

Vacation Days Received Versus Vacation Days Taken

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H/I
 * small base

	Total	GENDER		AGE			EDUCATION			
		Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G	H	I
Base: Employed Weighted	1713	988	725	382	1042	287	91	429	836	357
	1661	830	830	440	705	514	125*	623	643	269
0 day	1064 64%	516 62%	548 66%	268 61%	460 65%	335 65%	76 61%	405 65%	413 64%	169 63%
USUALLY DOES NOT TAKE ALL DAYS (NET)	474 29%	259 31%	215 26%	137 31%	191 27%	146 28%	31 24%	171 27%	185 29%	87 32%
1 day	11 1%	6 1%	5 1%	4 1%	6 1%	1 0	1 1%	4 1%	2 0	4 2% H
2 days	35 2%	13 2%	22 3%	15 3%	15 2%	6 1%	1 1%	14 2%	15 2%	5 2%
3 days	37 2%	13 2%	24 3%	11 3%	14 2%	12 2%	3 2%	15 2%	14 2%	5 2%
4 days	33 2%	15 2%	18 2%	16 4% DE	11 2%	5 1%	3 3%	17 3%	11 2%	2 1%
5 days	118 7%	61 7%	58 7%	28 6%	57 8%	34 7%	9 7%	40 6%	45 7%	24 9%
6 or more days	239 14%	150 18% B	89 11%	63 14%	88 12%	88 17%	14 11%	81 13%	98 15%	46 17%
Will Take More Vacation Than Received	123 7%	55 7%	68 8%	36 8%	54 8%	32 6%	19 15% GHI	47 8%	45 7%	13 5%
STATISTICS (Including 0)										
Mean	2.43	2.90 B	1.94	2.37	2.17	2.81	2.52	2.09	2.56	2.83 G
Standard Deviation	5.0	5.4	4.5	4.4	4.8	5.6	5.1	4.1	5.6	5.2
Standard Error	0.1	0.2	0.2	0.2	0.2	0.3	0.6	0.2	0.2	0.3
STATISTICS (Excluding 0)										
Mean	7.88	8.70 B	6.89	7.02	7.42	9.27 CD	8.77	7.06	8.28	8.31
Standard Deviation	6.1	6.0	6.2	4.9	6.3	6.7	6.1	4.6	7.4	5.8
Standard Error	0.3	0.3	0.4	0.4	0.4	0.7	1.3	0.4	0.5	0.5
Median	6.0	7.0	5.0	5.0	5.0	7.0	5.0	5.0	6.0	7.0

VD3. Sometimes people might not use all of the vacation days their employer allows. Which of the following are possible reasons why you would not take all of your vacation days?

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* small base

	Total	GENDER		AGE			EDUCATION			
		Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G	H	I
Base: Employed	2032	1129	903	485	1182	362	115	507	1005	405
Weighted	2032	983	1049	567	805	658	167*	755	797	313
I always take all of my vacation days.	987 49%	467 48%	519 50%	248 44%	416 52% C	322 49%	78 47%	386 51%	383 48%	140 45%
If I don't schedule vacation time far enough in advance, I never seem to be able to take all of my vacation days.	251 12%	127 13%	124 12%	76 13%	101 13%	74 11%	14 8%	76 10%	98 12%	63 20% FGH
I can get money back from my unused vacation days.	195 10%	118 12% B	77 7%	75 13% DE	69 9%	51 8%	22 13%	64 9%	71 9%	37 12%
My work is my life and I'm too busy to get away.	168 8%	105 11% B	63 6%	52 9%	57 7%	59 9%	17 10%	48 6%	69 9%	33 11% G
I have kids in school and it's hard to get away.	99 5%	44 4%	55 5%	27 5% E	63 8% CE	9 1%	13 8%	28 4%	35 4%	22 7% G
I fear that taking all of my vacation time will be perceived negatively by my employer and that my job might be in jeopardy.	70 3%	37 4%	33 3%	34 6% DE	21 3%	15 2%	3 2%	22 3%	29 4%	16 5%
I feel like I might miss an important meeting or an important decision will be made without me.	50 2%	34 3% B	17 2%	22 4% E	20 2%	8 1%	4 2%	11 1%	20 3%	15 5% GH
Other	298 15%	144 15%	154 15%	76 13%	131 16%	91 14%	25 15%	107 14%	115 14%	51 16%
I do not have any vacation days.	254 13%	106 11%	149 14% A	84 15% D	66 8%	103 16% D	26 16%	103 14% I	98 12%	27 9%

VD5. Which of the following situations apply to you?

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H/I

* small base

	Total	GENDER		AGE			EDUCATION			
		Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G	H	I
Base: Employed	2032	1129	903	485	1182	362	115	507	1005	405
Weighted	2032	983	1049	567	805	658	167*	755	797	313
After a vacation, I come back feeling rested, rejuvenated and reconnected to my personal life.	1017	482	535	280	414	321	64	370	405	177
	50%	49%	51%	49%	51%	49%	39%	49%	51% F	57% FG
I return from vacation feeling better about my job and feeling more productive.	789	386	403	220	314	255	43	271	321	154
	39%	39%	38%	39%	39%	39%	26%	36%	40% F	49% FGH
I regularly work more than 40 hours per week.	642	411	231	187	266	188	42	205	257	138
	32%	42% B	22%	33%	33%	29%	25%	27%	32%	44% FGH
I have cancelled or postponed vacation plans in the past because of work.	398	237	161	106	162	129	17	134	166	80
	20%	24% B	15%	19%	20%	20%	10%	18%	21% F	26% FG
I check my work messages (email and voicemail) while on vacation.	329	205	124	79	141	108	19	93	129	87
	16%	21% B	12%	14%	18%	16%	11%	12%	16%	28% FGH
My boss is not very supportive of employees using their vacation time.	103	53	49	42	46	15	3	38	43	19
	5%	5%	5%	7% E	6% E	2%	2%	5%	5%	6%
None	296	108	188	93	99	103	39	105	124	28
	15%	11%	18% A	16% D	12%	16%	24% GI	14% I	16% I	9%

VD6_3. (I feel guilty about taking time off from work.) How strongly do you agree or disagree with each of the following statements?

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H/I

* small base

		GENDER		AGE			EDUCATION			
	Total	Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G	H	I
Base: Employed Weighted										
	2032	1129	903	485	1182	362	115	507	1005	405
	2032	983	1049	567	805	658	167*	755	797	313
I feel guilty about taking time off from work.										
Strongly agree	165	64	101	57	58	49	12	74	63	17
	8%	6%	10%	10%	7%	7%	7%	10%	8%	5%
Somewhat agree	467	219	248	159	180	127	43	152	187	86
	23%	22%	24%	28%	22%	19%	26%	20%	23%	27%
Somewhat disagree	452	219	233	145	178	130	30	161	178	84
	22%	22%	22%	26%	22%	20%	18%	21%	22%	27%
Strongly disagree	948	481	467	206	389	353	82	369	369	127
	47%	49%	45%	36%	48%	54%	49%	49%	46%	41%
Summary										
Top2Box (Agree)	632	283	349	217	238	176	55	225	250	102
	31%	29%	33%	38%	30%	27%	33%	30%	31%	33%
Low2Box (Disagree)	1400	701	700	350	567	483	113	530	547	211
	69%	71%	67%	62%	70%	73%	67%	70%	69%	67%

VD6_4. (My employer offers a fair vacation policy) How strongly do you agree or disagree with each of the following statements?

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H/I

* small base

		GENDER		AGE			EDUCATION			
	Total	Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G	H	I
Base: Employed Weighted										
	2032	1129	903	485	1182	362	115	507	1005	405
	2032	983	1049	567	805	658	167*	755	797	313
My employer offers a fair vacation policy										
Strongly agree	820	393	427	201	323	295	58	308	310	145
	40%	40%	41%	36%	40%	45%	35%	41%	39%	46%
Somewhat agree	841	432	409	244	349	248	80	316	327	117
	41%	44%	39%	43%	43%	38%	48%	42%	41%	37%
Somewhat disagree	230	99	131	86	79	65	16	84	101	29
	11%	10%	13%	15%	10%	10%	9%	11%	13%	9%
Strongly disagree	141	60	81	36	55	49	14	48	58	22
	7%	6%	8%	6%	7%	8%	8%	6%	7%	7%
Summary										
Top2Box (Agree)	1661	825	836	445	671	544	138	624	637	262
	82%	84%	80%	79%	83%	83%	83%	83%	80%	84%
Low2Box (Disagree)	371	158	212	122	134	115	29	132	159	51
	18%	16%	20%	21%	17%	17%	17%	17%	20%	16%

VD6_5. (My employer encourages me to use all of the vacation time I am allotted) How strongly do you agree or disagree with each of the following statements?

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H/I

* small base

		GENDER		AGE			EDUCATION			
	Total	Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G	H	I
Base: Employed Weighted										
	2032	1129	903	485	1182	362	115	507	1005	405
	2032	983	1049	567	805	658	167*	755	797	313
My employer encourages me to use all of the vacation time I am allotted										
Strongly agree	782	358	424	191	306	283	58	300	297	126
	39%	36%	40%	34%	38%	43%	35%	40%	37%	40%
Somewhat agree	745	392	354	211	293	242	66	273	297	109
	37%	40%	34%	37%	36%	37%	40%	36%	37%	35%
Somewhat disagree	324	156	168	111	130	83	23	114	130	57
	16%	16%	16%	20%	16%	13%	14%	15%	16%	18%
Strongly disagree	180	77	103	54	76	50	19	69	72	20
	9%	8%	10%	9%	9%	8%	12%	9%	9%	6%
Summary										
Top2Box (Agree)	1528	750	778	402	599	526	125	573	595	235
	75%	76%	74%	71%	74%	80%	75%	76%	75%	75%
Low2Box (Disagree)	504	233	271	165	206	133	42	183	202	78
	25%	24%	26%	29%	26%	20%	25%	24%	25%	25%

VD7. "Vacation Deprivation" is defined as not having enough vacation time or not actually taking some or all of one's vacation days each year. Would you say that you are...

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* small base

	Total	GENDER		AGE			EDUCATION			
		Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G	H	I
Base: Employed	2032	1129	903	485	1182	362	115	507	1005	405
Weighted	2032	983	1049	567	805	658	167*	755	797	313
Very vacation-deprived	186 9%	89 9%	97 9%	60 11%	83 10% E	43 7%	12 7%	79 10%	69 9%	26 8%
Somewhat vacation-deprived	476 23%	220 22%	256 24%	163 29% E	203 25% E	110 17%	41 24%	159 21%	199 25%	78 25%
Not very vacation-deprived	549 27%	271 28%	278 27%	188 33% DE	216 27%	145 22%	42 25%	202 27%	209 26%	96 31%
Not at all vacation-deprived	821 40%	403 41%	418 40%	156 28%	303 38% C	360 55% CD	72 43%	315 42%	320 40%	113 36%
Summary										
Top2Box (Very/ Somewhat vacation deprived)	662 33%	309 31%	353 34%	223 39% E	286 36% E	153 23%	53 32%	238 32%	267 34%	104 33%
Low2Box (Not very/ at all vacation deprived)	1370 67%	675 69%	696 66%	344 61%	519 64%	505 77% CD	114 68%	517 68%	529 66%	209 67%

VD8. In your opinion, do technological advances such as PDAs, Blackberries, Pocket PCs, webmail, and cell phones make it easier or harder to get away from work?

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H/I

* small base

		GENDER		AGE			EDUCATION			
	Total	Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G	H	I
Base: Employed	2032	1129	903	485	1182	362	115	507	1005	405
Weighted	2032	983	1049	567	805	658	167*	755	797	313
Much easier	127 6%	81 8%	46 4%	31 6%	48 6%	48 7%	10 6%	47 6%	54 7%	15 5%
Somewhat easier	254 12%	140 14%	113 11%	67 12%	105 13%	82 12%	22 13%	94 12%	99 12%	39 12%
Somewhat harder	406 20%	186 19%	220 21%	144 25%	168 21%	94 14%	20 12%	127 17%	177 22%	82 26%
Much harder	567 28%	267 27%	301 29%	162 29%	233 29%	172 26%	27 16%	186 25%	235 29%	119 38%
No difference	678 33%	309 31%	369 35%	162 29%	251 31%	263 40%	87 52%	302 40%	231 29%	57 18%
						CD	GHI	HI	I	
Summary										
Easier	381 19%	221 22%	160 15%	99 17%	152 19%	130 20%	33 20%	141 19%	153 19%	54 17%
Harder	973 48%	453 46%	520 50%	306 54%	402 50%	266 40%	47 28%	313 41%	412 52%	201 64%
				E	E			F	FG	FGH

VD9. Vacation envy refers to feelings of jealousy when a co-worker or friend returns from vacation. Have you ever suffered from vacation envy?

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* small base

		GENDER		AGE			EDUCATION			
	Total	Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G	H	I
Base: Employed Weighted	2032	1129	903	485	1182	362	115	507	1005	405
	2032	983	1049	567	805	658	167*	755	797	313
Yes	851	343	508	333	349	168	56	283	359	153
	42%	35%	48%	59%	43%	26%	33%	37%	45%	49%
No		A		DE	E				FG	FG
	1181	640	541	233	456	490	111	473	437	160
	58%	65%	52%	41%	57%	74%	67%	63%	55%	51%
		B			C	CD	HI	HI		

VD11. What would prompt you to use your allotted vacation time?

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E - F/G/H/I

* small base

		GENDER		AGE			EDUCATION			
	Total	Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G	H	I
Base: Employed Weighted										
	2032	1129	903	485	1182	362	115	507	1005	405
	2032	983	1049	567	805	658	167*	755	797	313
If a family event was scheduled (e.g., wedding, reunion, visit with family, etc.)	1046	505	541	299	426	319	73	394	416	163
	51%	51%	52%	53%	53%	48%	43%	52%	52%	52%
If I could afford to take a vacation	1021	448	573	355	421	244	75	375	415	156
	50%	46%	55%	63%	52%	37%	45%	50%	52%	50%
If I found a great deal on a vacation (flight, hotel, vacation package, etc.)		A		DE	E					
	883	420	463	274	339	270	47	318	354	164
	43%	43%	44%	48%	42%	41%	28%	42%	44%	52%
An amazing destination		D					F	F	F	FGH
	681	358	323	198	256	226	43	224	293	121
	33%	36%	31%	35%	32%	34%	26%	30%	37%	39%
If there were easy travel options (e.g., convenient times, direct flights, etc.)		B					FG	FG	FG	FG
	633	324	310	166	258	209	29	222	255	127
	31%	33%	30%	29%	32%	32%	17%	29%	32%	41%
Other		F					FGH	FGH	FGH	FGH
	398	211	188	97	157	143	41	120	158	79
	20%	21%	18%	17%	20%	22%	25%	16%	20%	25%

VD12. What could your company do to encourage you to take your time off?

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	Total	GENDER		AGE			EDUCATION			
		Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad
		A	B	C	D	E	F	G	H	I
Base: Employed	2032	1129	903	485	1182	362	115	507	1005	405
Weighted	2032	983	1049	567	805	658	167*	755	797	313
If my company had a vacation policy that said I must take a minimum number of days off each year	431	206	226	144	161	126	27	161	171	72
	21%	21%	22%	25% DE	20%	19%	16%	21%	21%	23%
If my company had a vacation policy in which I had a flexible/unlimited amount of vacation days I could take	406	191	215	140	146	119	25	150	161	69
	20%	19%	20%	25% DE	18%	18%	15%	20%	20%	22%
If my work load were not so heavy	352	182	169	130	140	82	13	104	158	76
	17%	19%	16%	23% DE	17% E	12%	8%	14%	20% FG	24% FG
If my boss encouraged me to take my vacation time	349	183	166	136	122	92	20	119	145	65
	17%	19%	16%	24% DE	15%	14%	12%	16%	18%	21% F
If I was confident that taking a vacation would not be perceived negatively	301	143	158	125	116	60	15	90	142	55
	15%	15%	15%	22% DE	14% E	9%	9%	12%	18% FG	17% FG
If my company offered a fair vacation policy	292	129	163	116	103	73	25	107	113	47
	14%	13%	16%	21% DE	13%	11%	15%	14%	14%	15%
If my boss actively helped me find resources to cover my job responsibilities while I was on vacation	287	135	152	99	121	67	18	93	121	56
	14%	14%	15%	17% E	15% E	10%	11%	12%	15%	18% G
If the culture at my company actually supported employees using their allotted vacation time	281	140	140	99	101	80	20	79	124	58
	14%	14%	13%	17% DE	13%	12%	12%	10%	16% G	19% G
If upper management demonstrated the importance of taking time off by taking their own vacation days	245	143	102	86	83	76	15	71	98	60
	12%	15% B	10%	15% D	10%	12%	9%	9%	12%	19% FGH
Other	209	111	98	66	78	65	19	67	90	33
	10%	11%	9%	12%	10%	10%	11%	9%	11%	10%
None of these	822	390	432	184	332	304	76	331	316	99
	40%	40%	41%	32% C	41% C	46% C	46% I	44% I	40% I	32%