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Companies today use extras to attract and retain top talent, but are they offering the perks employees want most? According to research from global staffing firm Robert Half, flexible work schedules, a compressed workweek and the ability to telecommute are the most sought-after nonmonetary perquisites. However, while many companies offer flexible work schedules, fewer than one in five offer shorter workweeks or remote work options.

There was less of a disconnect when it came to monetary motivators: 44 percent of employers surveyed said they offer annual or biannual bonuses to employees. Workers surveyed said bonuses are their most desired incentive (77 percent) when considering job offers. Profit-sharing plans and sign-on bonuses are also highly

sought (tied at 49 percent), though only 33 percent and 19 percent of employers,

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In today's competitive hiring environment, job candidates are looking at more than just salary and bonus — they seek the complete package and place added emphasis on quality of life,” said Paul McDonald, senior executive director for Robert Half. “Companies that don’t offer in-demand nonmonetary perks in addition to a competitive salary and benefits are not likely to land or keep top performers.”

For more information on compensation packages and hiring trends, download the [2019 Robert Half Salary Guides](#).

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