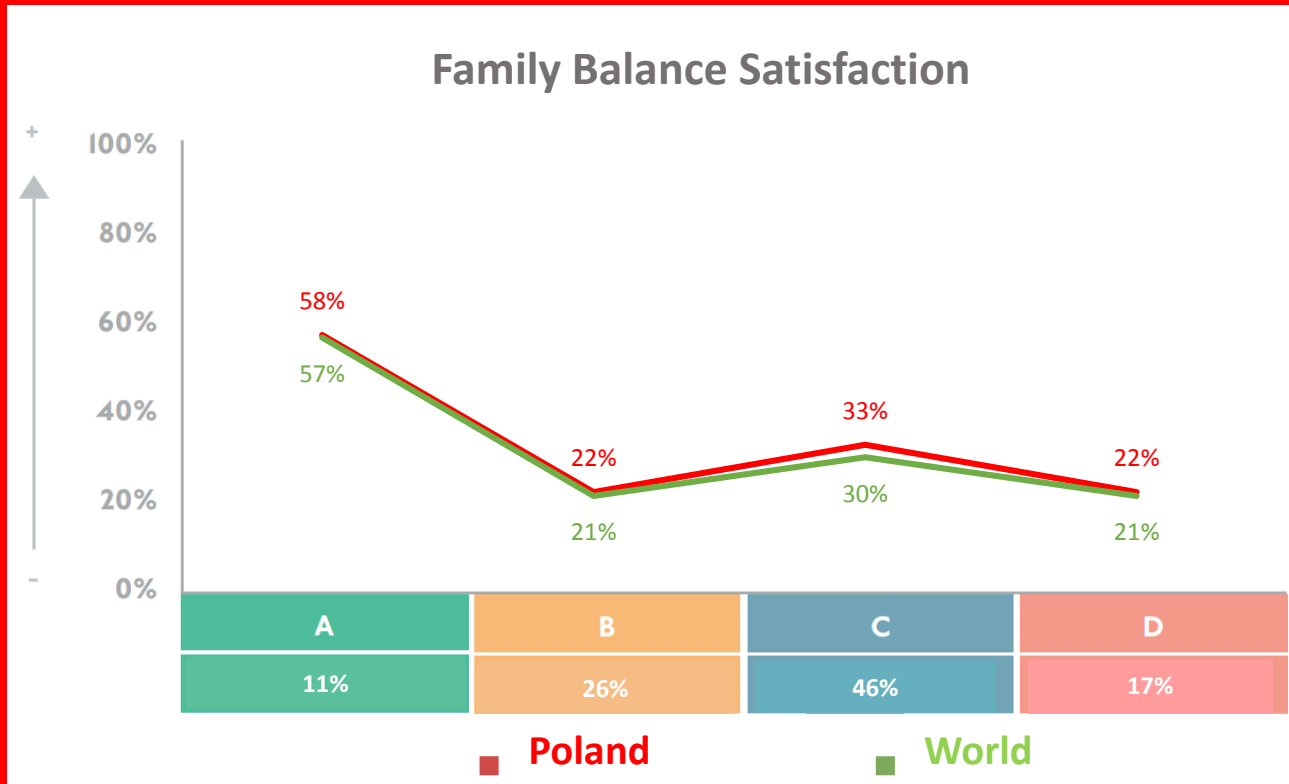
A high percentage of men and women working on unfavorable or polluted environments, **think that men are more easily promoted in the company compared to women.**

CFR Impact on the organization

The vigor and dedication of the employee tends to decrease when the work environment worsens

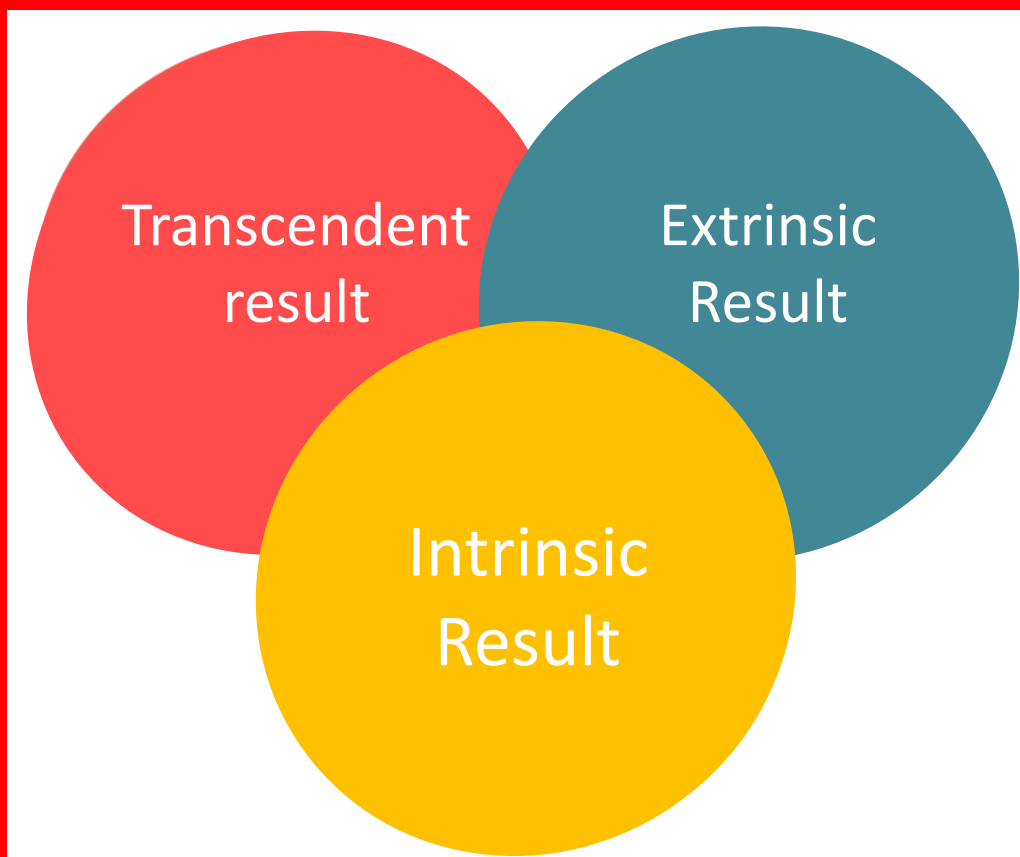


CFR Impact on the organization



The worse the environment
the lower the satisfaction
with family integration.

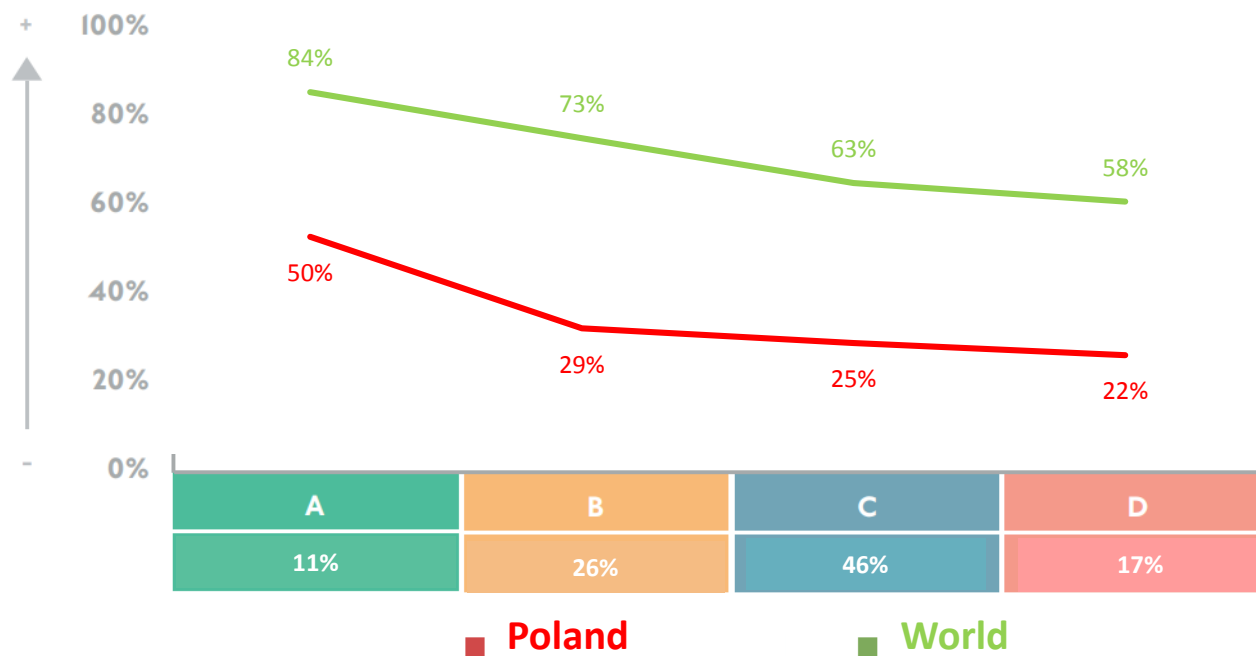
CFR Impact on the employees



The IFREI observes three types of motivations that determine the actions adopted by employees

CFR Impact on the employees

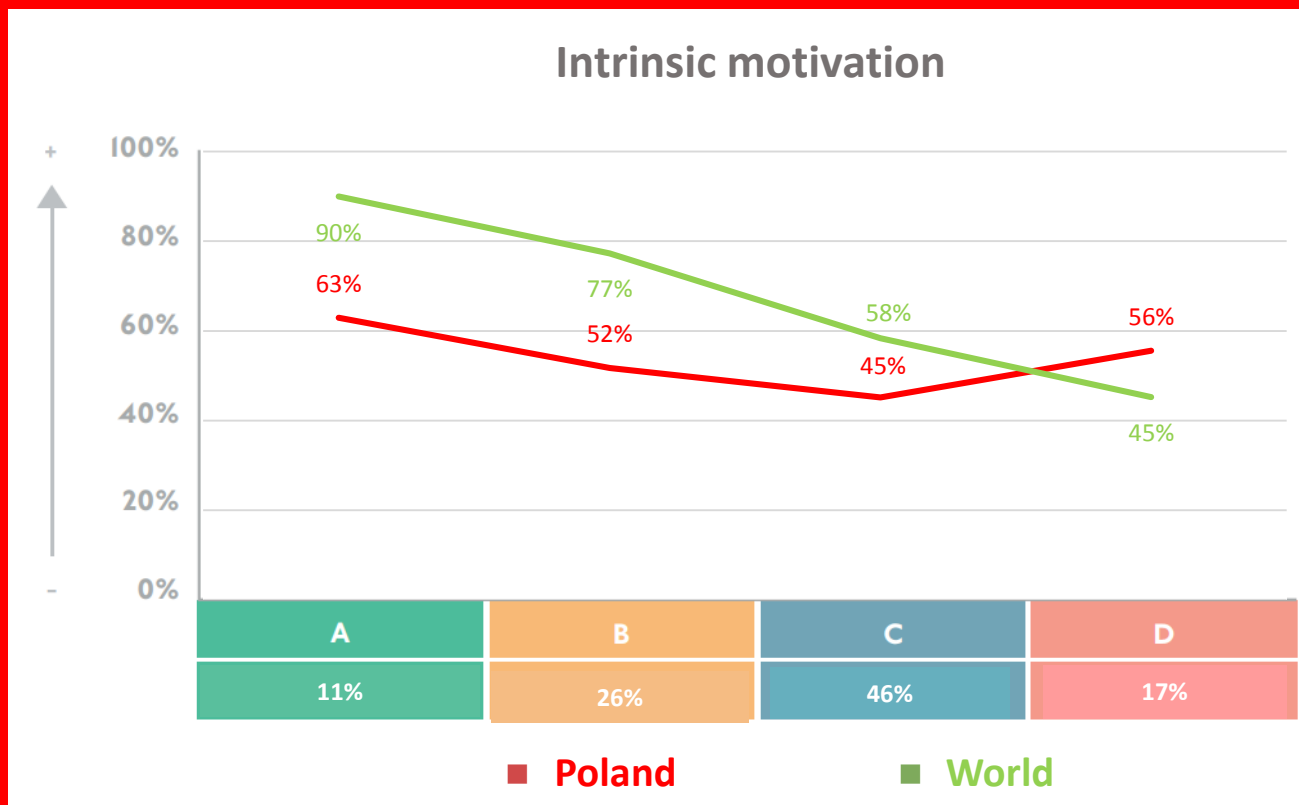
Prosocial Motivation



Prosocial

The employee looks for good in others when undertaking actions.

CFR Impact on the employees

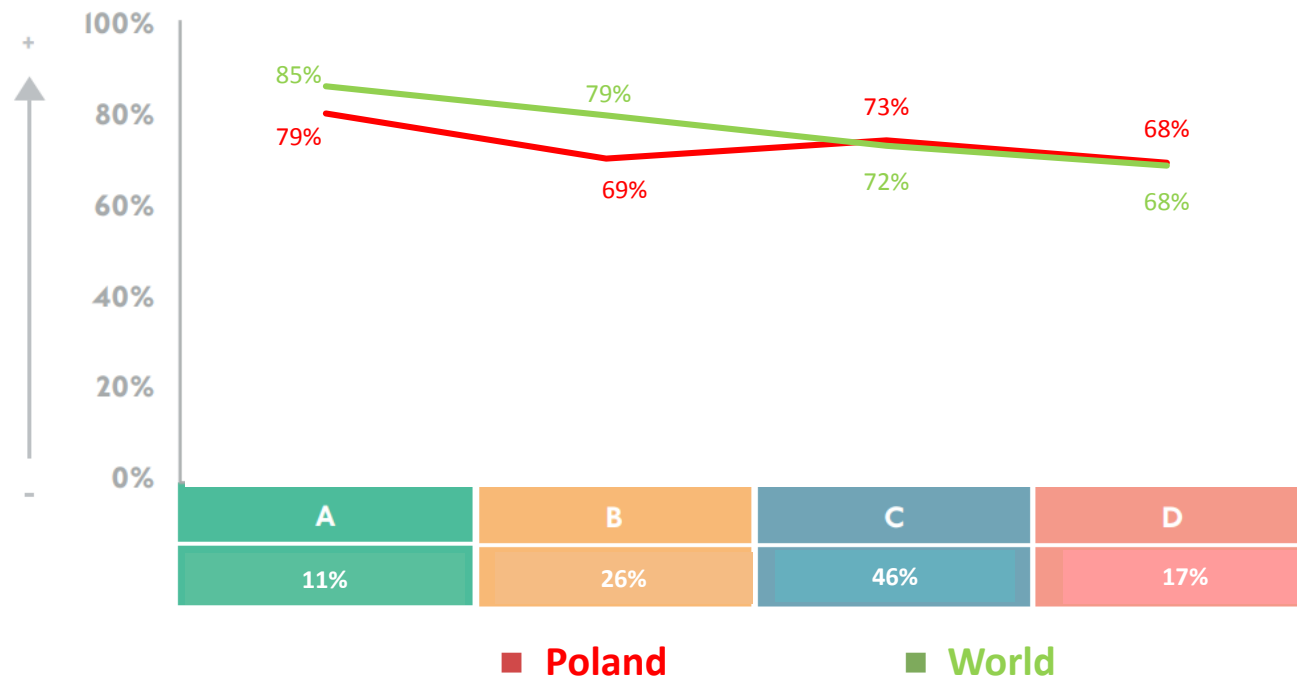


Intrinsic

The employee looks for an operative learning when undertaking actions

CFR Impact on the employees

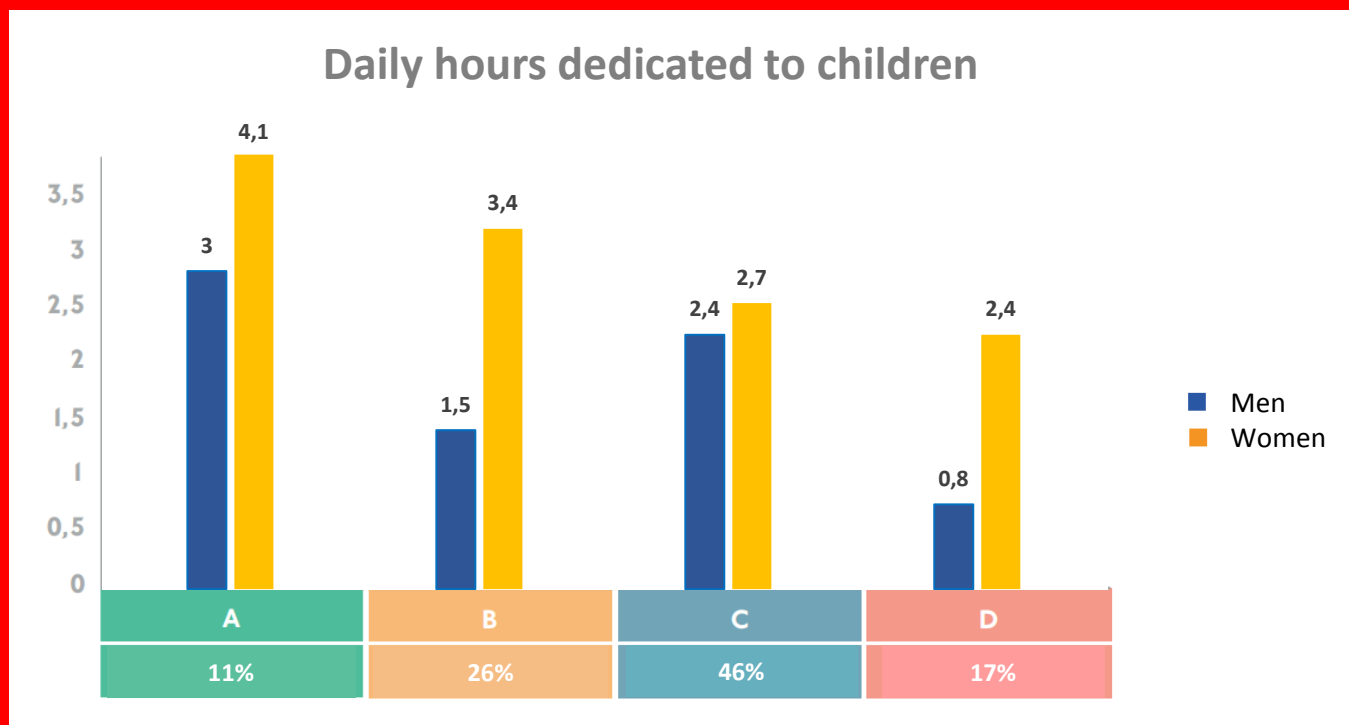
Extrinsic motivation



Extrinsic

It makes the employee do the work for the reactions that this generates in others

CFR Impact on society



Regardless of the work environment, women spend more time with their children compared to their partners.

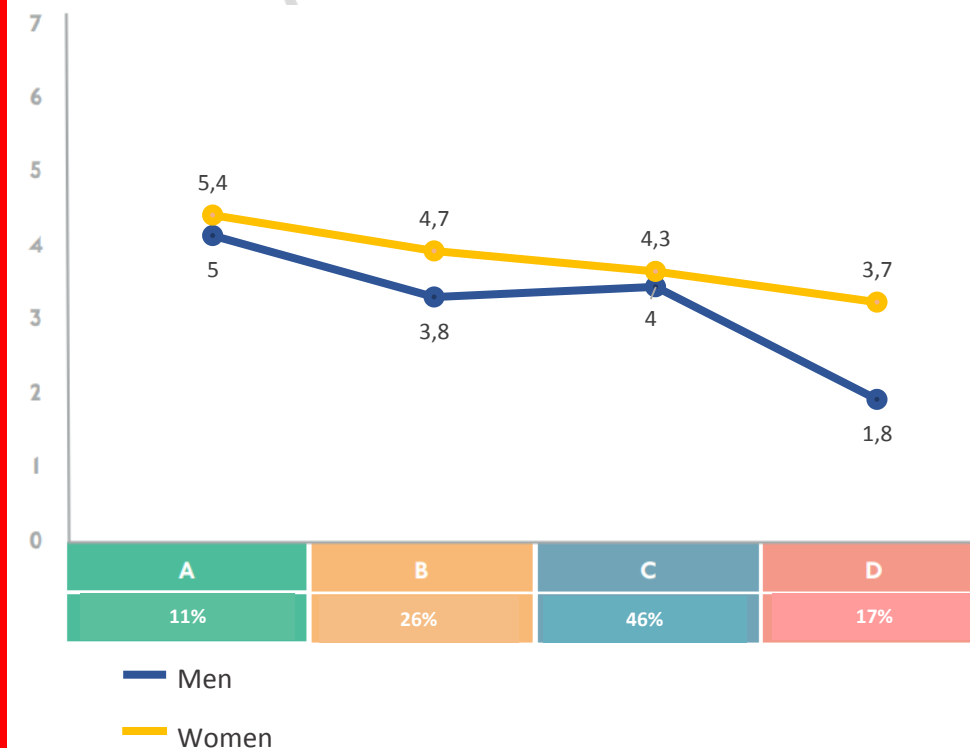
CFR Impact on society

Women dedicate more days to family meals than men.

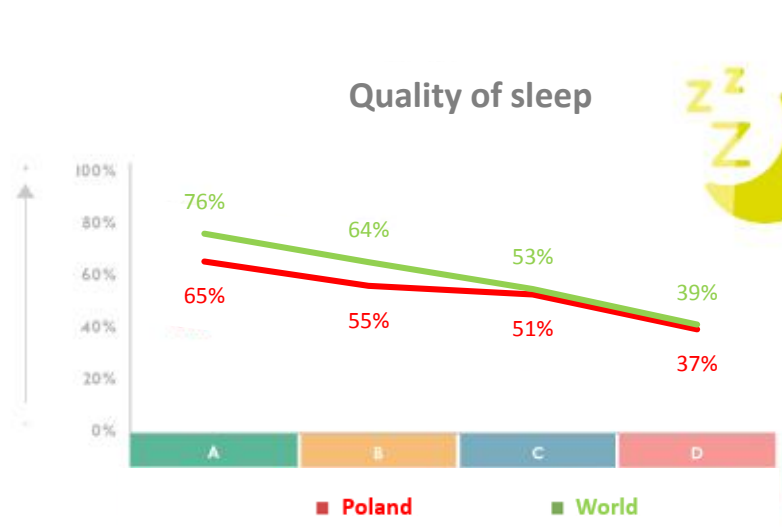
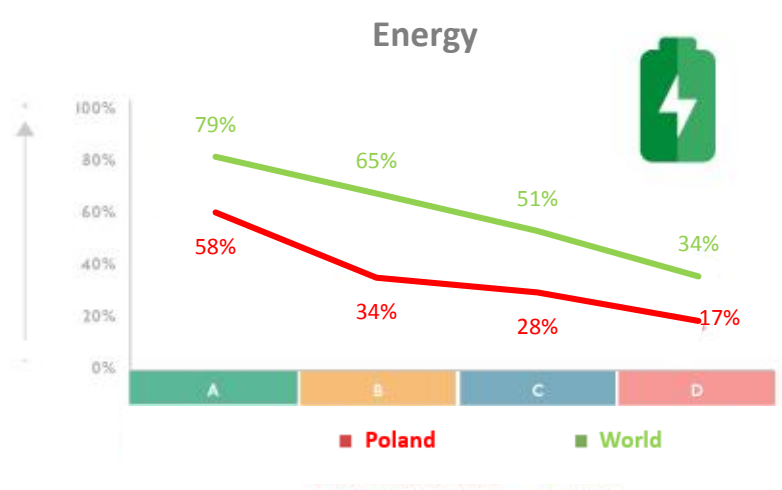
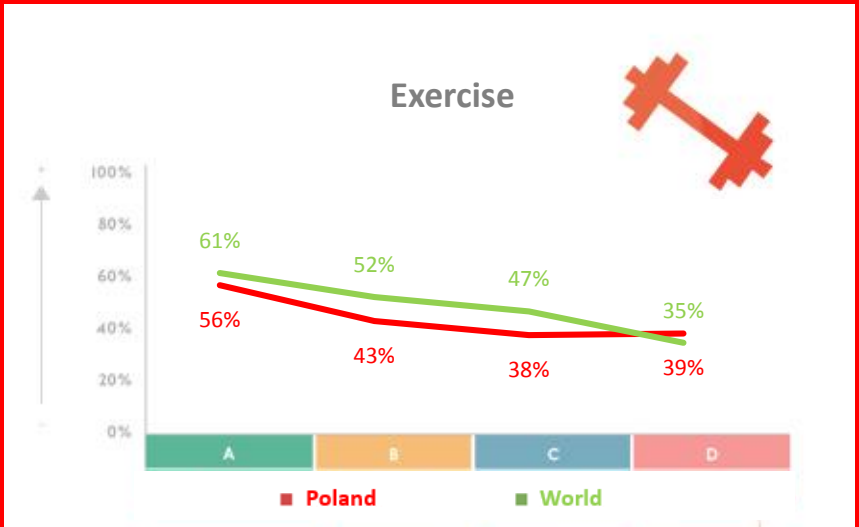
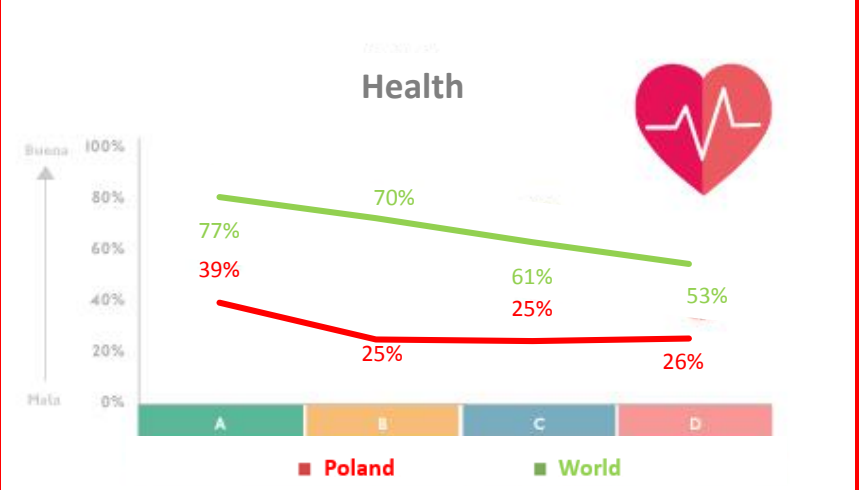
Moreover, in all environments, men read with their children less hours compared to women.



Days in a week dedicated to family meals



CFR Impact on society



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Conclusions

The results warn of a high degree (64%) of dissatisfaction among Polish workers.

This percentage is higher compared to the overall of the world (51%).



Conclusions

Costs of being in harmful and unfavorable environments:



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