

# 2011 ERC Holiday Practices Survey Results Summary



This report summarizes the results of ERC's survey of organizations in Northeast Ohio, conducted in October and November of 2011, on practices related to holiday parties, gift-giving, and other holiday practices. 152 employers in Northeast Ohio completed the survey.

## Holiday parties

- Seventy-three percent of organizations are planning a holiday party for 2011, with the majority of employers (67%) budgeting the same amount or more as last year for their party.
- Among those employers budgeting more than last year, organizations are planning to budget 32% more for their holiday party, on average.
- Among those employers budgeting less than last year, organizations are planning to budget 19% less for their holiday party, on average.
- Most employers say that their holiday party is catered (72%) and that only employees are invited (69%).
- Organizations are fairly split on the locations of their parties, with 41% of employers indicating that their holiday parties will be held on the company premises and 52% saying that their holiday parties will be held at an external location.
- The most common week that employers cite having a holiday party for 2011 is the third week of December. The second most common week cited was the second week of December.
- Most employers (35%) are holding their holiday parties on a Friday and 32% are having their holiday parties on Thursday. Fewer employers are having their holiday parties on a weekday.
- The majority of employers (51%) are having their holiday party during lunch. Evening parties were the second most common, provided by 39% of respondents.
- Luncheons are much more commonly held when a holiday party is on a weekday or Friday. Evening parties were more common when the event is being held on a Saturday.
- Most commonly, employers report that Human Resources is responsible for planning holiday parties. Some employers (19%) report that employee committees/task forces are involved in the planning. In some cases, top management and the CEO are involved.

## Holiday gifts and service

- Half of organizations surveyed intend to provide employees with holiday gifts this year, and most are budgeting the same as last year for holiday gifts.
- Forty-one percent of employers say they do not provide holiday gifts to employees.
- In terms of the types of holiday gifts provided to employees, employers report that gift cards are most common.

- Other employers provide cash, a ham or turkey, or a clothing/logo item, or raffle off gifts.
- Twenty-four percent of organizations report providing a holiday bonus to employees. The average amount of the holiday bonus reported by respondents is \$477. The average percentage holiday bonus (as a percent of pay) was 4%.
- The most common criteria for receiving a holiday bonus are performance and company profitability, although several employers reported that all employees receive this bonus.
- Forty-percent of employers coordinate holiday community service efforts. Among the most common efforts are collections, donations, and participation in the Adopt-a-Family program.

### **General Holiday Celebrations**

- Employers report celebrating many other holidays at their workplaces besides Christmas.
- Several celebrate Thanksgiving (46%), Independence Day (43%), New Year's Day (41%), and Memorial Day (41%).