



Millennial Men and Women

# The Way They Work

Jobvite

# Introduction

The differences between men and women have long been made into major hype — and now, a new generation is being subjected to comparisons and contrasts: millennials. If men are from Mars and women are from Venus, how does that all change when we look at millennial men and women — especially when it comes to how they work? What do we all have in common? What about this hype might actually be true?

New data from Jobvite, the industry leader in best-of-breed recruiting software, examines the differences between the work experience for millennial men and women: salary negotiation; side hustles; perk preferences; and more.

# Exploring the Gender Pay Gap



It won't come as a surprise that women have historically gotten the short end of the stick in terms of salary trajectory. How are millennial men and women experiencing money differently today?

 Men are generally more satisfied with initial salary offers than women.



 But even when those salaries are on target, millennial men are still more comfortable negotiating than their female counterparts.



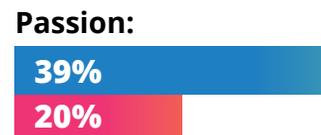
 And they're more successful getting a 5-20% higher salary when they do.



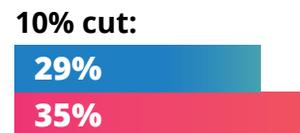
 Perhaps because more millennial men use a competitive offer as a negotiation tool compared to millennial women.



 Millennial women take second jobs out of necessity rather than passion more often than millennial men.



 While both millennial men and women are similarly likely to take a 10% pay cut for a job they are passionate about or interested in, more millennial men are willing to take a 25-50% pay cut compared to less millennial women — perhaps because they don't have that luxury.



# Culture, Perks, and Values

While perks like bean bag chairs and free lunch reign supreme in the modern workplace, benefits like salary and growth opportunities matter more to millennials than we usually give them credit for. Here's what millennial men and women value in a workplace.



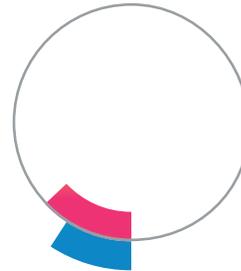
Millennial men value growth opportunities and office location.

**14%** of men named growth opportunities as a factor in leaving their most recent job, and **12%** said office location.



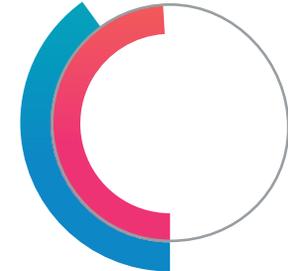
However, millennial women care more about work-life balance.

**13%** of millennial women picked work-life balance as important, while just **9%** of men said the same.



For millennial women, company culture is at the top of the list of priorities.

**49%** of women said company culture was important in their decision to accept a job offer vs. **40%** of men.



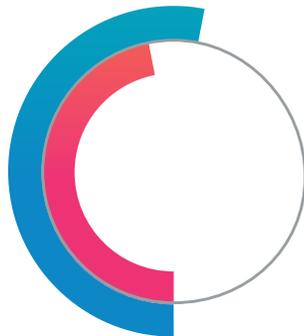
# Looking to the Future

In today's workplace economy, employee engagement is worth more than almost anything else. But millennials get a bad rep for being flighty — is there such thing as millennial engagement anymore? And how do they feel about their jobs in the future? Let's see how it differs by gender.



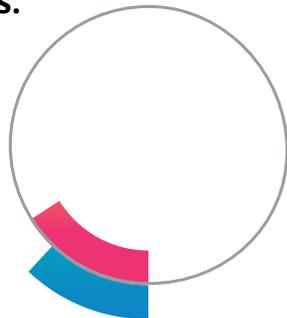
**Millennial men are happier at work than their female counterparts**

**56%** of men are satisfied and open vs. **51%** of women.



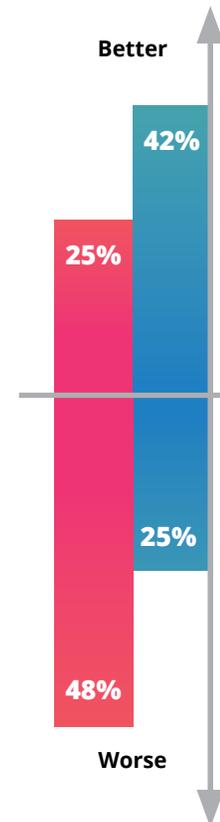
**Millennial women anticipate holding more jobs than millennial men throughout their careers.**

**16%** of women believe they'll hold 7-9 jobs in their lifetime vs. **12%** of men.



**Millennial women are more worried about the future under President Trump.**

In light of the current presidential administration, just **25%** of millennial women believe job prospects will get better — and **48%** believe they'll get worse. **42%** of millennial men, on the other hand, believe job prospects will improve, while just **25%** of them believe they will worsen.



# About the Study

On behalf of Jobvite, Zogby Analytics conducted a nationwide online survey of 2,287 adults (aged 18+), of whom 1,531 were participants in the U.S. labor force. Participants were screened based on their employment situation and attitude toward future career opportunities. The survey, Job Seeker Nation, included questions on current employment status, future career

opportunities and workplace dynamics. The survey was fielded during March 2017. Respondents for this survey were invited to participate in the interactive Job Seeker Nation survey at random, from which this data was pulled from. Using information based on census data, voter registration figures, CIA fact books and exit polls, complex weighting techniques were used to best represent the demographics of the population being surveyed.

# About Jobvite

Jobvite is the industry leader in recruiting software that helps emerging, mid-market, and enterprise companies hire top talent easily, efficiently, and effectively. Our comprehensive and analytics-driven recruiting platform accelerates recruiting with an easy-to-use Applicant Tracking System (ATS), social recruiting capabilities, mobile-optimized branded career sites, a recruiting branding solution, on-demand video screening, advanced analytics, onboarding, and seamless integration with other HR systems. Focused exclusively on recruiting software since 2006, with offices in San Mateo and London, Jobvite has thousands of customers including LinkedIn, Schneider Electric, Premise Health, Zappos.com, and Blizzard Entertainment. To learn more & request a free demo, visit [www.jobvite.com](http://www.jobvite.com) or follow us @Jobvite.

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