

Business Continuity II: Coronavirus Workplace Realities

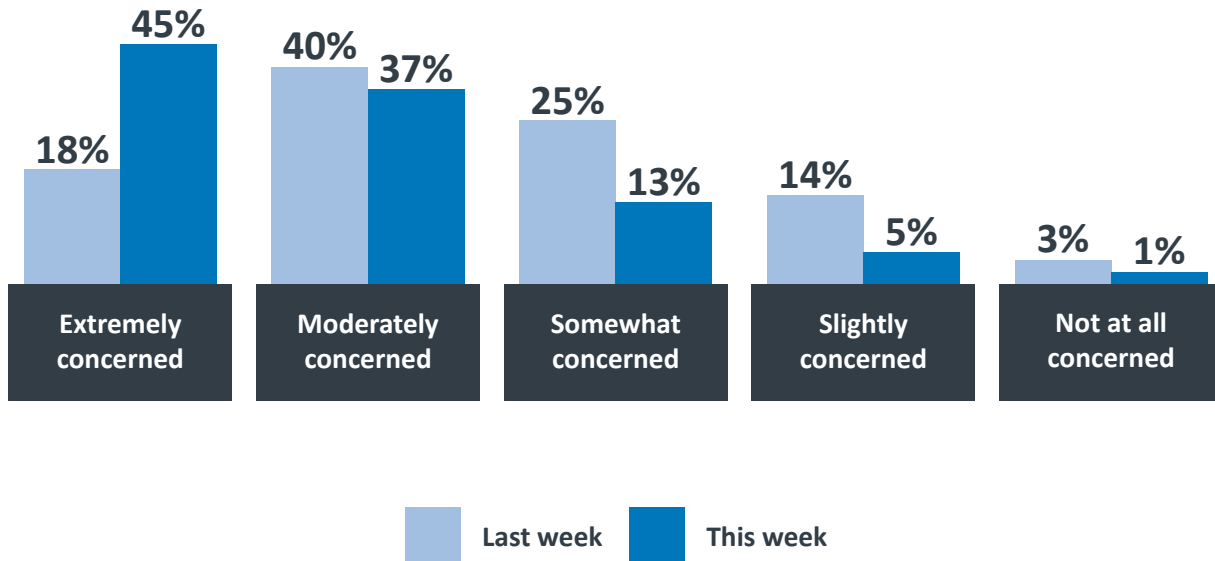


The second in an MRA series of Hot Topic Surveys was conducted from March 20-24 to find out what employers are doing in response to business disruption due to the Coronavirus. We realize rapid changes continue to occur; this is a snapshot in time.

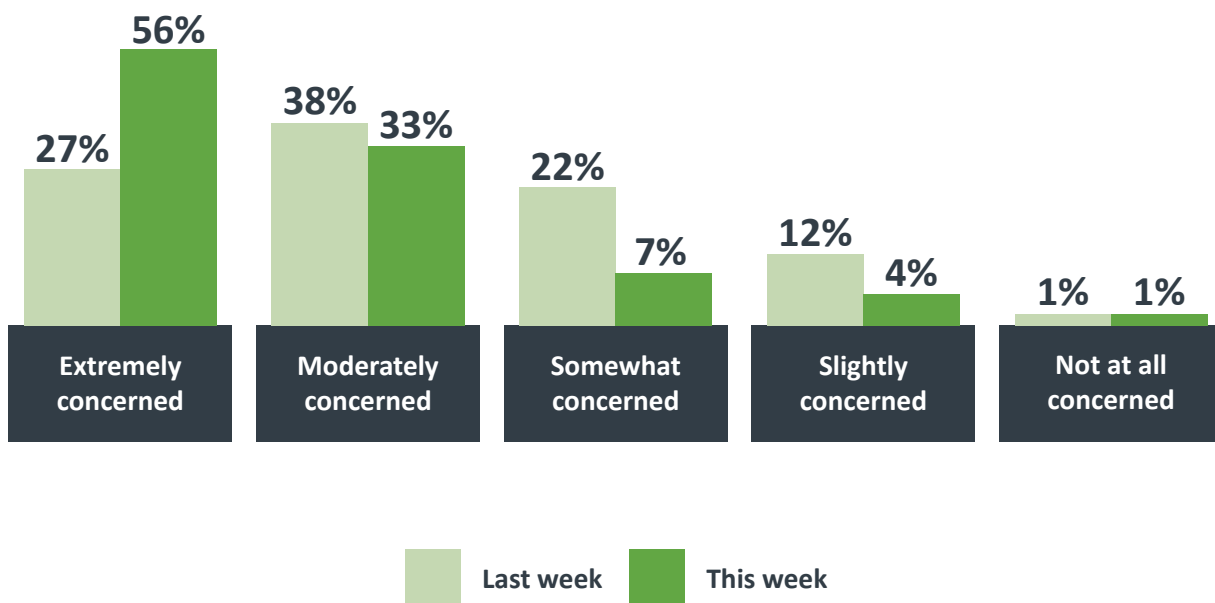
Continued Approach and Preparations

One week later, data shows the level of concern has heightened.

Impact on Human Resources



Impact on Business Continuity



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Work From Home

The highest percentage shows one-third of organizations have 25% or less of their employees working remotely, that normally do not.

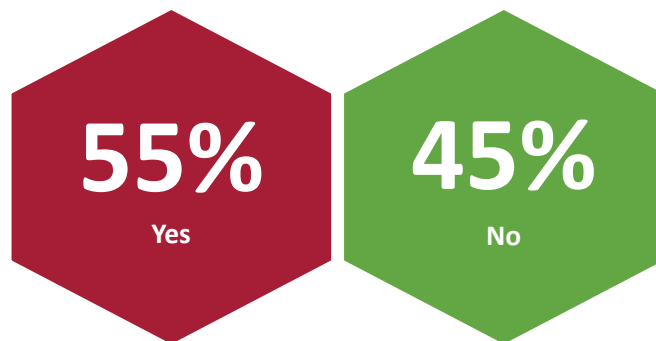
Note: these findings may be influenced by industry and will likely change over time.



Workplace Realities

Decline in Business

Over half of employers (55%) are experiencing a temporary decline in business.



Top 5 Measures Organizations are Taking to Address Temporary Decline in Business

Organizations have restricted company spending (46%) or implemented a hiring freeze (42%), among other tactics.



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Pay and Benefits

Pay During Temporary Shutdown

As of survey close (March 24), the majority of organizations (60%) had no plans to temporarily shut down operations. Of those organizations who do have plans, responses indicate they are early in the process of making specific decisions regarding paid or unpaid time.



60%
No plans



13%
Paid during
temporary shutdown



17%
Unknown



9%
Unpaid during
temporary shutdown

Hazard Pay

Early indicators suggest hazard pay is not applicable; however, this may change rapidly based on industry implications.



Health Insurance Benefits

As of March 24, 46% of employers had made a decision regarding health insurance benefits, whereas the remaining are undecided or pursuing other options. Note, organizations made special mention of contract agreements or carriers offering extended termination dates.



46%
Employees can remain on group health plan



38%
Unknown at this time if employees can remain on health plan

Note: Responses less than 10% not included.

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Employee Communication and Engagement

“Continuous communications will help alleviate problems with the “known,” so you can more effectively deal with the “unknown.”

– Susan Fronk, President and CEO
MRA – The Management Association

Top 5 Methods Used to Communicate and Engage Given the Changing Dynamics

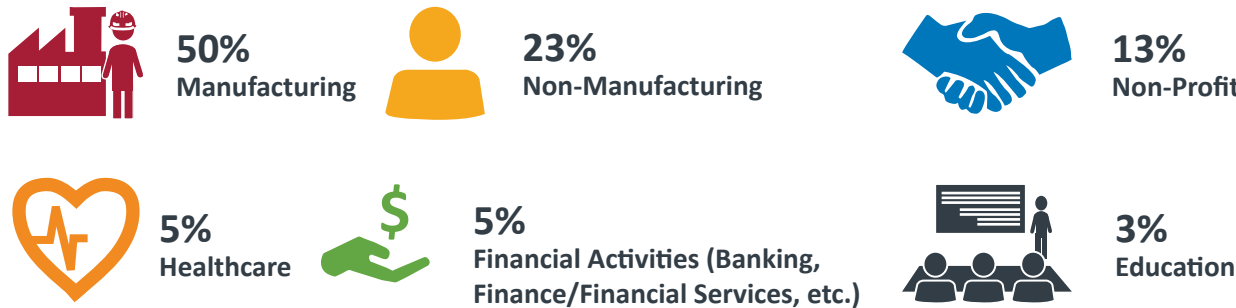


Conclusion

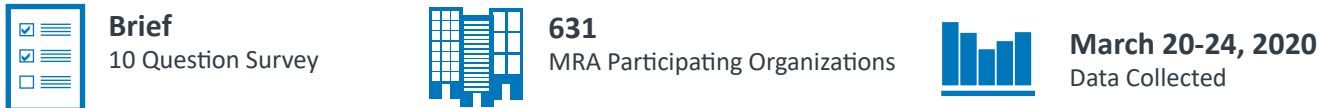
Concern has escalated; however, as concerns grow, so too does information. Organizations may find relief by accessing resources such as MRA’s Coronavirus [webpage](#).

Demographics

Industry Type



Methodology



Questions regarding this survey? Contact the Survey Department at surveys@mranet.org or 800.488.4845 ext. 3508.

MRA's Total Rewards Team Focuses on Solutions

Our Currently Published Surveys

Compensation Surveys

- Benchmark Compensation*
- Industrial & Production Trades*
- National Executive Compensation
- National IT & Engineering Compensation*
- National Sales Compensation
- National Wage & Salary

Policy & Benefit Surveys

- Health & Insurance Benefits
- Holiday Practices
- National Policies & Benefits

Business Trend Surveys

- Compensation Trends
- National Business Trends
- Turnover

Industry Surveys

- Healthcare Compensation Survey*
- Logistics & Construction Compensation
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Hot Topic Surveys

- Advancement of Women in the Workplace Survey
- Compensation Besides Base Pay Survey
- Compensation and Talent Insights for 2020 and Beyond
- Coronavirus Preparedness
- Diversity and Inclusion—Best Steps Forward
- Don't Underrate the Power of Soft Skills
- Employee Turnover Survey
- Hiring Interns Survey
- Variable Pay: Your Advantage in a Competitive Labor Market
- Opioid Epidemic Survey
- Sexual Harassment in the Workplace Executive Summary
- Wellness and Wearable Technology Survey
- Your Competitive Edge in Attracting, Retaining, and Rewarding Top Talent

* MRAPay and On-Demand Salary Tool available for these surveys

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Known for local, regional and national, employer-matched, employer-reported data—with MRA surveys, you can be confident your organization is making vital business decisions based on solid, high quality market data.




Participate in MRA Surveys

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Questions?

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