

THE JOBBIO #WORKHAPPY INDEX

THE ULTIMATE GUIDE TO WHAT
MAKES PEOPLE HAPPY AT WORK

2020 EDITION



To attract the best talent to your organisation, you first need to understand their motivations and what makes them happy.

When we're happy at work, we're more creative, more productive and more driven to succeed.

So what do we need to work happy for 2020?

More than 1000 people across Ireland, the UK and Canada gave us their thoughts.

From the most desirable perks, to the most common career ambitions, discover what today's talent need to excel in their roles, in our latest Work Happy Index.

Interested in more career insights?
Check out our social channels



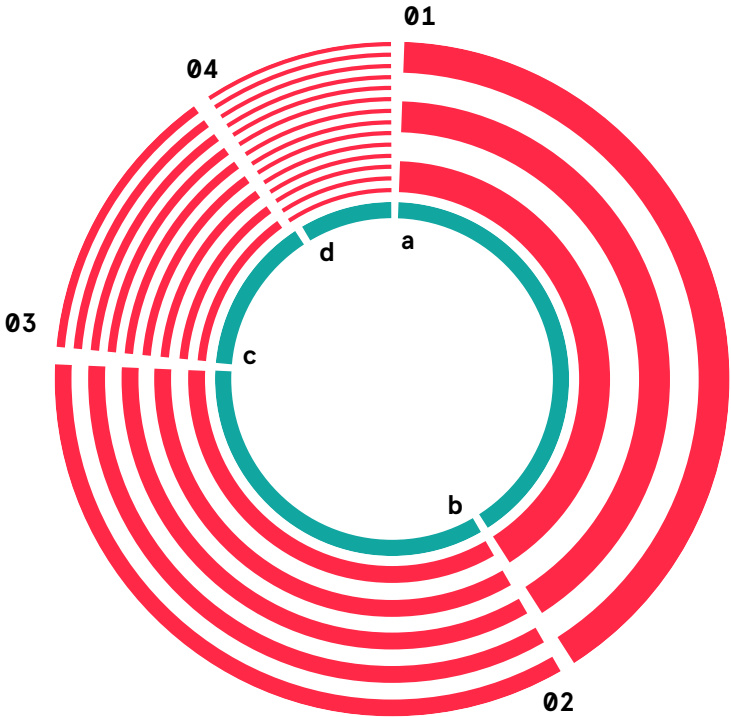


**ARE YOU SATISFIED
WITH YOUR
CURRENT JOB?**

Yes - 31%

No - 69%

WHAT IMPROVEMENTS WOULD YOU LIKE TO SEE IN YOUR JOB IN 2020?



Better work life balance



Greater access to upskilling opportunities



More remote working



More integrated technology such as automated systems



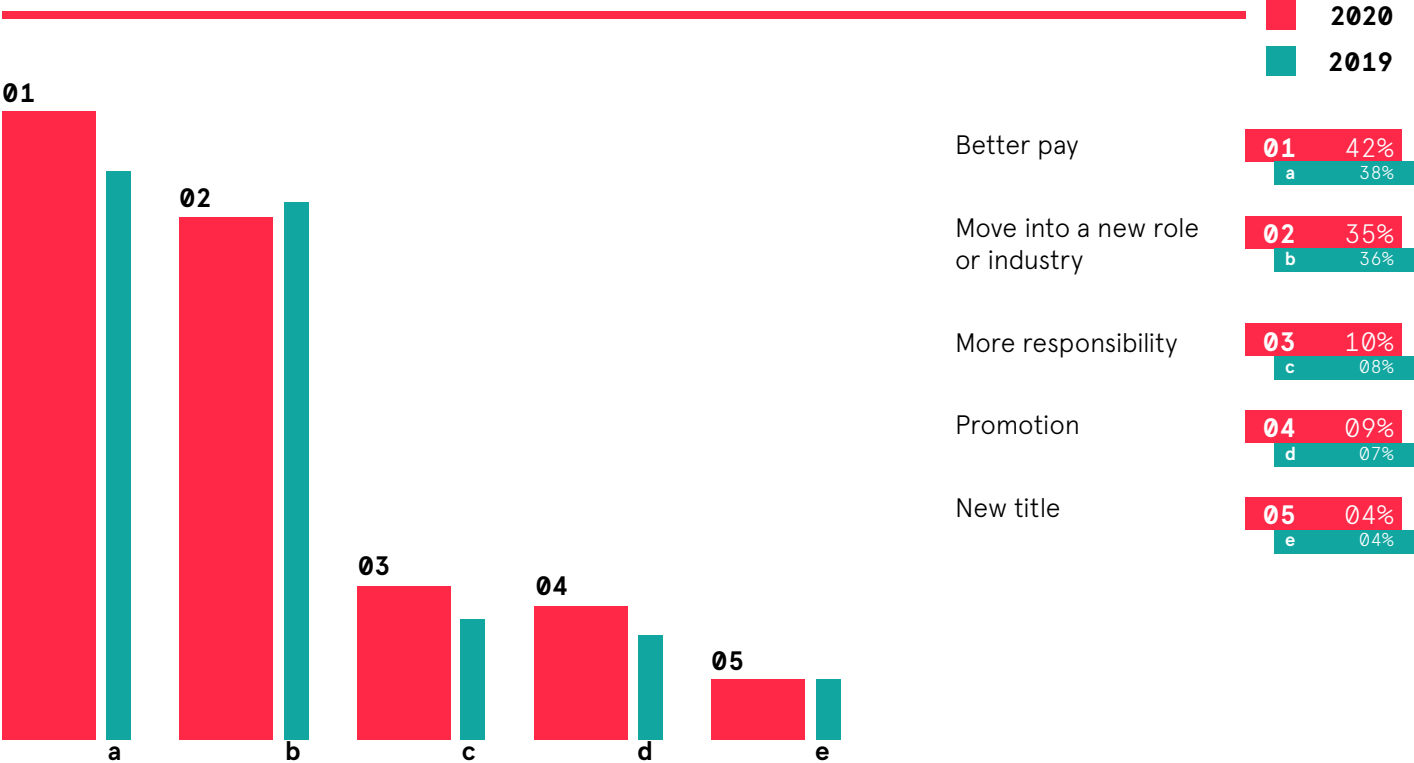
DOES YOUR COMPANY HAVE A CLEAR CAREER PATH?

Yes - 29%

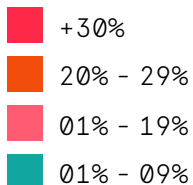
No - 71%



WHAT WOULD BE YOUR ULTIMATE CAREER AMBITION FOR 2020?



WHAT TECHNICAL SKILLS WOULD YOU LIKE TO LEARN OR IMPROVE IN 2020?



WILL YOU BE PURSUING UPSKILLING OPPORTUNITIES IN 2020?



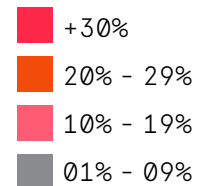
Yes - 86%



No - 14%



WHAT SOFT SKILLS WOULD YOU LIKE TO LEARN OR IMPROVE IN 2020?





**WOULD YOU CONSIDER
RELOCATING FOR THE
RIGHT JOB OR COMPANY?**

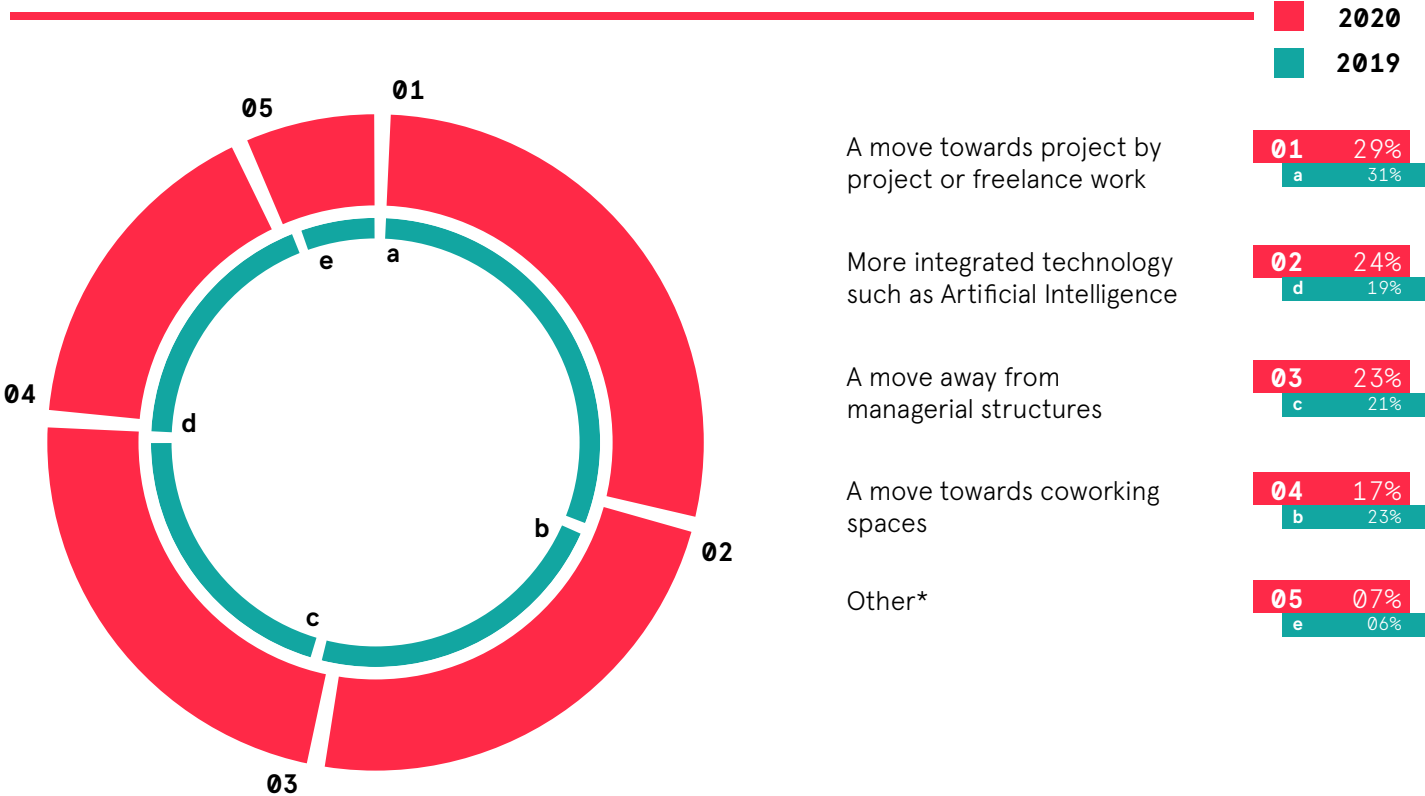


Yes - 81%



No - 19%

WHAT CHANGES WOULD YOU LIKE TO SEE TO WORKING PRACTICES IN GENERAL?

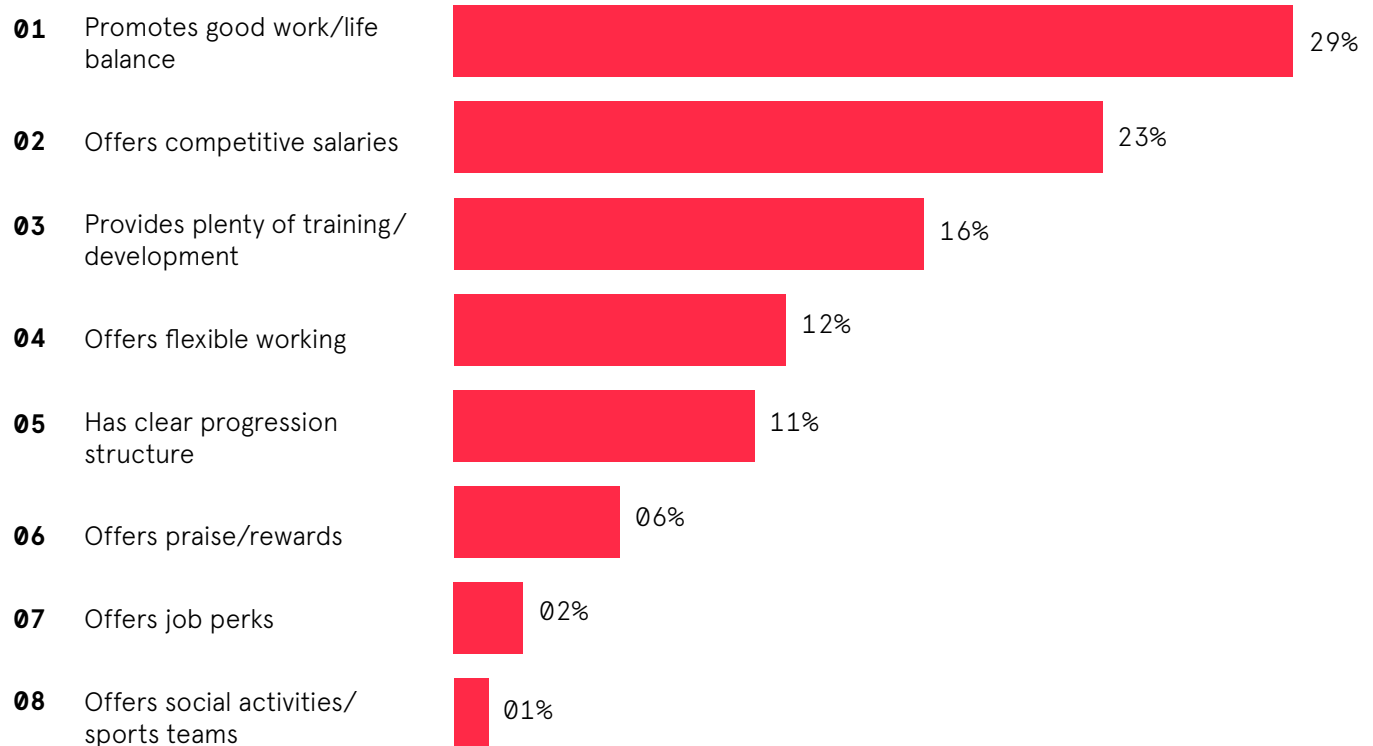


*See examples overleaf 11

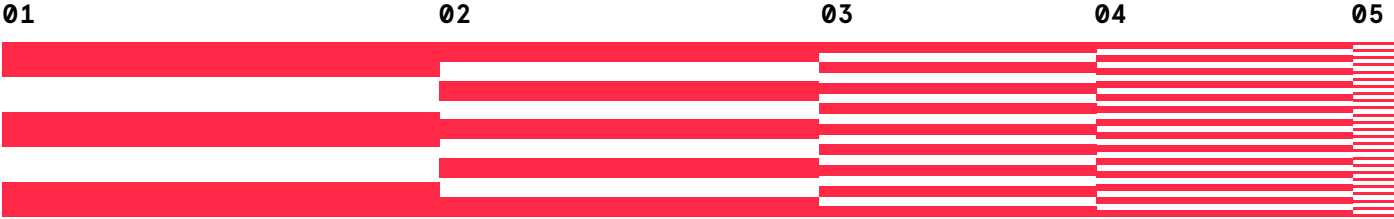
WHAT CHANGES WOULD YOU LIKE TO SEE TO WORKING PRACTICES IN GENERAL?*

“
Environmental compliance
Four day working week
Greater racial diversity
”

WHAT MAKES A GOOD EMPLOYER?



WHAT PERKS WILL BE MOST IMPORTANT TO YOU IN 2020?



01 Flexible hours	31%	04 Company share options or bonus plan	19%
02 Healthcare & pension scheme	27%	05 Free lunch	3%
03 Remote work	20%		

Now that you're well versed in talent priorities for 2020, it's time to align your hiring strategy.

Jobbio is a careers marketplace and inbound hiring platform trusted by over 6000 companies to reach the best talent.

If you'd like to learn about more ways we can make your hiring easier, visit [jobbio.com](https://www.jobbio.com)

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