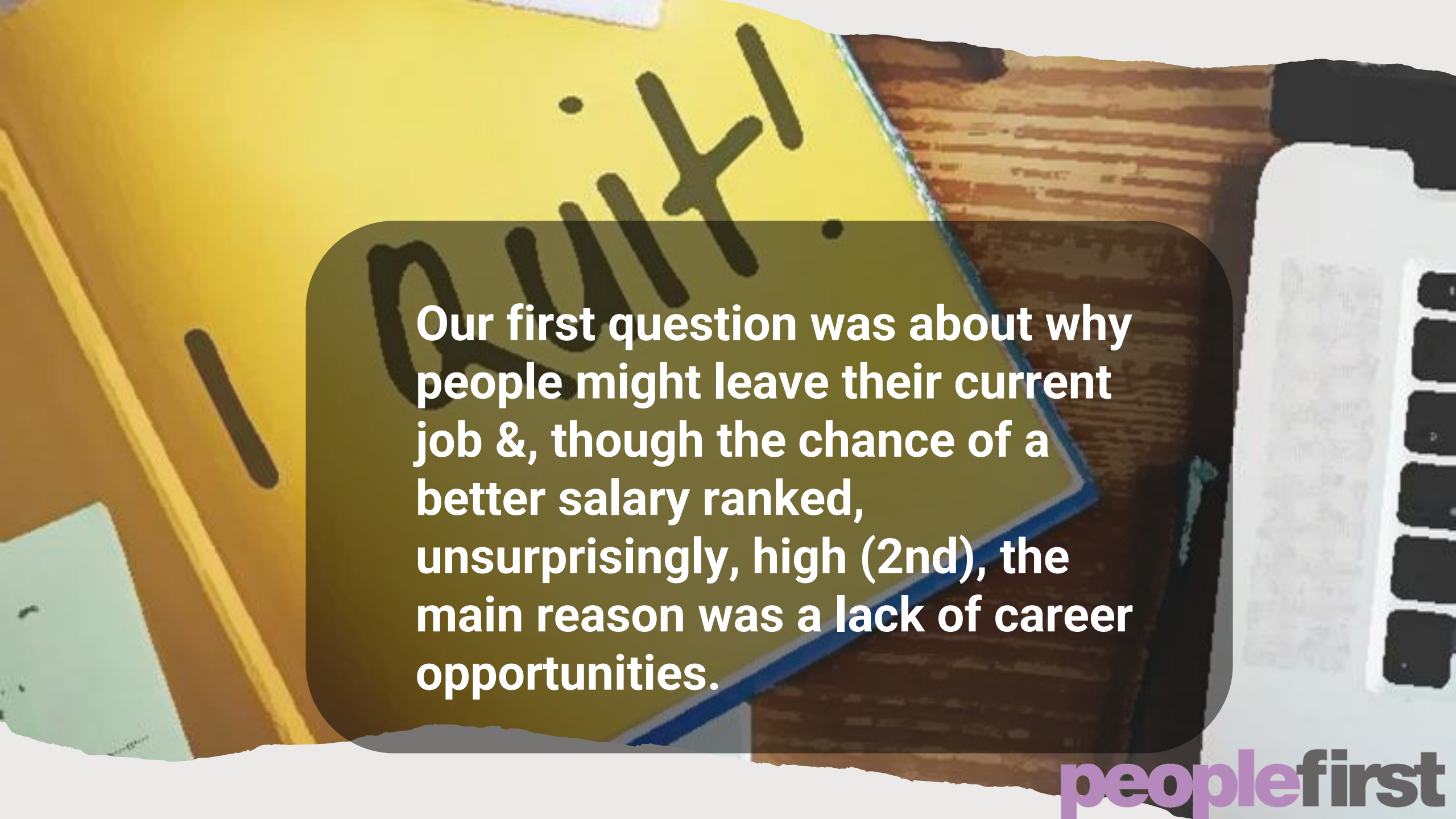


2023 Employee Survey

peoplefirst





Our first question was about why people might leave their current job &, though the chance of a better salary ranked, unsurprisingly, high (2nd), the main reason was a lack of career opportunities.

No Progress??

No Thank You

People will stay if they can see a future with their employer, but 60% say their company has no development plan for them.

So, almost half (46%) say they will look for a new job this year.

Even though 63% say their manager cares about their well-being, the message is that if you don't give people a hope of career development, they will move on.

“Manager always remind me to not work too late.”

“Career growth path is well defined; training and development materials are available online which helps to build the skills needed for the next role.”

Linked to the company culture, on the whole (48%), people are quite satisfied with how often they receive feedback and the recognition they get (60%) but nearly half feel the opposite.

And nearly 1 in 3 would definitely *not* recommend their company as a good place to work; with less than half saying they definitely *would* recommend it.

"Supervisors have little understanding of the nature of the work → not in a position to evaluate it."

"Manager isn't competent in my field."

"No encouragement to motivate people to do better work and develop their skills, which is a shame because there is so much to do and enjoy."

"No support for skills development at all."



It is very concerning that nearly 1 in 5 said that they changed job due to a negative culture which, in one example, included racism from a manager.

Once a person decides to leave, what most attracts them to their next employer is, as expected, a higher salary. But, again, future career prospects are very important too, 3rd most important with good working hours 2nd.

PROGRESS



peoplefirst



**WORK
FROM
HOME**

While the chance to WFH is not the number 1 aim when looking for a new job, 74% say WFH will be an important factor when looking to move, & more than 60% say being able to WFH would be a deciding factor in a choice between 2 employers.

65% are currently working some kind of hybrid, with only 12% being in the office 5 days a week.

peoplefirst

“There is too much non-Human contact nowadays.”

Turning to the job interview process, while 64% prefer to do at least the 1st interview by video, 86% want to be interviewed by a human, not a robot/AI!

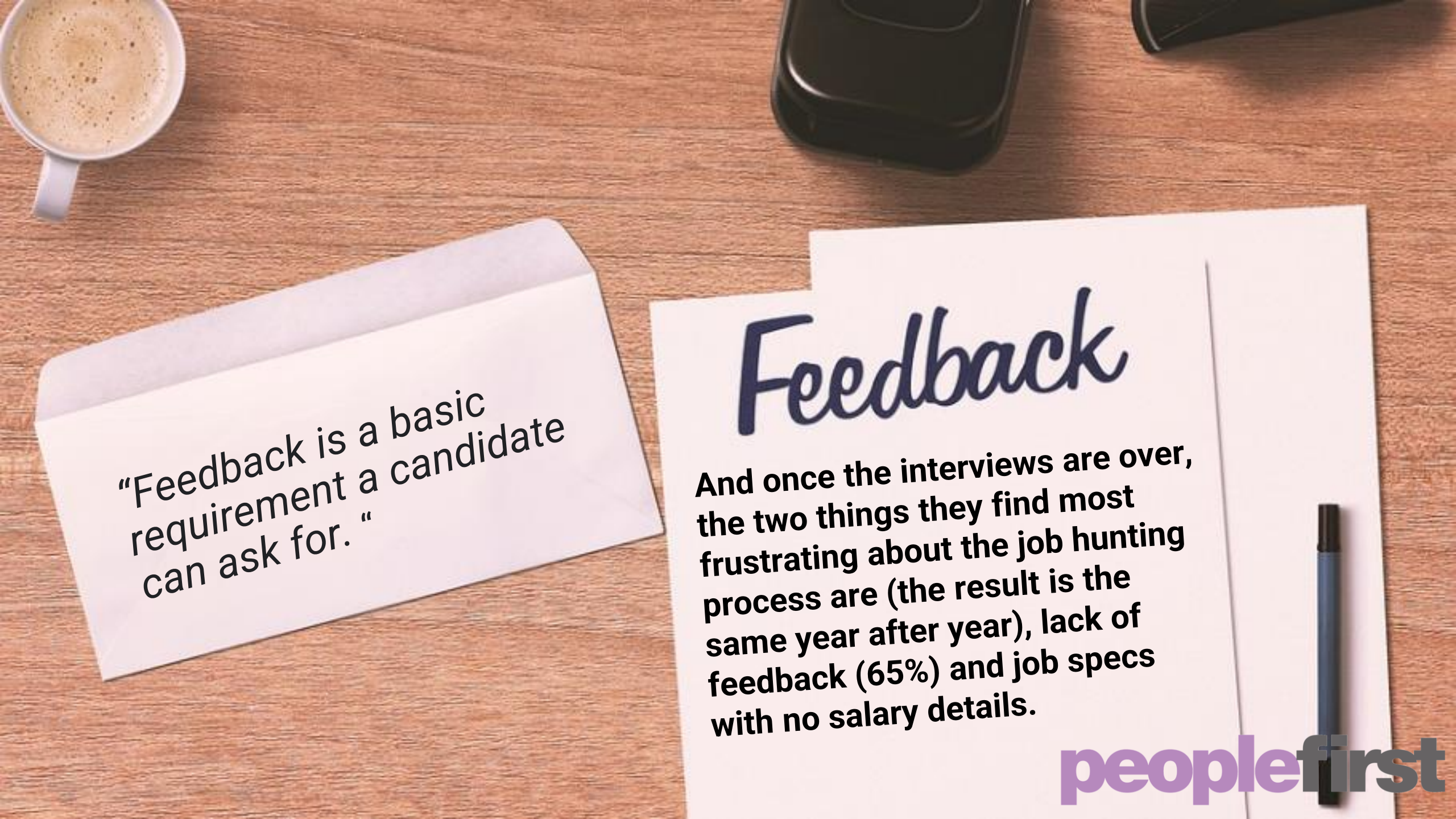


peoplefirst

During the interview process, when asked what would make them turn down a job offer or an interview, a below target salary is the main reason. But, next on the list are unprofessional interviewers; managers who do not turn on their video camera during an interview, or who spend time looking at their mobile phone instead of at the candidate. These actions create a feeling of lack of respect and push candidates away.

“Too many unprofessional responses, and they ask you to be perfect and professional all the time.”

peoplefirst



“Feedback is a basic requirement a candidate can ask for.”

Feedback

And once the interviews are over, the two things they find most frustrating about the job hunting process are (the result is the same year after year), lack of feedback (65%) and job specs with no salary details.



**Finally, looking into the future...
a huge 76% would like to work
a 4 day week, and, most of
those think it is possible to do
so in their job.**

Your Takeaways

Respect us!

is this year's message from employees and jobseekers.


- When someone applies for a job they expect the advert to include the salary details.
- When they take time to attend an interview they expect the interviewer to pay attention to them & not to their mobile phone.
- If the interview is on Zoom, they expect the interviewer to switch their camera on...
- ...& to receive feedback when the interview process is over.
- Once they join you, create a positive working environment, with a hybrid policy & an individual career development plan.

Let your people build a career with you, give them the flexibility of WFH that your competitors don't, make them proud to work for you...

& they will stay!

R E S P E C T

peoplefirst



For more information, or to speak to a People First consultant about vacancies that need foreign languages, please contact us on:

020 7796 3636

Or by email:

Multilingual: language@people-first.co.uk

www.people-first.co.uk

peoplefirst