

# Q2 2024 Worker Confidence Report: UNVEILING THE PULSE OF THE WORKFORCE



Consumer spending drives over two-thirds of our nation's GDP, with personal employment situations and job confidence acting as a rudder, guiding how American workers manage and spend disposable income. The survey captures the sentiment of the workforce on key aspects of employment confidence such as job security, opportunity for advancement, compensation expectations, trust in leadership and the upcoming 2024 elections.

## A Comparative Study: Q1 2024 vs Q2 2024

Our Worker Confidence Index provides a fascinating comparison between the sentiments of Q1 and Q2 2024. A score exceeding 100 in any domain signifies a significantly more positive outlook than that of four years ago.

While overall worker confidence remains higher in 2024 than in 2020, confidence fell across the board, particularly among Democrats, down nine points in our index to 111.7. The key drivers of the decline among Democrats were fewer anticipating a promotion and fewer anticipating a raise of at least three percent.

But as the US election draws nearer, will these findings become a trend or merely a one quarter anomaly? Traditionally, Independents have lower optimism than either Democrats or Republicans, but how this will play out among these voters is sure to create a close election in one that remains to be seen.

Delve into the shifting waves of U.S. worker confidence with our Q2 2024 report, by HRO Today and sponsored by Yoh, A Day & Zimmermann Company. The full report, with the comprehensive analysis of Worker Confidence by political affiliation, will be available as a free download at [Worker Confidence Index](#) in late July 2024.

