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# The Future of Work: People Pick Technology Over Perks in New Adobe Study

Survey of U.S. Workers Finds 70 Percent Love Their Jobs and Technology Is Most Tied to On-the-Job Happiness

**SAN JOSE, Calif.** — **May 24, 2016** — Adobe (Nasdaq:ADBE) today released new findings revealing that a surprising 70 percent of U.S. office workers report loving their jobs, and access to cutting-edge technology is the top contributor to their overall satisfaction, above perks like food and slick office design. "Moonlighting" has become mainstream, with one-third of respondents across income levels holding one or more jobs in addition to their primary profession. Those that report holding an additional job, whether for money or to pursue a passion, say they are more likely to feel happy and optimistic than those that don't. The report, "*Work in Progress*" surveyed more than 1,000 U.S. office workers who use computers daily as part of their jobs, on their attitudes about work and the future of technology in the workplace.

Respondents say that technology, more than other flashier perks, is the most important factor in keeping them happy at work (81 percent). Access to state-of-the-art technology that helps people get their jobs done ranks higher than access to food and beverages (72 percent), a beautiful office design (61 percent) and on-site amenities (56 percent). Employees who said their company's technology is "ahead of the curve" feel twice as creative, motivated and valued than those who say their company is "behind the times." Yet only 1 in 4 employers is viewed as "ahead of the curve" when it comes to technology.

Not only did the majority of respondents report loving their jobs, but 8 in 10 would keep working even if they won the lottery – and among those who would keep working, more than half (51 percent) would stay at their current job. Although important, pay isn't everything: 47 percent of respondents would move to their "ideal" job even for less pay.

"Employers may be focusing too much on ping pong tables and free dry cleaning, instead of technology that helps their employees feel motivated, valued and productive," said Jeff Vijungco, vice president of global talent, Adobe. "Employers need to pay attention to productivity more than perks, and realize that their employees are happy to work when a company invests in their success."

Other key findings from U.S. respondents include:

# Tech Is the New Perk

- More than three-quarters (81 percent) say technology that helps them connect to colleagues more efficiently is important to their ideal workspace.
- Workers believe technology makes them more productive (85 percent), improves work-life balance (70 percent) and would make their workday better and easier (74 percent).
- Workers predict that over half (53 percent) of menial office tasks will be done by a machine or technology in the next 20 years.

### No Really, People Love to Work

- Most (76 percent) would rather work long hours doing the work they love, than shorter hours doing work they don't enjoy.
- Seventy-eight percent of waking hours on a workday are spent actively working or thinking about work, and 41 percent of
  waking hours on a typical day off are spent working or thinking about work.
- More than half (57 percent) say work defines who they are.



• Money plays a major role in why they work (88 percent), but they also want to be recognized as successful (60 percent) and to make an impact on their society or community (51 percent).

# In Search of the Ideal Job

- More than half of U.S. workers (56 percent) predict that most people will have multiple jobs in the future.
- Other than money, pursuing a passion is the number one reason moonlighters have a second job. Moonlighters in the U.S. are more likely to be happy (78 percent) and more likely to be optimistic (78 percent) than non-moonlighters (72 percent and 73 percent, respectively).
- Nearly 60 percent of U.S. office workers say they're likely to leave their job for a new opportunity, and even half of the respondents who love their job would make the switch.

### Join the Conversation

Adobe will host a "think tank" event tomorrow, May 25, with an exclusive group of industry leaders who will explore the Future of Work—including the many opportunities and challenges it presents to organizations and business leaders across technology, people and workplaces. A portion of the group's discussion will be livestreamed from 1:00 – 2:30 p.m. PT; more information and livestream registration is available at <a href="http://adobethinktank.com">http://adobethinktank.com</a>.

# About The Future of Work Study

"The Future of Work" study findings came from an online survey of 1,003 U.S. workers and a total of 2,011 global workers in the U.S., U.K., and India who use a computer daily for work. Research was conducted from April 17 to April 24, 2016. The report was commissioned by Adobe and produced by the research firm Edelman Intelligence. The margin of error for the U.S. sample is +/- 3.1 percent, for the U.K. sample is +/- 4.4 percent and the Indian sample is +/- 4.4 percent.

For more information and graphics on the research results, see the blog, infographic and today's report.

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