

# Attracting & Retaining Employees in 2024



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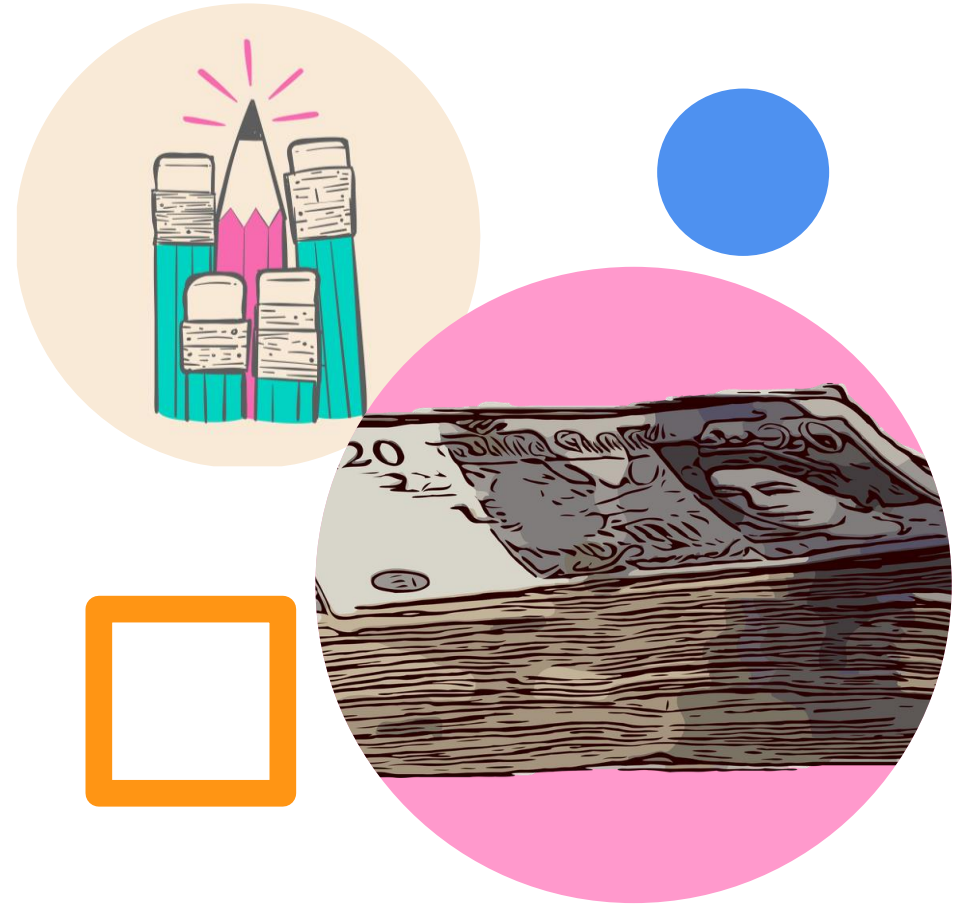
81% say it is at least a possibility that they will try to get a new job this year. Only 19% say it is *unlikely* or they *definitely will not*.

Why do they want to leave?

You can probably guess the most important reason...

Yes, salary.

But very close behind is the chance to have more career opportunities.



More than 50% say their current manager has no career plan in place for them;  
that's why they want to leave.

*“They may have a career development plan in place but they’ve not shared it with me“*



Salary & career progression are the most important factors for leaving a job, likewise they are the most important when comparing potential new jobs;

closely followed by:

Working Hours,  
Work/Life Balance &  
Job Security.



Most people would accept a pay rise of up to 15% when changing jobs, though 40% would want more, *especially* in Banking and Finance.



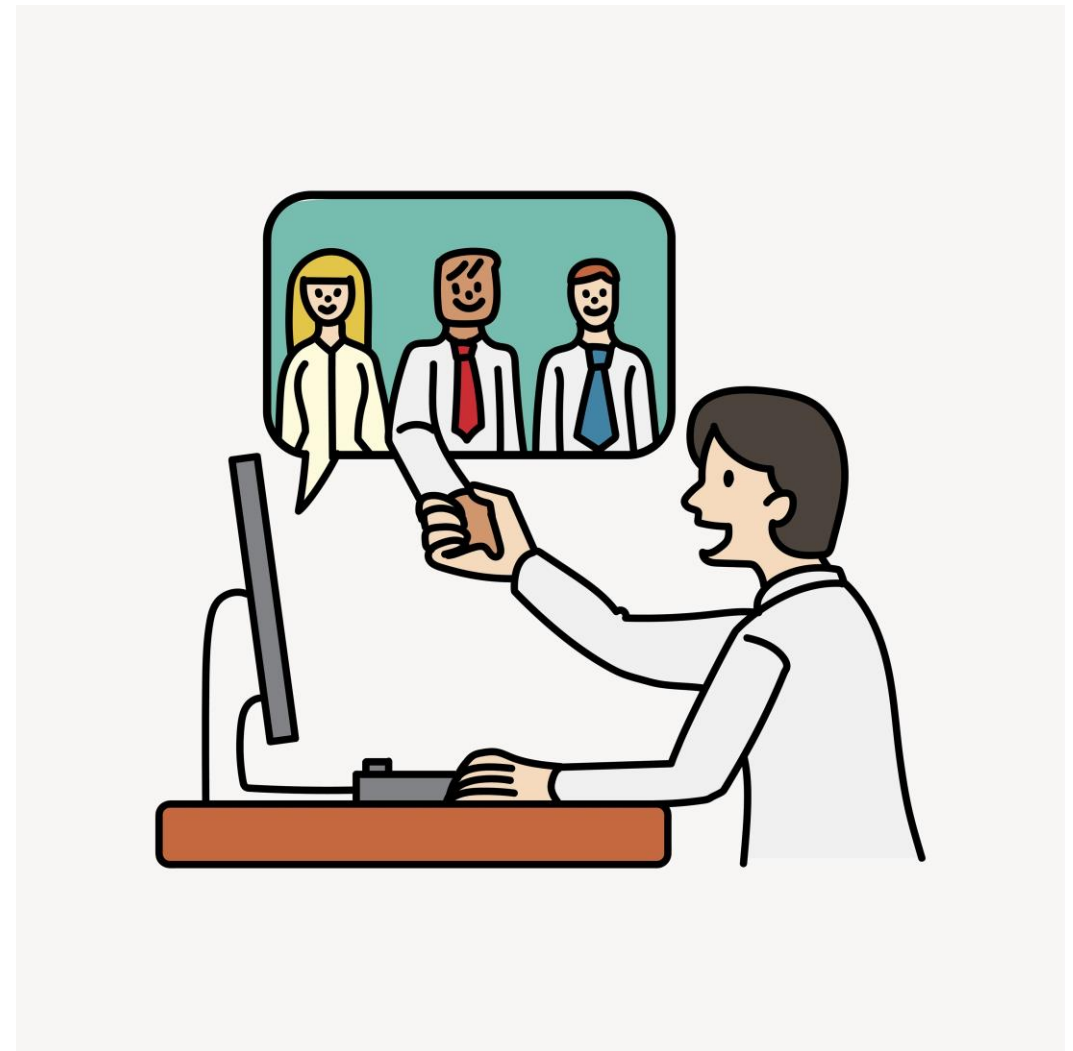
Candidates prefer a mix of interviews - video (1st interview) and face to face (2<sup>nd</sup> interview).

***“All on video is good, but getting a personal touch by meeting in person before joining there would be very good”***

And they *definitely* want to be interviewed by a human; only 19% would accept an AI interview

***“AI would just demonstrate how little I am worth”***

(though more than 40% have used AI/ChatGPT for writing CVs...)



But what do candidates want to see changed or improved in the job search process?



Top of the list is to get interview feedback and to get it quickly.

***“We understand that it takes time for companies to respond to a large number of applications, but as applicants we also want to decide whether we need to move on or not, so we would appreciate it if we could be told as soon as possible.”***



Almost as important is to have salary details on the job spec. Nobody wants to apply for a job without knowing its salary.

Would you?

# Finally, hybrid working...

Only about one in four (27%) say all their company is full time office based, almost 2/3 are hybrid.

Of those, nearly 80% are in the office a maximum of 3 times a week.

However, 25% say they now have to go to the office more often than a year ago.

Hybrid matters to people, nearly 60% say that being able to work from home will be a deciding factor when choosing between employers.

***“WFH is one of the most important options employers can offer. I prefer an office environment, I would not push that on my co-workers or team though, & have seen first hand that their performance can increase by being at home. People should be able to choose what works for them.”***





# Your takeaways for 2024

## **Respect candidates...**

*They want you to interview them, not your new AI tool.  
Then they want feedback on how they did.*

## **Money is important ...**


*But your salary offer needs to be attractive enough to entice someone.  
Paying market rate means you're paying what they're already getting.*

## **But it's not *all* about the money...**

*A career development plan works in two ways - it will discourage people from leaving & attract people to join.  
WFH is such an attractive option & will make you stand out from your rivals.*

People want to be valued & feel that you want them to stay & grow.





For more information, or to speak to  
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