

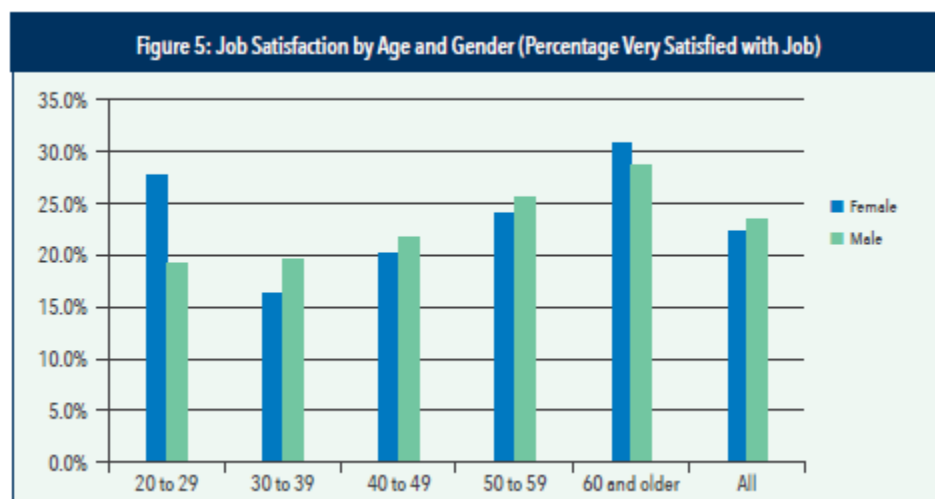
DOES WORK-LIFE BALANCE IMPACT JOB SATISFACTION?

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According to a recent IMA survey, women in their twenties have the second highest job satisfaction rate while the rate is the lowest for women in their thirties. Job satisfaction sharply rises for women compared to men in their sixties. Is work-life balance a driving factor?

Women in their 30s are busier than ever balancing careers, families, and personal interests. Work-life balance is often hard to achieve, and may be a key reason for job dissatisfaction in this age group.

Figure 5 shows an age-range breakdown for the percentages of those who said they are very satisfied overall with their present job. Overall, about 23% said they were very satisfied with their job. Job satisfaction is relatively high for women in the 20-29 age group and for both men and women in the age 60-and-older group. The lowest overall satisfaction is reported by those in the 30-39 age group. (IMA: The Association of Accountants and Financial Professionals in Business 2015 U.S. Salary Survey www.imanet.org/salary_survey)



Does improved work-life balance increase job satisfaction? We think so. At Bookmind, work-life balance is the rule, not the exception.

Our staff is comprised of highly skilled accounting professionals who typically work 20 to 35 hours per week. Employees enjoy a flexible schedule, access to training and support, and opportunities to work on challenging assignments. Internal surveys report high job satisfaction and roughly half of Bookmind's seventy employees have been with the company for at least five years.

And we're growing.

Please let us know if you are interested in employment at Bookmind. Qualified candidates are invited to an Open House to learn more about our work environment and meet our staff.

Bookmind provides timely, accurate and cost effective accounting services to small businesses and nonprofit organizations. Clients use Bookmind as an alternative to hiring in-house staff and benefit from cost savings, improved financial management, access to qualified staff and elimination of distractions due to turnover. [Learn more about our services.](#)