



SHRM Survey Findings: 2015 End-of-Year/Holiday Activities



- **End-of-year/holiday parties:** Almost two-thirds (65%) of HR professionals indicated their organizations will have a 2015 end-of-year/holiday party open to all employees, with smaller organizations (1 to 99 employees) being more likely than larger organizations (2,500 to 24,999 employees) to do so. Thirty percent of responding HR professionals indicated their organizations do not usually have an end-of-year/holiday party, an increase from 2012 (17%).
- **Budget for end-of-year/holiday parties:** Of HR professionals who indicated their organizations will have a 2015 end-of-year/holiday party, more than four-fifths (83%) indicated there is a budget for this event. The majority of HR professionals (80%) indicated the 2015 budget was about the same as the 2014 budget. However, 45% indicated their budget was larger in 2015 compared with the budget five years ago (2010); just one-fifth (22%) indicated their budget was smaller.
- **End-of-year/holiday party location:** Two-thirds (67%) of HR professionals indicated their end-of-year/holiday party will be held offsite; just over one-quarter (27%) said their party will be held onsite.
- **Alcohol at end-of-year/holiday parties:** About three-fifths (59%) of HR professionals indicated their organizations plan to serve alcohol at their end-of-year/holiday party. Of those planning to serve alcohol, 47% indicated they would regulate alcohol consumption at the event. The most popular method HR professionals cited to regulate alcohol was using drink tickets or having a drinks maximum (71%).

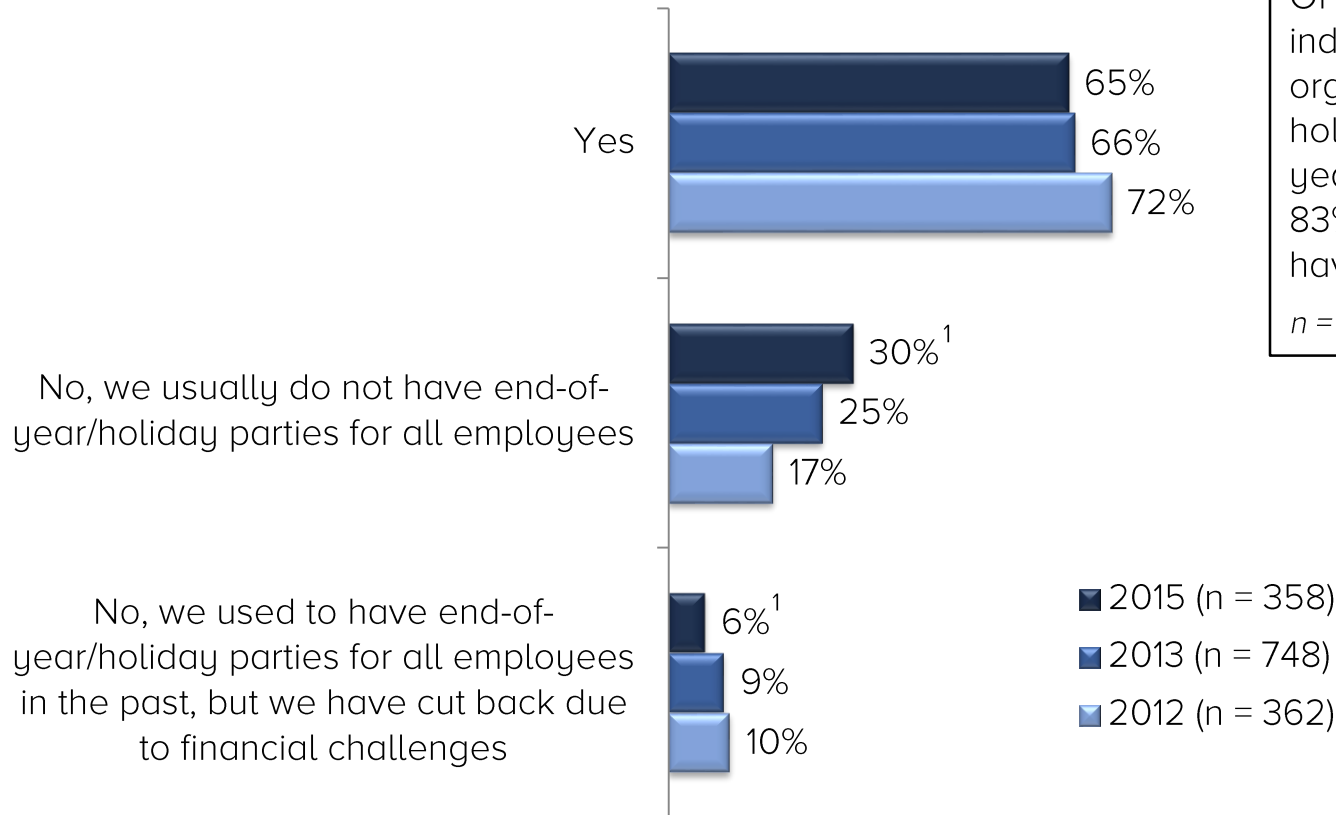
Key Findings (continued)

- **Participation in charitable donations/drives during the end-of-year/holiday season:** About four-fifths (82%) of HR professionals indicated their organizations are participating in charitable donations/drives (e.g., Toys for Tots, winter coat drives) during the end-of-year/holiday season, an increase from 2012 (74%).
- **Nonperformance-based gifts* at the end of the year:** Almost one-quarter (23%) of HR professionals indicated their organizations give nonperformance-based gifts to all employees at the end of the year, a decrease from 2013 (32%).
- **Gift exchanges during the end-of-year/holiday season:** Just over one-half of HR professionals indicated their organizations participate in gift exchanges, with 43% conducting gift exchanges within departments, 7% companywide, and 3% both within departments and companywide.
- **Personal online holiday shopping at work:** Over one-half (55%) of HR professionals indicated their organizations allow employees to shop online at work in preparation for the holiday season during lunch and breaks; about one-third (32%) indicated their organizations did not allow personal online shopping at any time.

*e.g., gift bags, gift cards, ham, turkey

End-of-Year/Holiday Parties

In 2015, will your organization be having an end-of-year/holiday party open to all employees?



Of respondents who indicated their organizations are holding an end-of-year/holiday party, 83% reported they have a budget.
n = 204

Note: Respondents who answered “not sure” were excluded from this analysis. Percentages may not total 100% due to rounding.

¹Statistically significant difference from 2012.

Comparisons by organization staff size

- Organizations with 1 to 99 employees were more likely than organizations with 2,500 to 24,999 employees to indicate their organizations will be having an end-of-year/holiday party open to all employees.

Comparisons by organization staff size		
1 to 99 employees (82%)	>	2,500 to 24,999 employees (41%)

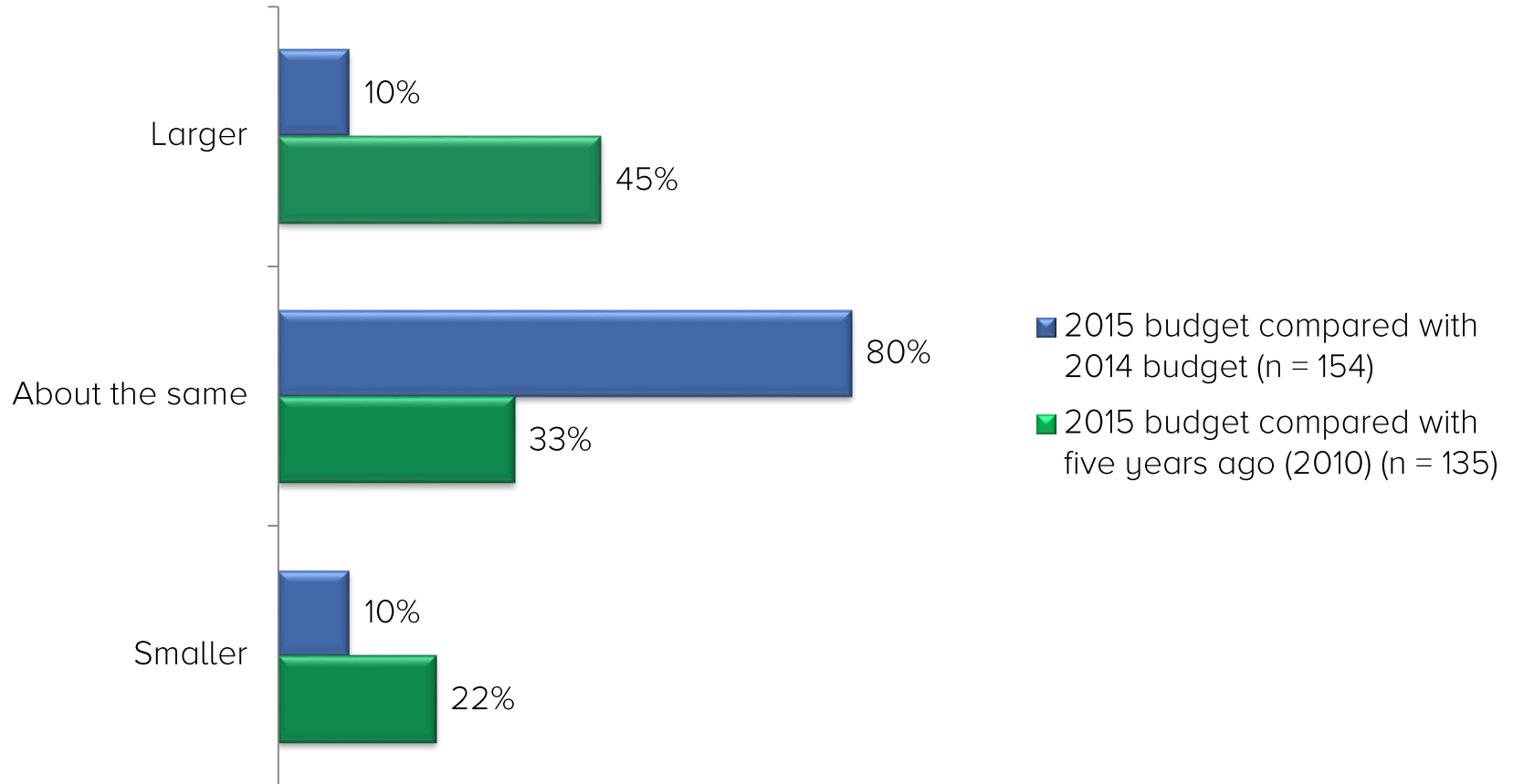
Comparisons by organization sector

- Privately owned for-profit and nonprofit organizations were more likely than government organizations to indicate their organizations will be having an end-of-year/holiday party open to all employees.

Comparisons by organization sector		
Privately owned for-profit (75%) Nonprofit (61%)	>	Government (30%)

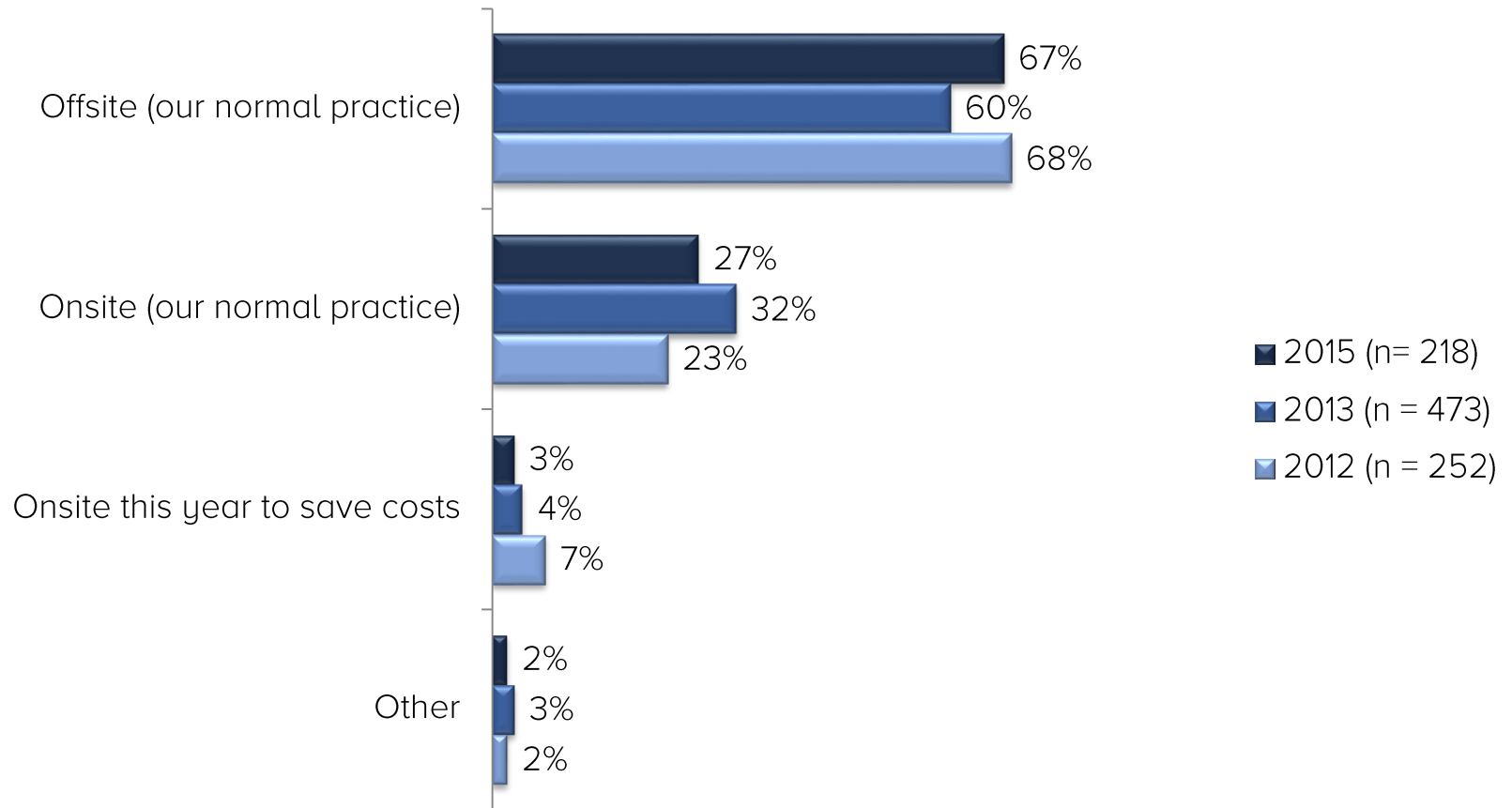
Note: Only statistically significant differences are shown.

Budget for End-of-Year/Holiday Party in 2015 Compared with Previous Years

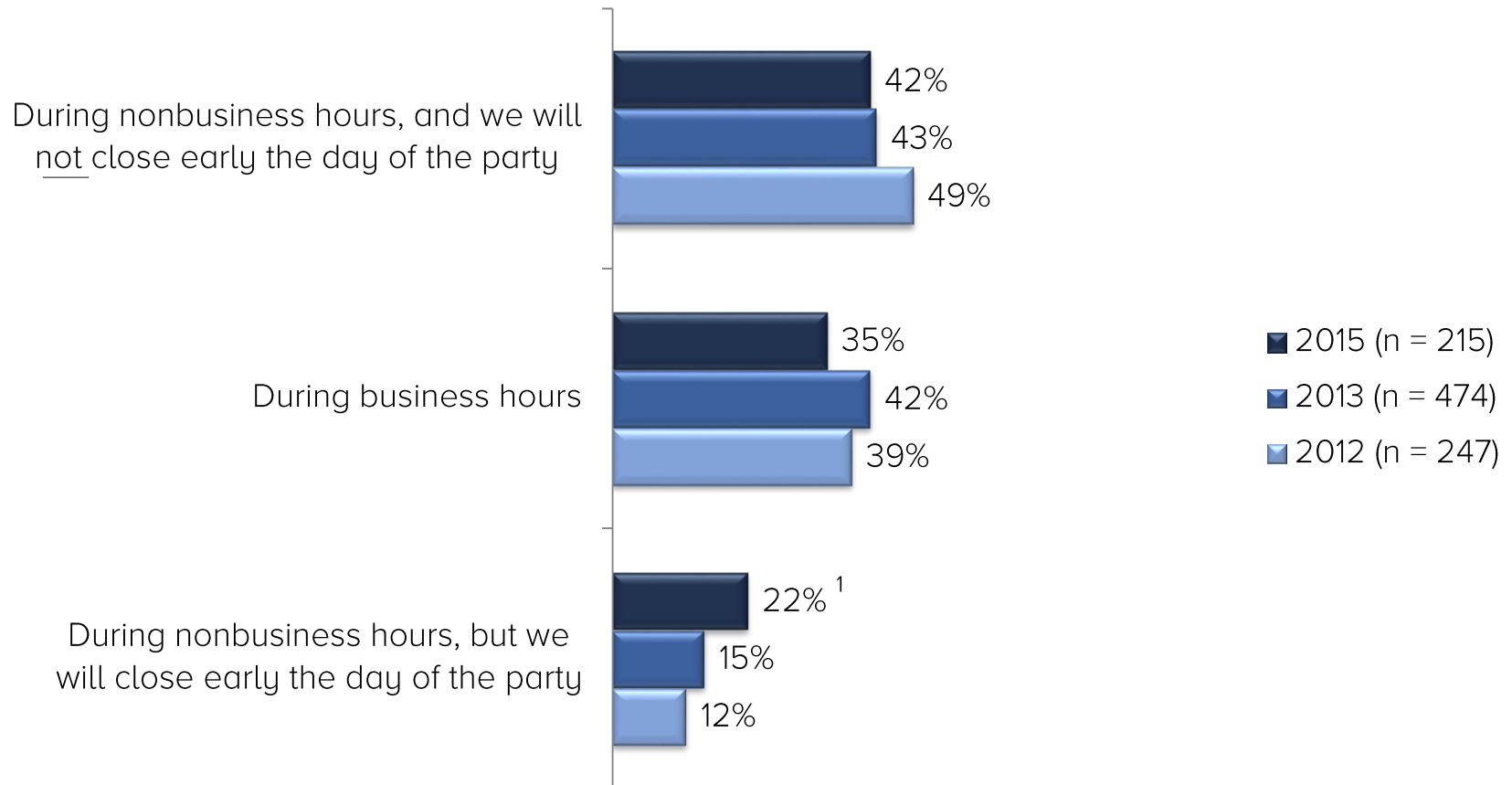


Note: n = 154. Only respondents whose organizations were sponsoring an end-of-year/holiday party were asked this question. Respondents who answered "not sure" or "Did not have a budget for the end-of-year/holiday party" in 2014 and/or five years ago were excluded from this analysis.

End-of-Year/Holiday Party Location



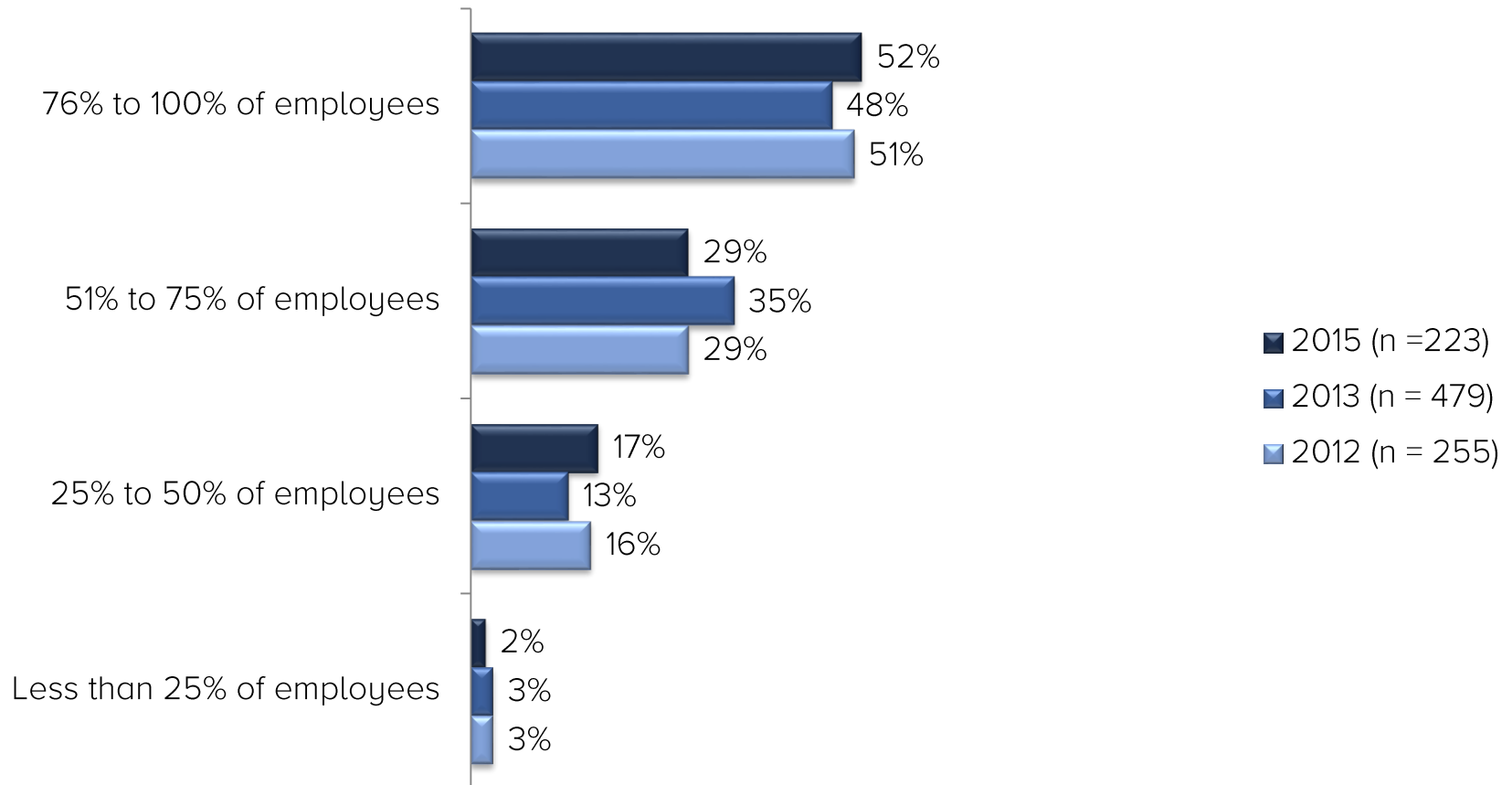
Note: Only respondents whose organizations were sponsoring an end-of-year/holiday party were asked this question. Respondents who answered "not sure" were excluded from this analysis. Percentages may not total 100% due to rounding.



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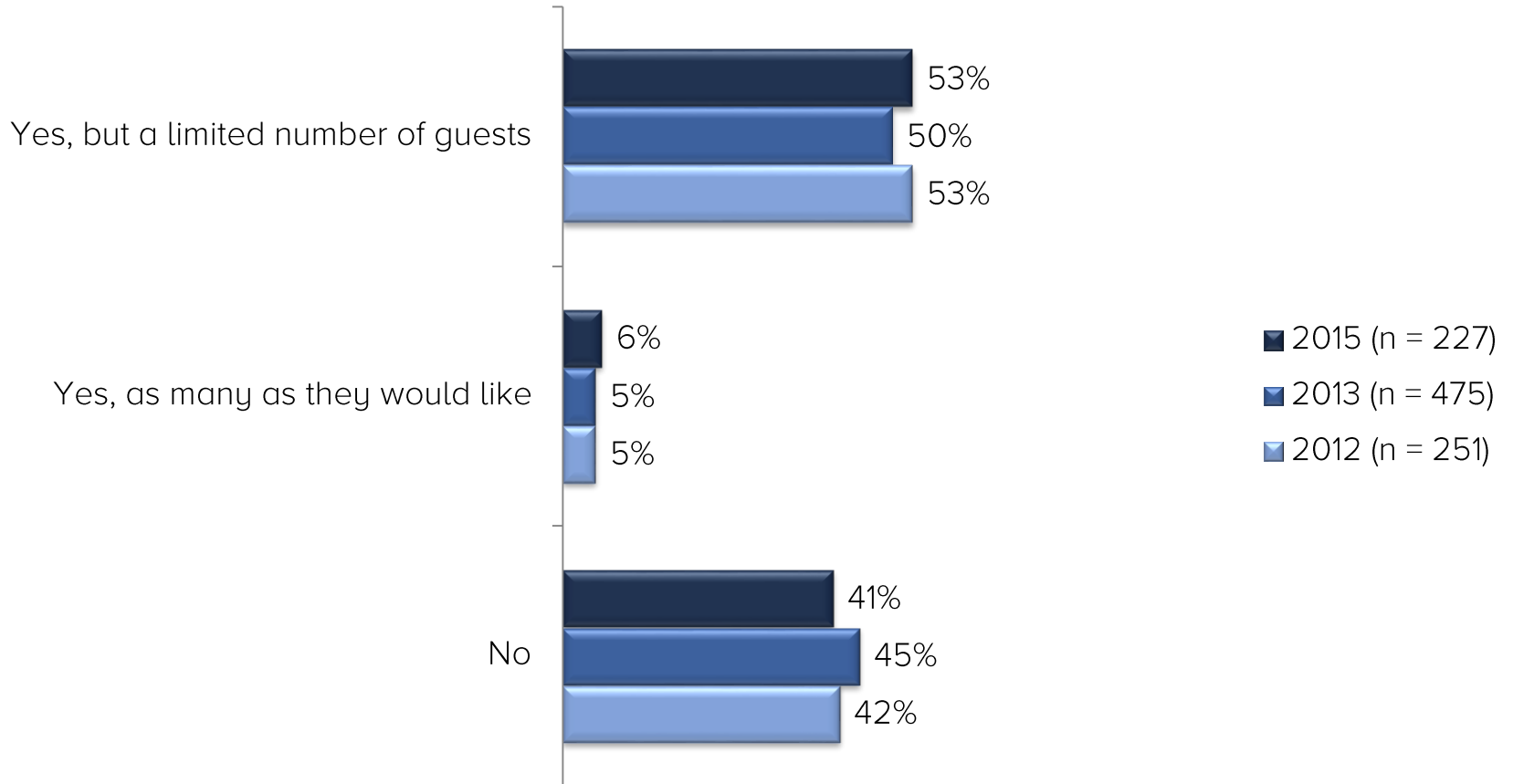
¹Statistically significant difference from 2012.

Expected Attendance at the End-of-Year/Holiday Party



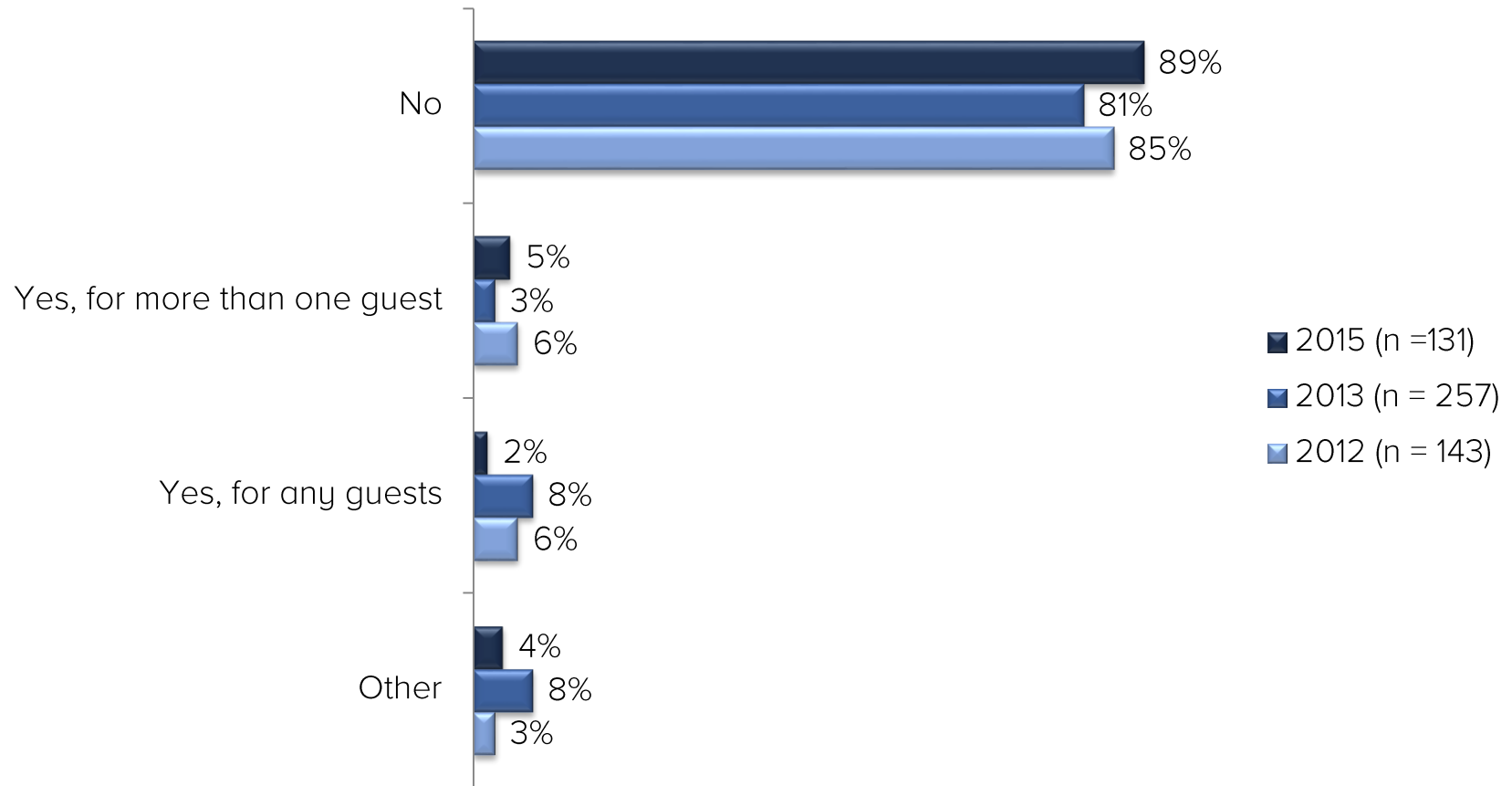
Note: Only respondents whose organizations were sponsoring an end-of-year/holiday party were asked this question. Respondents who answered "not sure" were excluded from this analysis. Percentages may not total 100% due to rounding.

Permission to Bring Guests to the End-of-Year/Holiday Party

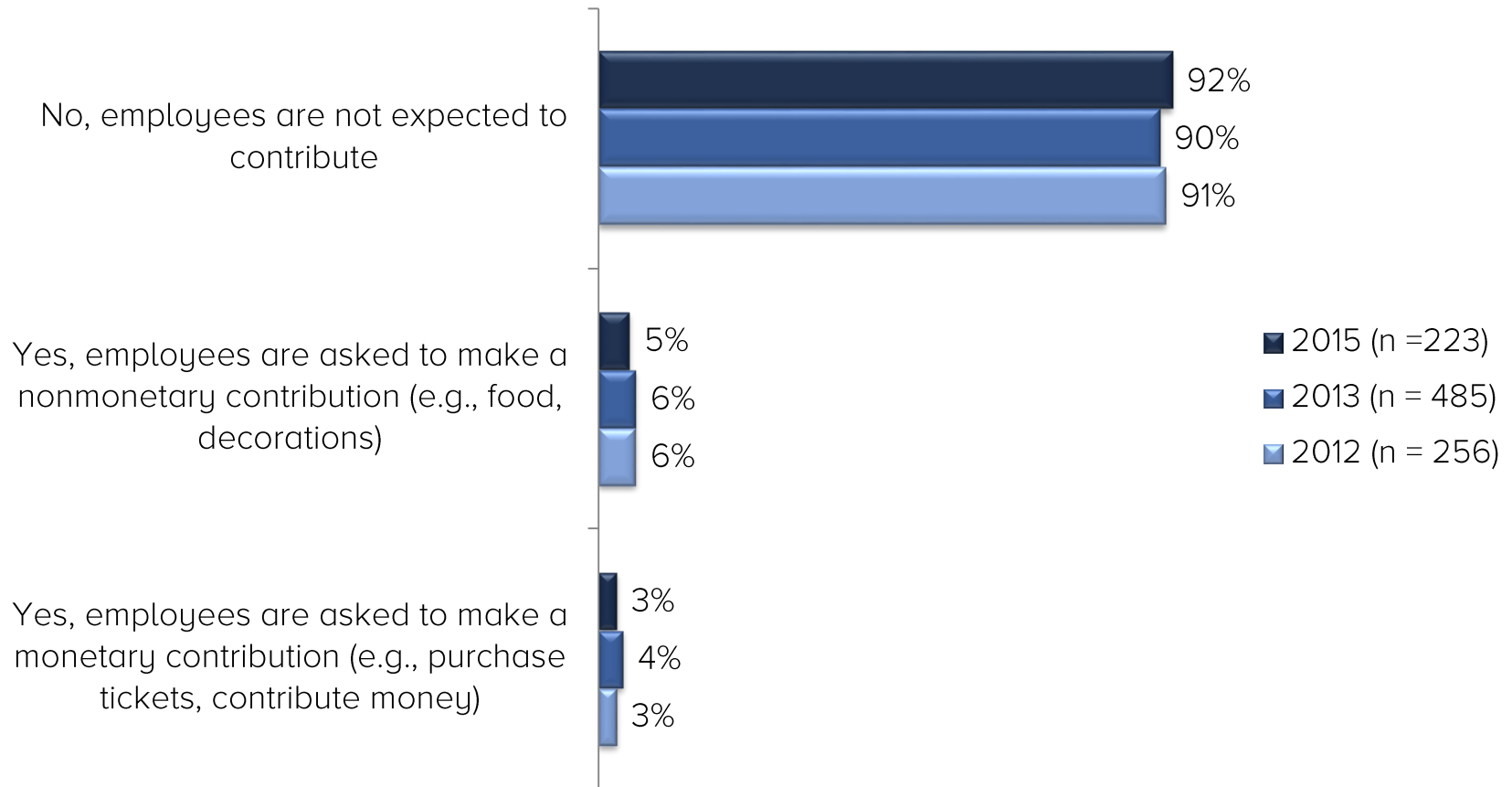


Note: Only respondents whose organizations were sponsoring an end-of-year/holiday party were asked this question. Respondents who answered "not sure" were excluded from this analysis.

Employee Requirement to Pay for Additional Guests Attending the End-of-Year/Holiday Party

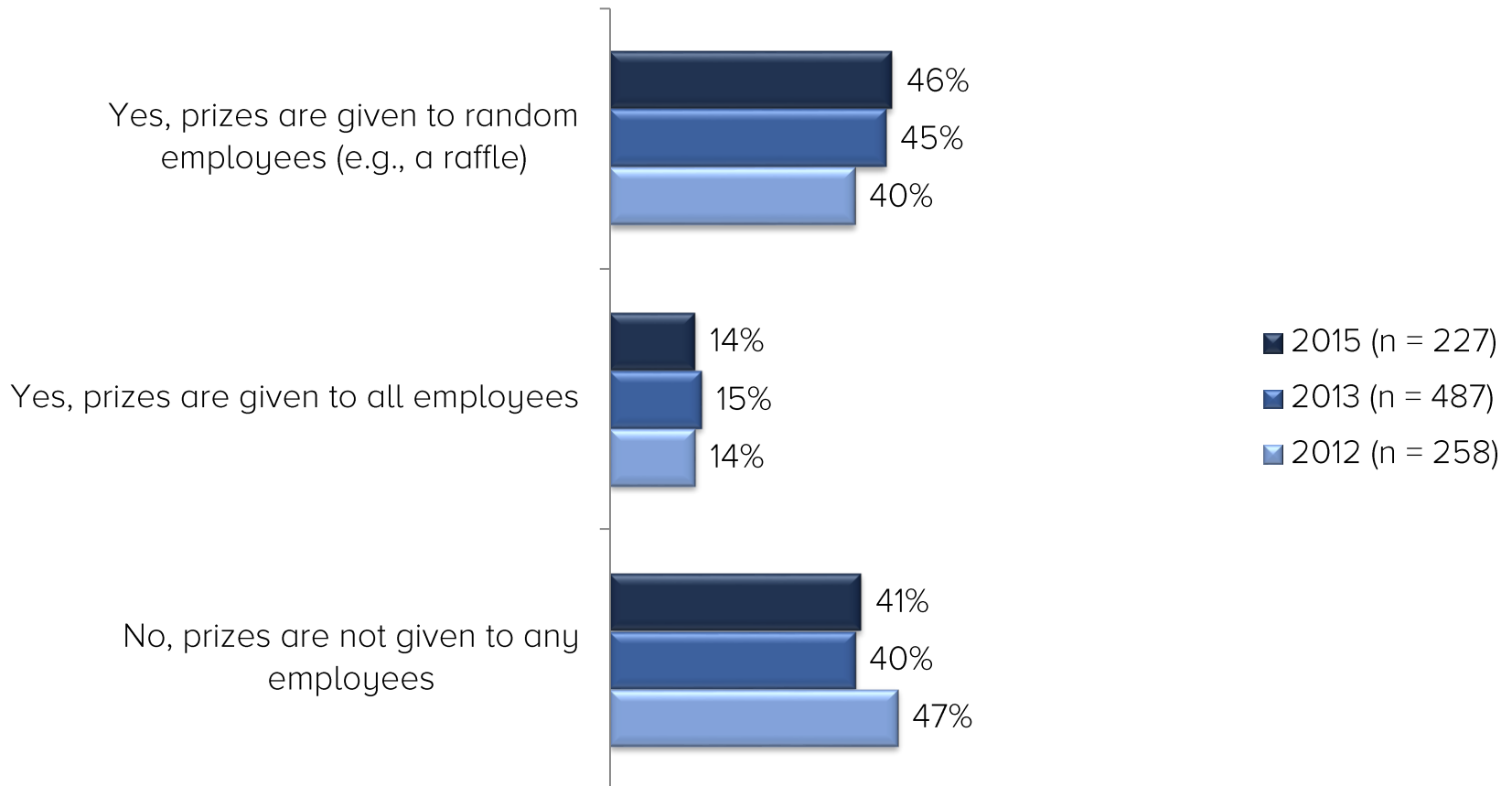


Note: Only respondents whose organizations were sponsoring an end-of-year/holiday party were asked this question. Respondents who answered "not sure" were excluded from this analysis.

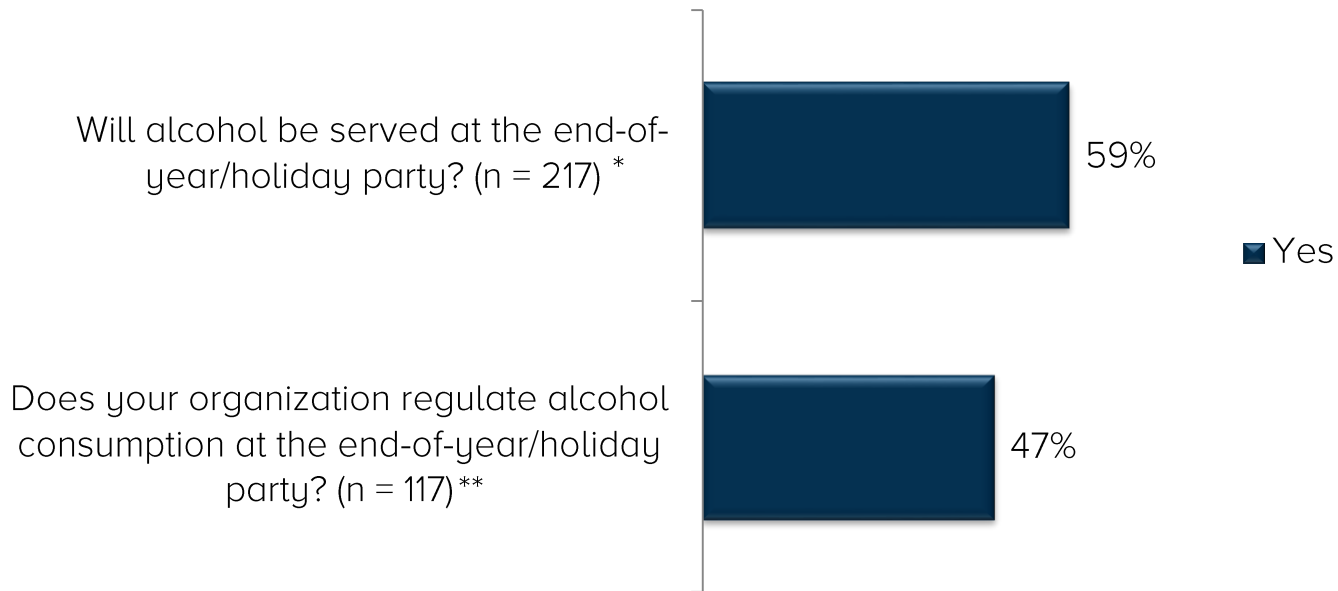


Note: Only respondents whose organizations were sponsoring an end-of-year/holiday party were asked this question. Respondents who answered "not sure" were excluded from this analysis.

Prizes Given at the End-of-Year/Holiday Party



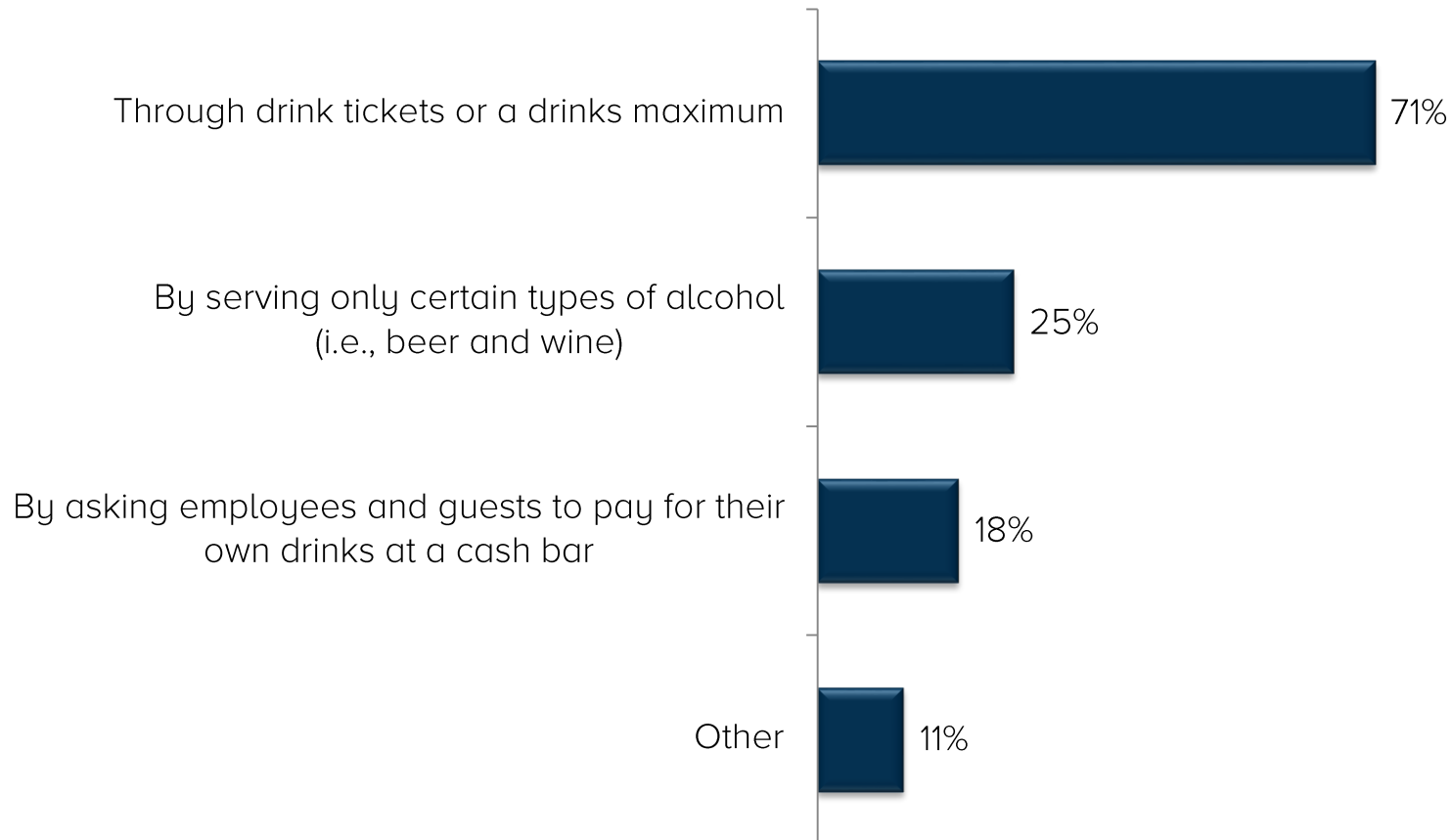
Note: Only respondents whose organizations were sponsoring an end-of-year/holiday party were asked this question. Percentages may not total 100% due to rounding.



**Only respondents whose organizations were sponsoring an end-of-year/holiday party were asked this question. Respondents who answered "not sure" were excluded from this analysis.*

***Only respondents whose organizations were planning to serve alcohol at their end-of-year/holiday party were asked this question. Respondents who answered "not sure" were excluded from this analysis.*

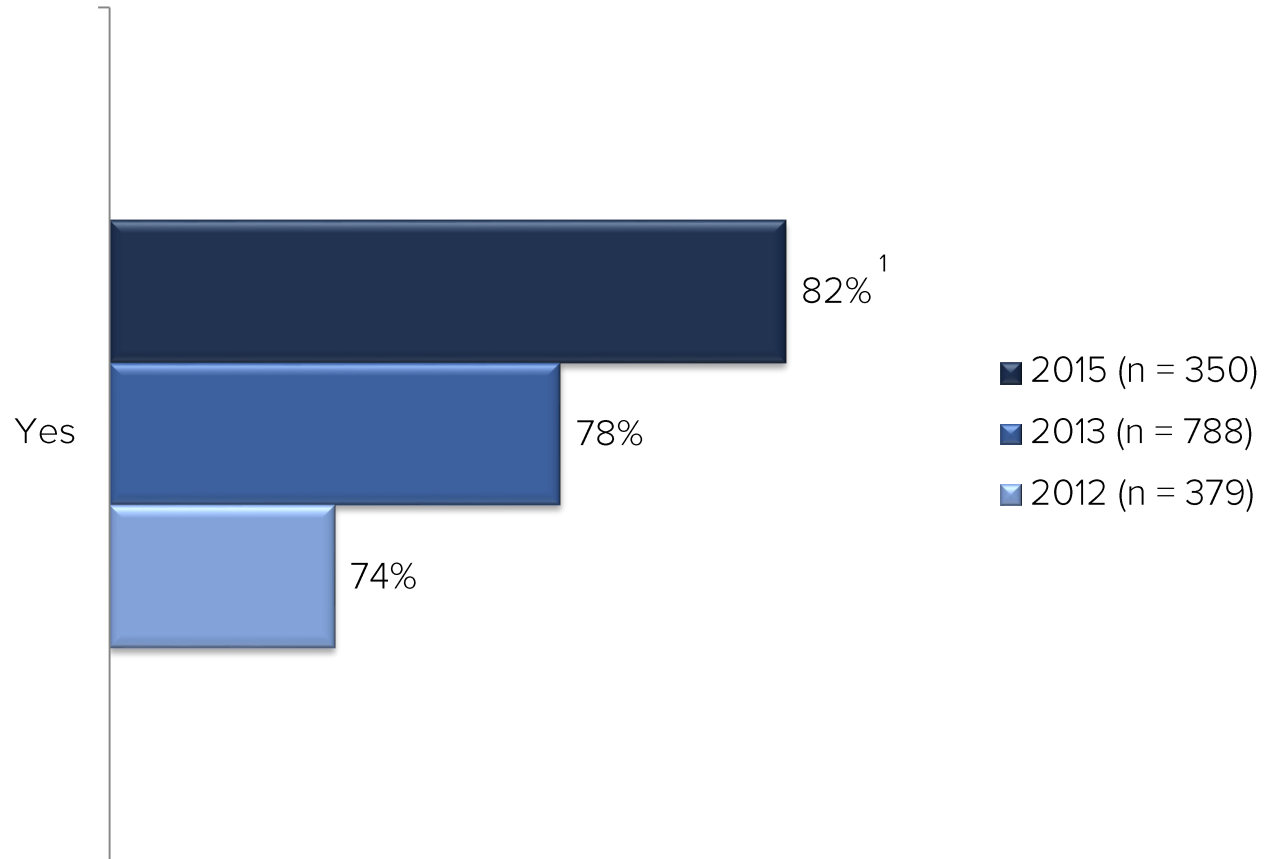
How Organizations Plan to Regulate Alcohol Consumption at Their End-of-Year/Holiday Party



Note: n = 55. Only respondents whose organizations were planning to serve alcohol at their end-of-year/holiday party were asked this question. Respondents who answered "not sure" were excluded from this analysis. Percentages do not total 100% due to multiple responses.

End-of-Year Giving

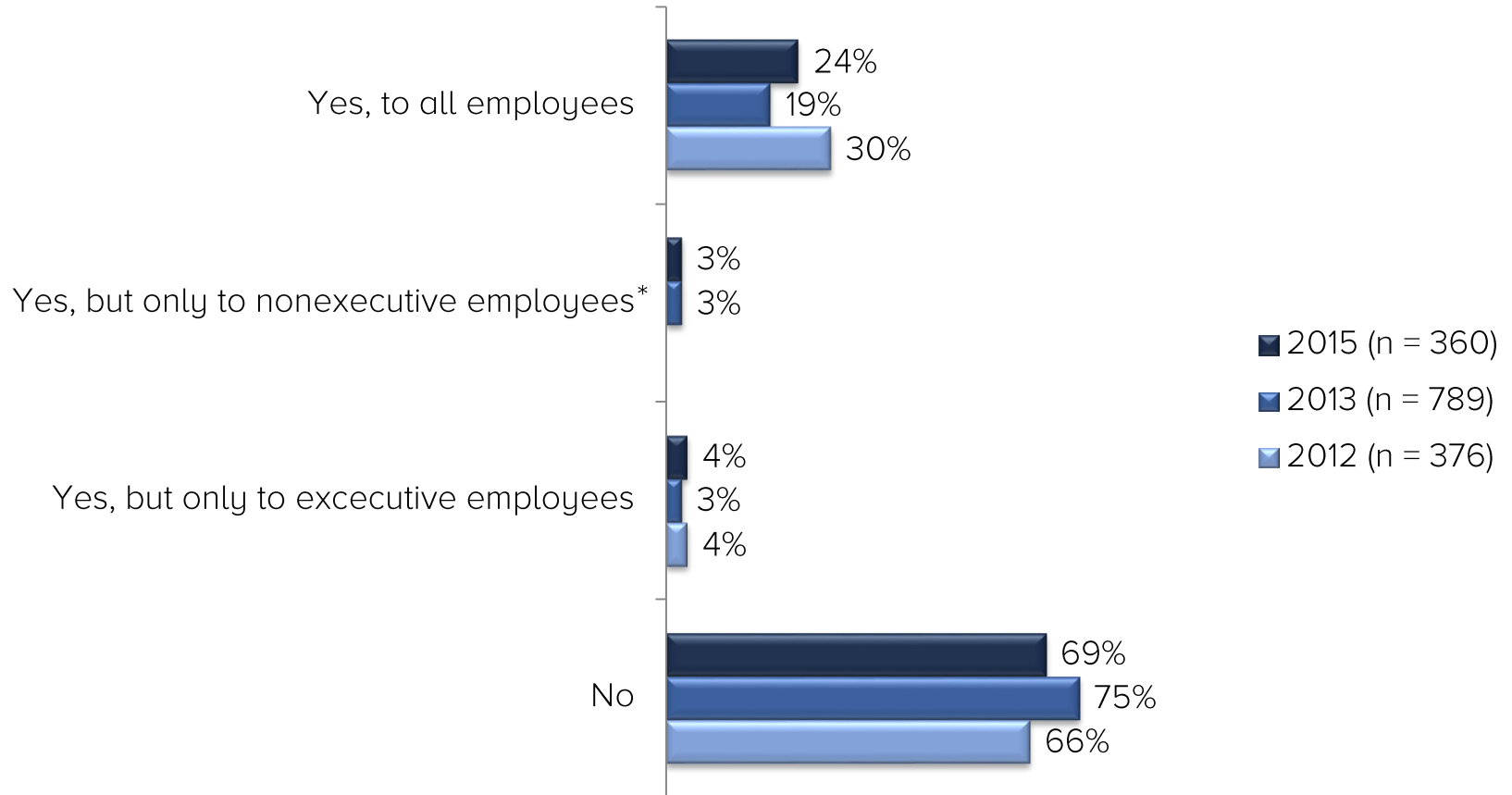
Participation in Charitable Donations/Drives (e.g., Toys for Tots, winter coat drives) During the End-of-Year/Holiday Season



Note: Respondents who answered "not sure" were excluded from this analysis.

¹Statistically significant difference from 2012.

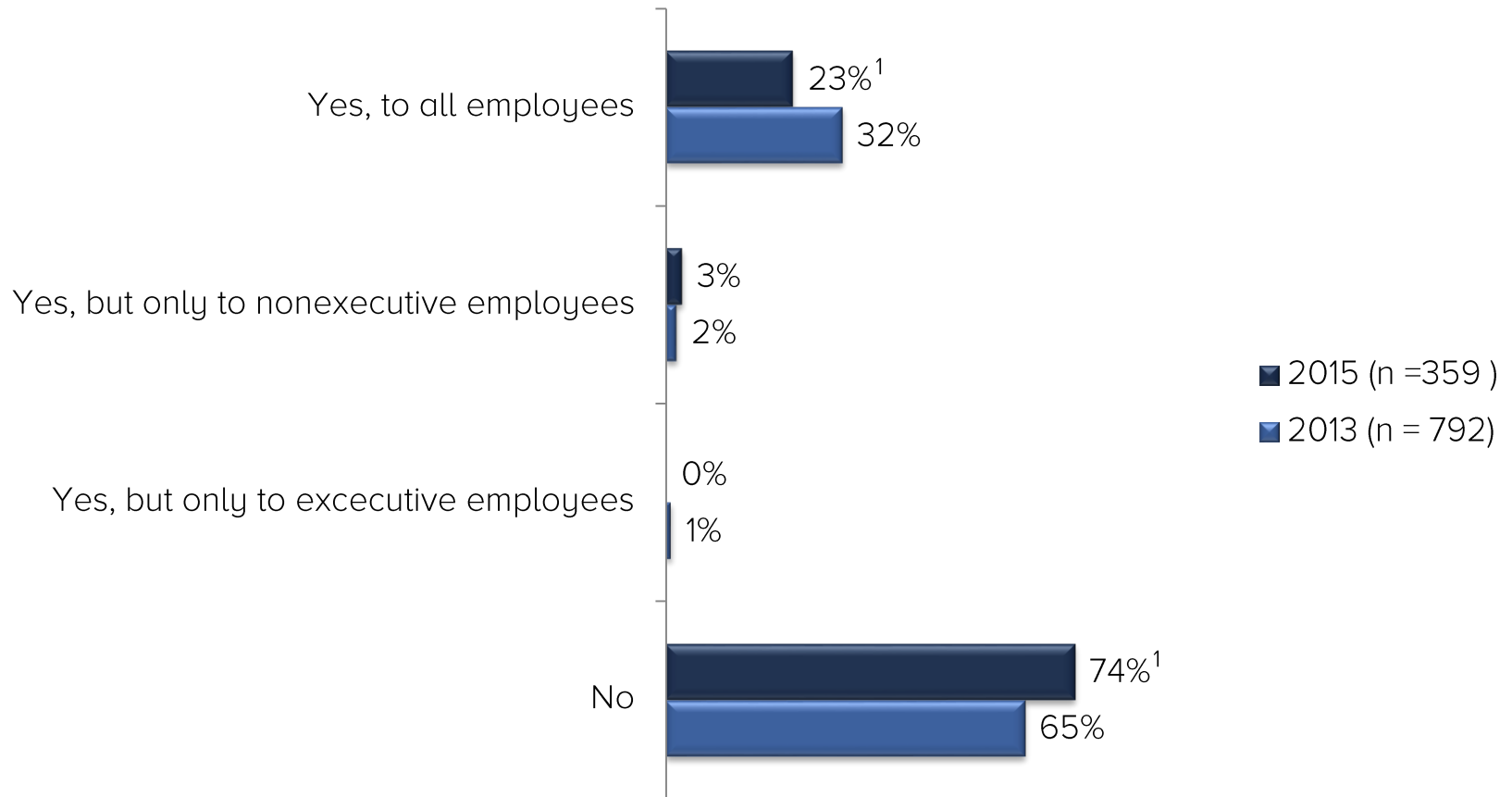
Nonperformance-Based Bonuses at the End of the Year



Note: Respondents who answered “not sure” were excluded from this analysis.

** This response option was not available in 2012.*

Nonperformance-Based Gifts* at the End of the Year

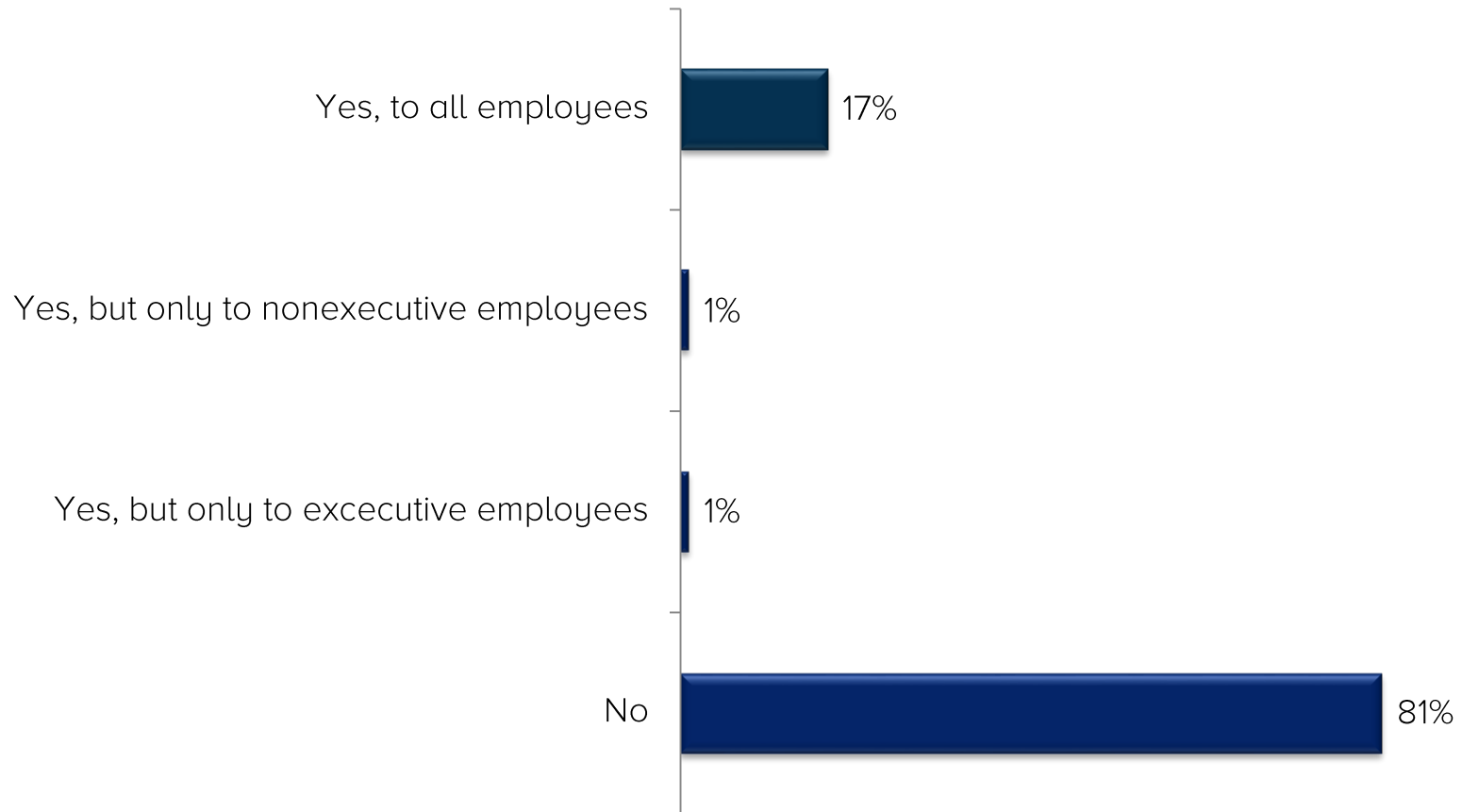


Note: Respondents who answered “not sure” were excluded from this analysis.

*E.g., gift bags, gift cards, ham, turkey.

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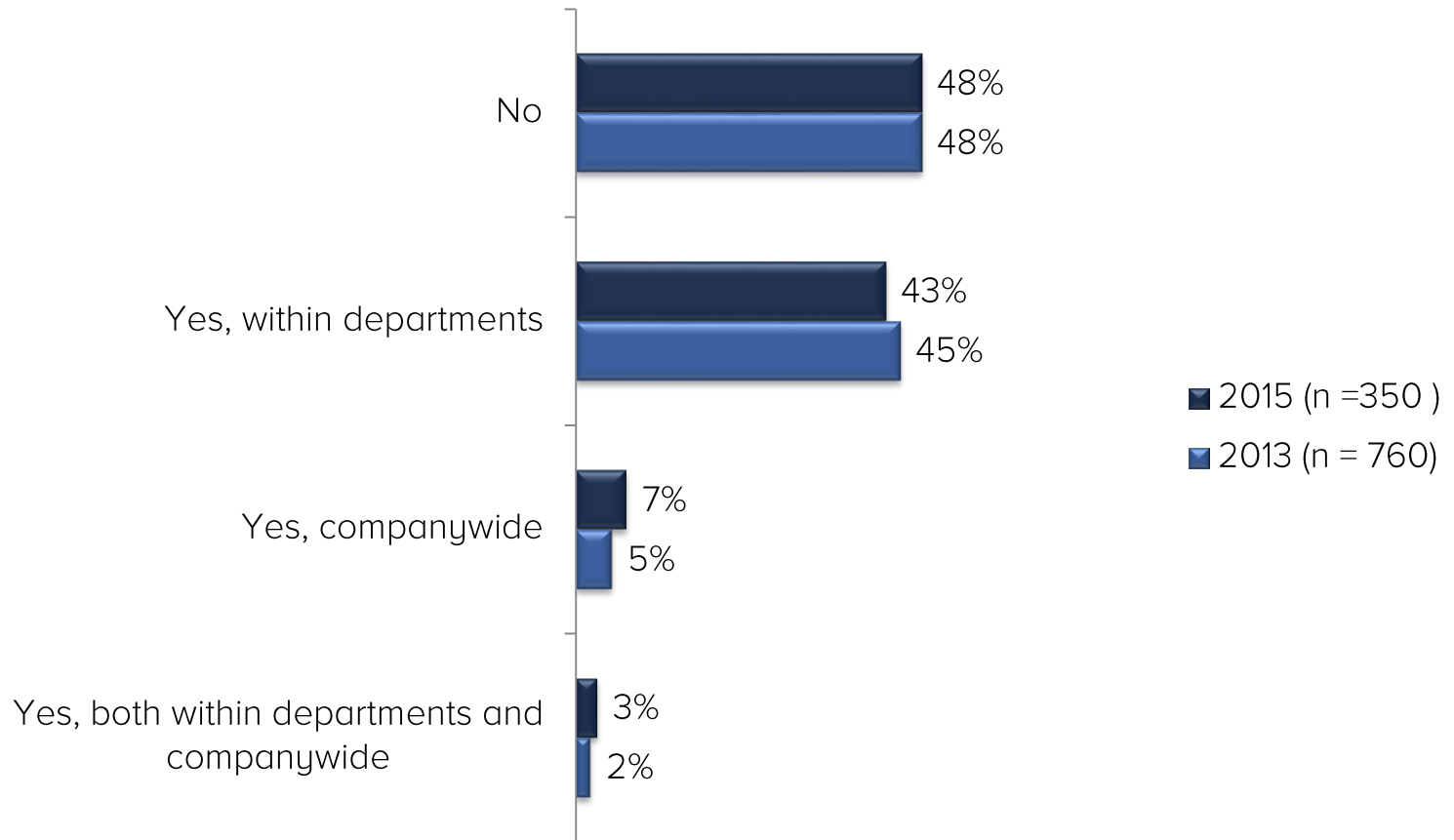
Nonperformance-Based Gifts* at Thanksgiving



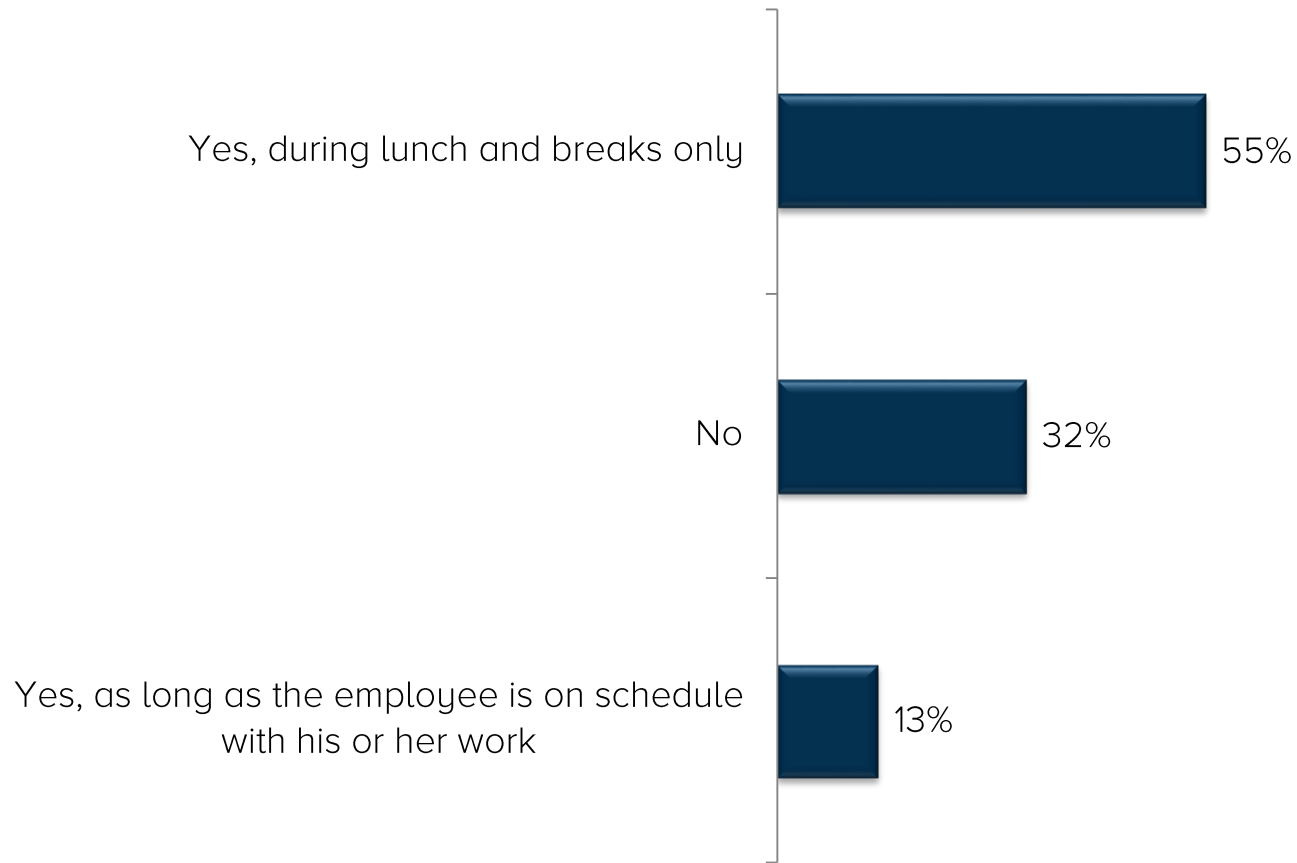
Note: n = 349. Respondents who answered "not sure" were excluded from this analysis.

**E.g., gift bags, gift cards, ham, turkey.*

Gift Exchanges During the End-of-Year/Holiday Season



Note: Respondents who answered “not sure” were excluded from this analysis. Percentages may not total 100% due to rounding.



Note: n = 220. Respondents who answered "not sure" were excluded from this analysis.

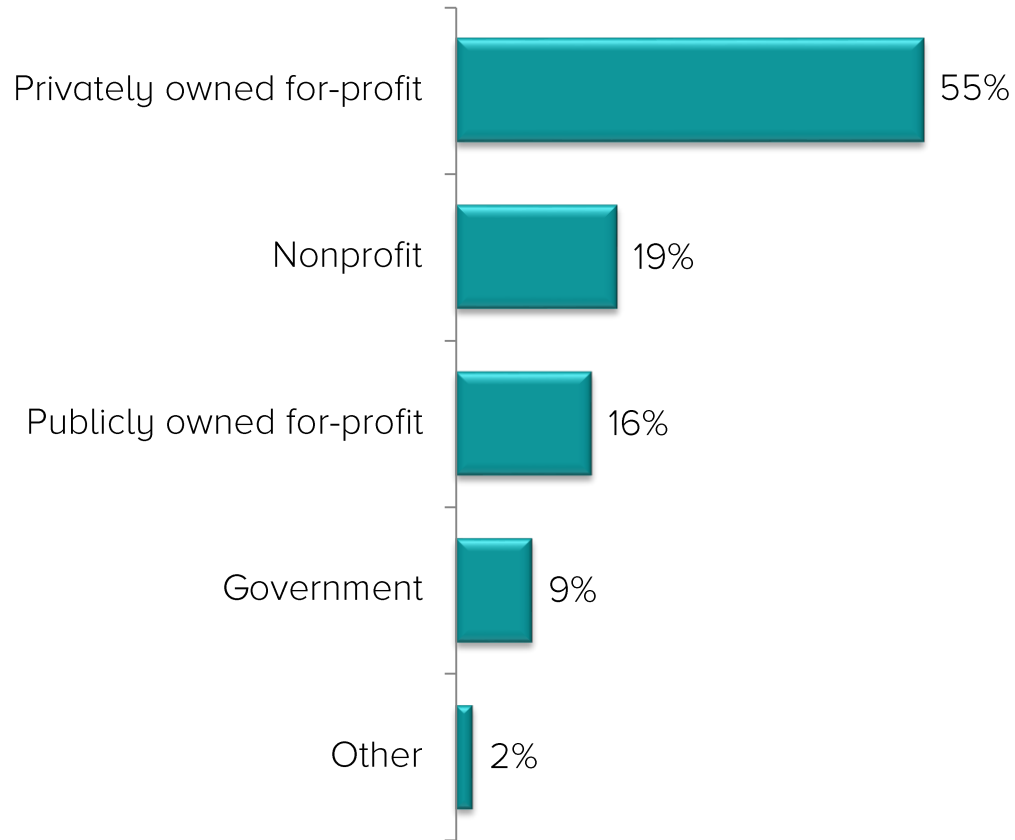
Demographics

	Percentage
Manufacturing	19%
Professional, scientific and technical services	13%
Health care and social assistance	12%
Finance and insurance	12%
Educational services	9%
Government agencies	7%
Transportation and warehousing	5%
Retail trade	5%
Utilities	5%
Construction	5%
Administrative and support, and waste management and remediation services	5%

Note: n = 365. Percentages do not total 100% due to multiple response options.

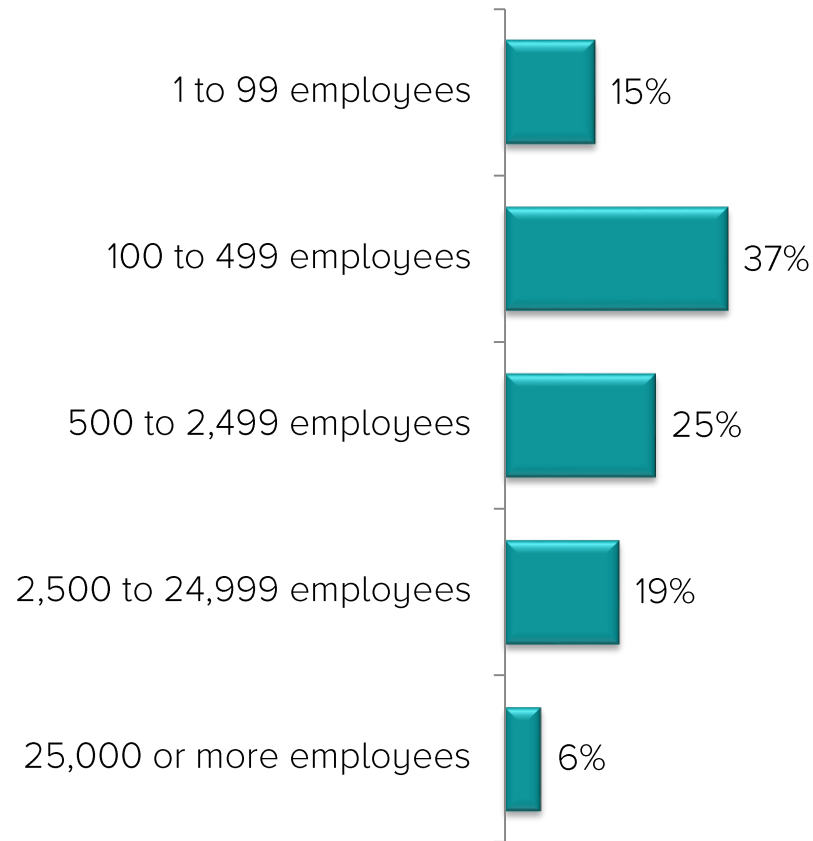
	Percentage
Real estate, rental and leasing	4%
Repair and maintenance	4%
Wholesale trade	3%
Accommodation and food services	3%
Mining, quarrying, and oil and gas extraction	2%
Information	2%
Religious, grant-making, civic, professional and similar organizations	2%
Agriculture, forestry, fishing and hunting	2%
Arts, entertainment and recreation	2%
Personal and laundry services	< 1%
Other industry	12%

Note: n = 365. Percentages do not total 100% due to multiple response options.



Note: n = 356. Percentages may not total 100% due to rounding.

Demographics: Organization Staff Size



Note: n = 232. Percentages may not total 100% due to rounding.

Does your organization have U.S.-based operations (business units) only, or does it operate multinationally?

U.S.-based operations only	77%
Multinational operations	23%

n = 380

What is the HR department/function for which you responded throughout this survey?

Corporate (companywide)	72%
Business unit/division	14%
Facility/location	14%

n = 256

Is your organization a single-unit organization or a multi-unit organization?

Single-unit organization: An organization in which the location and the organization are one and the same.	36%
Multi-unit organization: An organization that has more than one location.	64%

n = 381

For multi-unit organizations, are HR policies and practices determined by the multi-unit headquarters, by each work location or by both?

Multi-unit headquarters determines HR policies and practices	57%
Each work location determines HR policies and practices	3%
A combination of both the work location and the multi-unit headquarters determines HR policies and practices	40%

n = 255

Survey Methodology

- Response rate = 13%
- 385 HR professionals from a randomly selected sample of SHRM's membership participated in this survey
- Margin of error +/-5%
- Survey fielded October 5-16, 2015

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