

A388_2018AbstractSheetsAlexis

Abstract

Making decisions between career and family can be difficult for many American parents. As labor force participation rates for women decline and the cost of child care continues to increase, the role of the employer in creating work-life balance for employees must be examined. Businesses have a unique opportunity to pursue non-traditional child care programs and benefits to ease the burden on employees. I analyze the types of on-site child care options employers can offer and how these benefits can generate returns for a business in the form of increased productivity, higher employee satisfaction, reduced absenteeism, more female management, and increased innovation.

Honors College
Ball State University
Muncie, IN 47306