

randstad workmonitor Q1 2018.

working at the office during opening hours still rules, but an agile way of working is underway.



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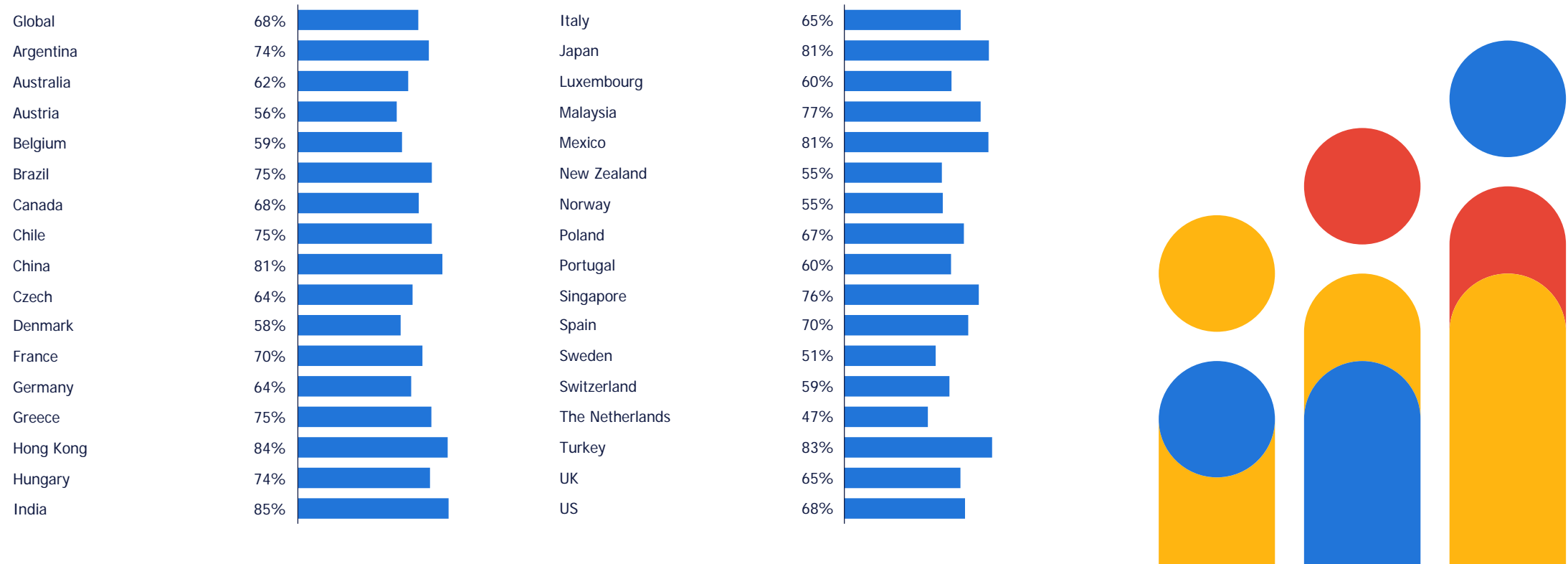


way of working

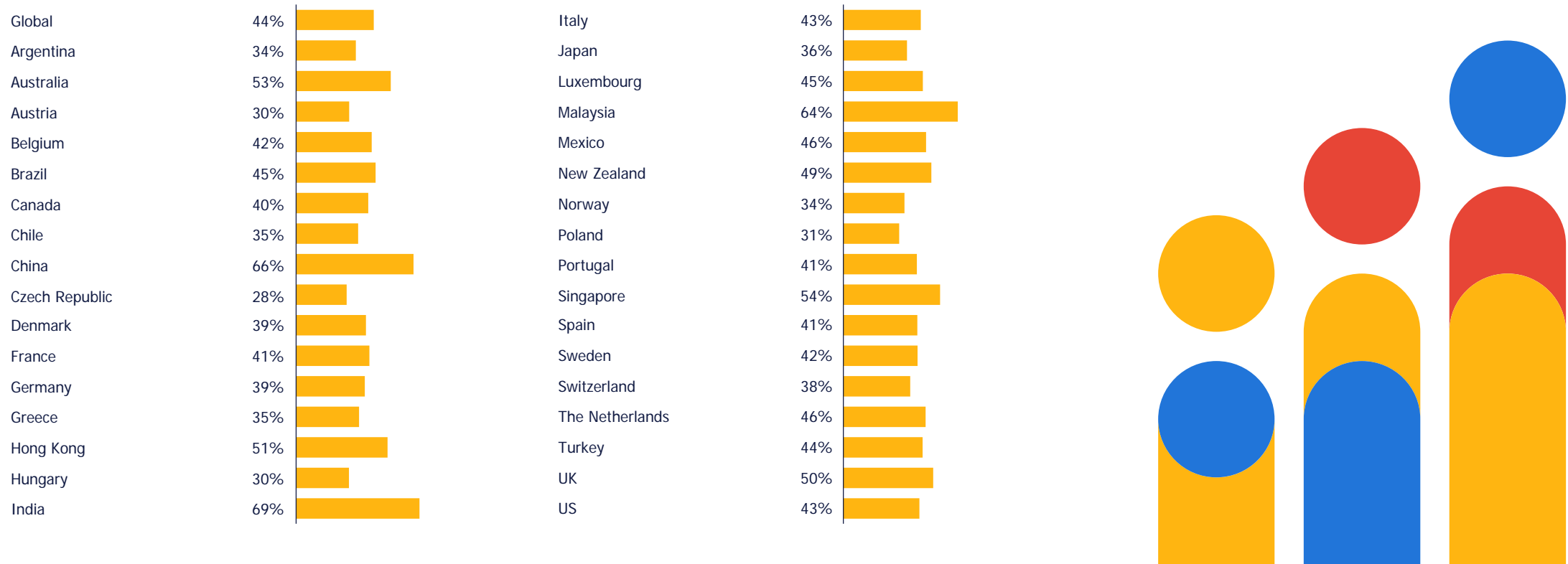


and work-life
balance.

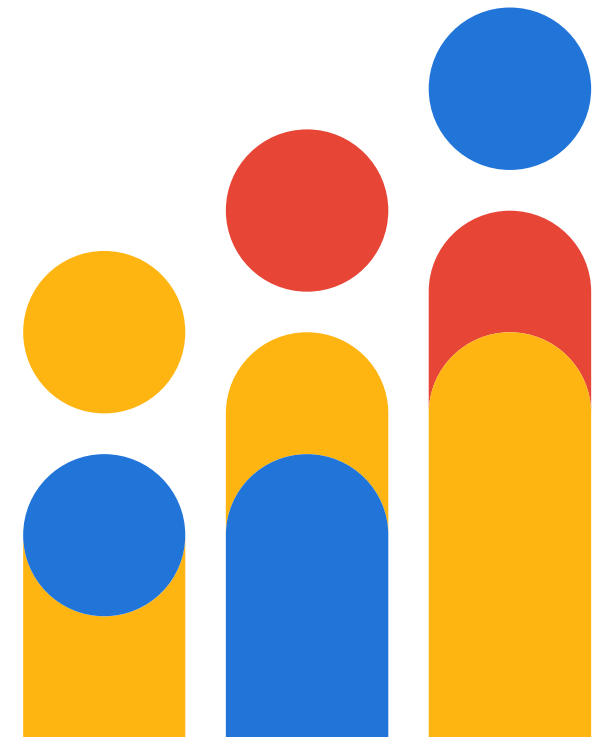
68% state that they still work in a traditional manner: everyone works at the office during opening hours.



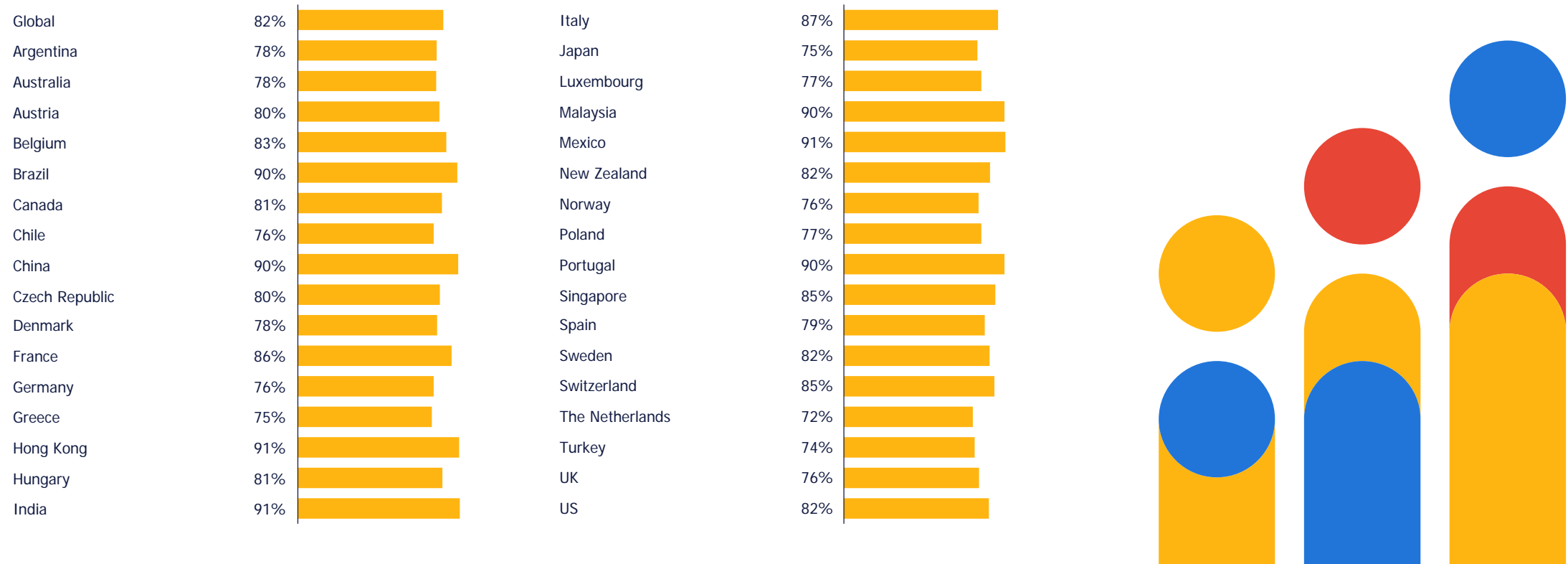
44% state that the way of working is shifting from traditional (always at the office) to agile (from multiple locations and outside standard opening hours).



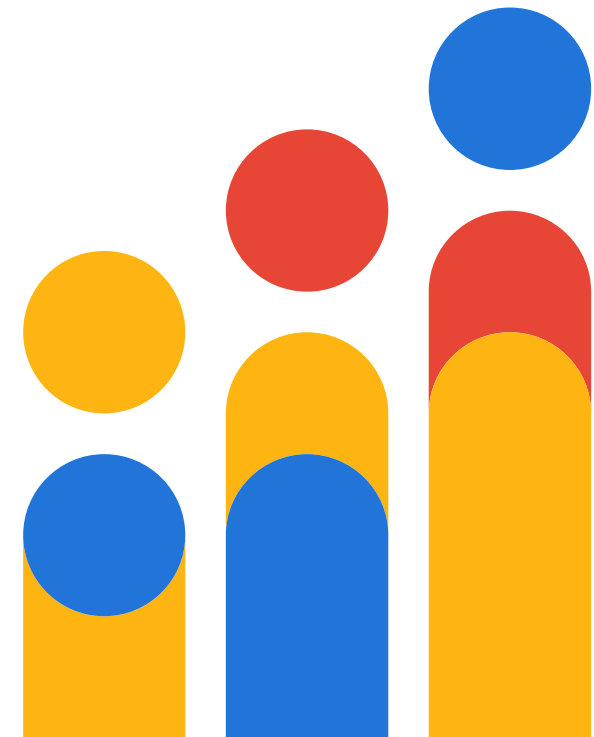
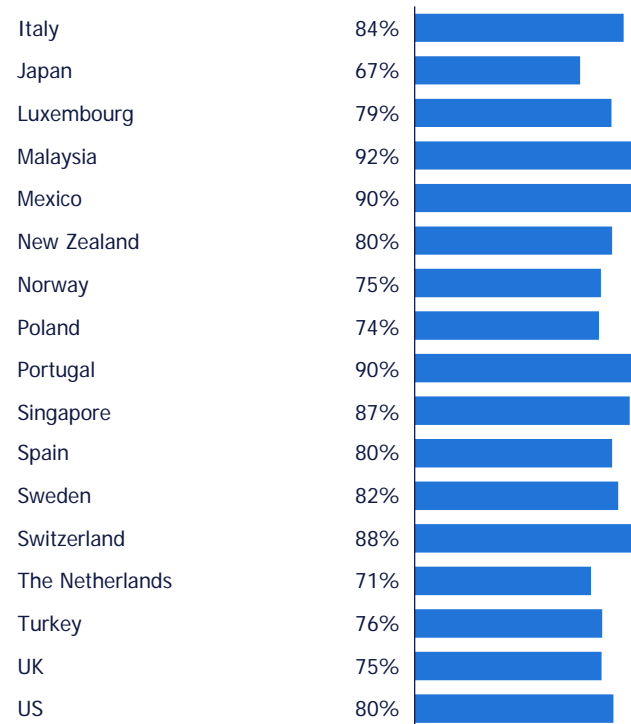
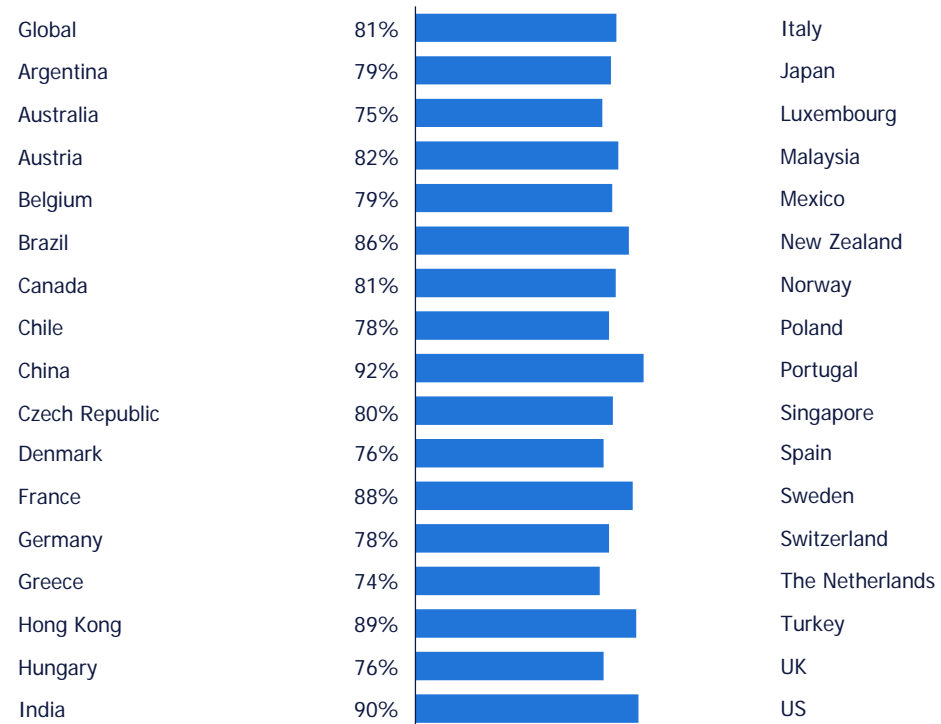
41% say that they have an agile way of working: you can work from anywhere at any time.



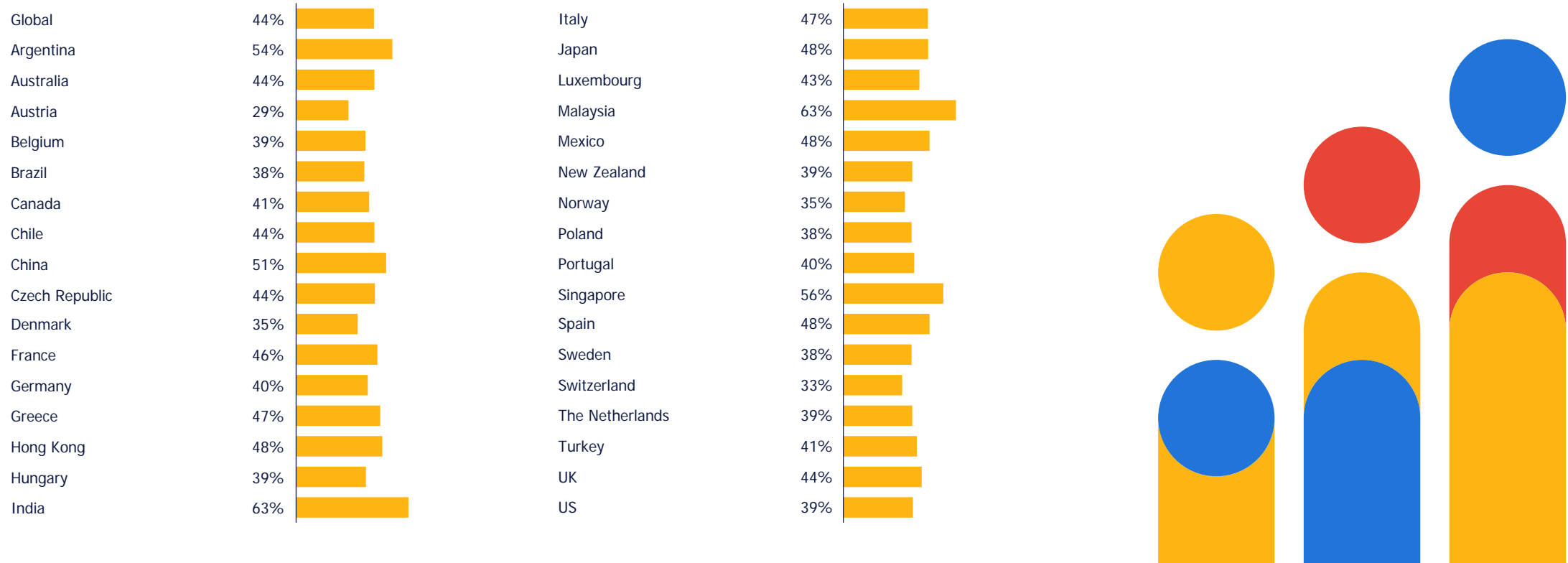
82% like agile working as it allows them to maintain a good work-life balance.



81% like agile working as it increases their productivity, creativity and job satisfaction.



44% believe that agile working causes a lot of pressure on their private life as they never seem to be 'disconnected' from work themselves.

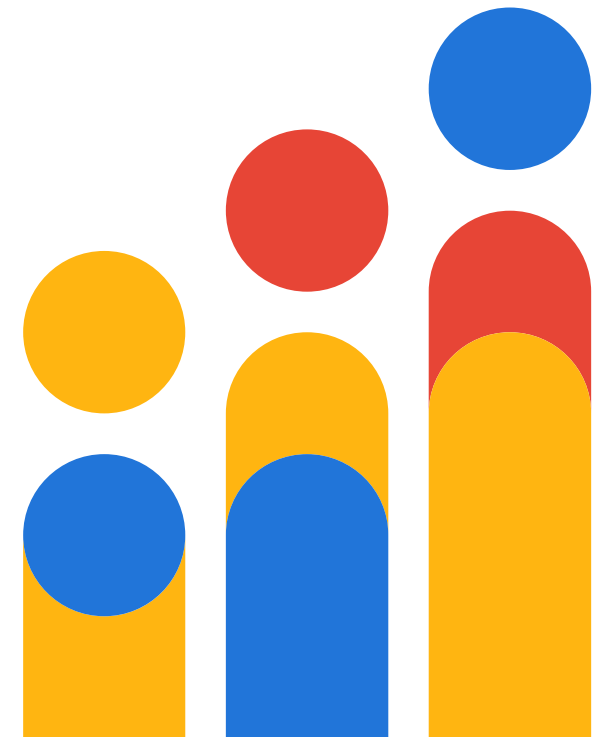
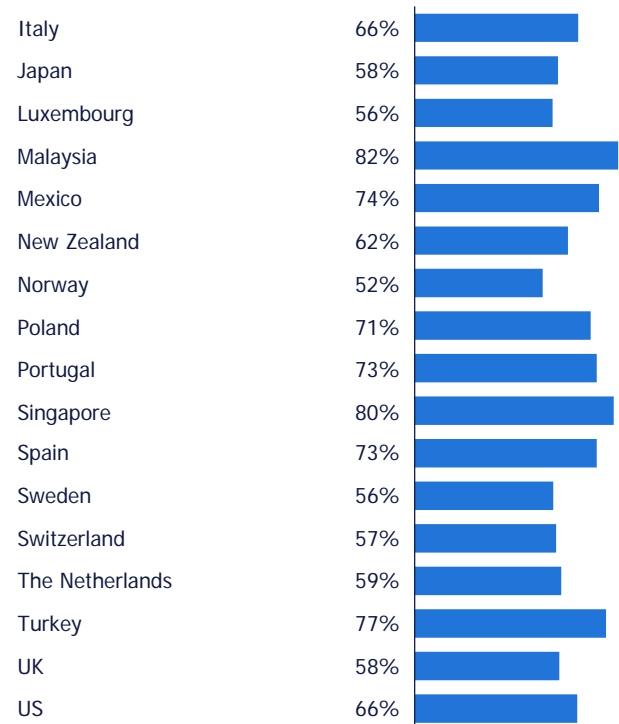
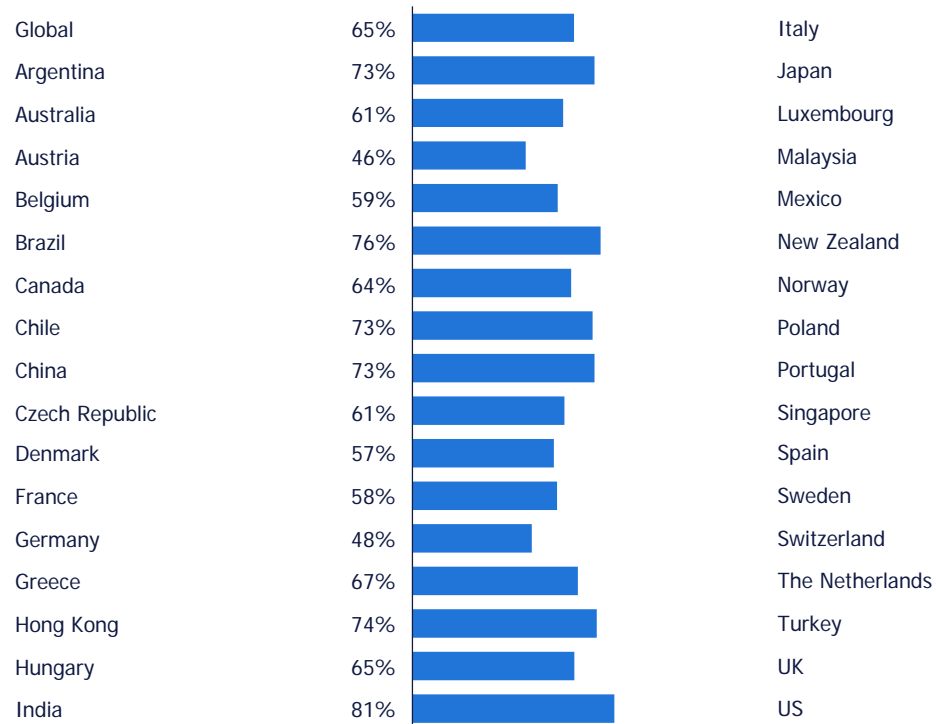


work location

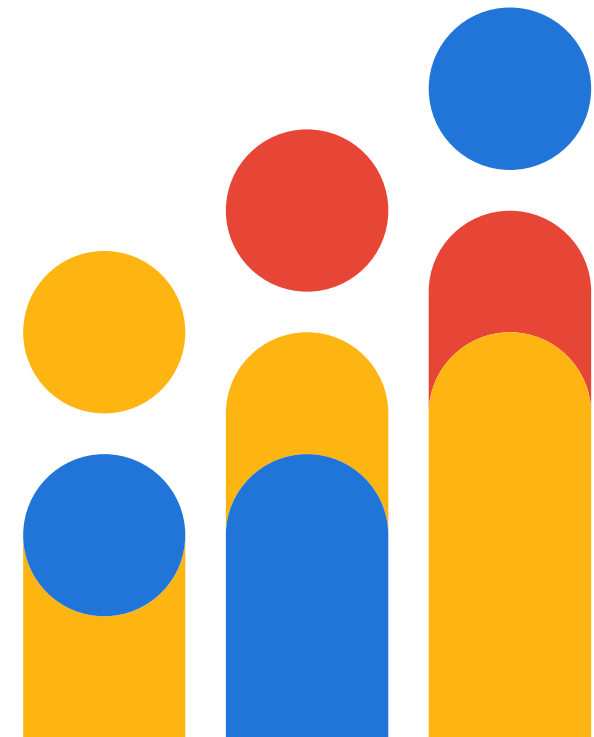
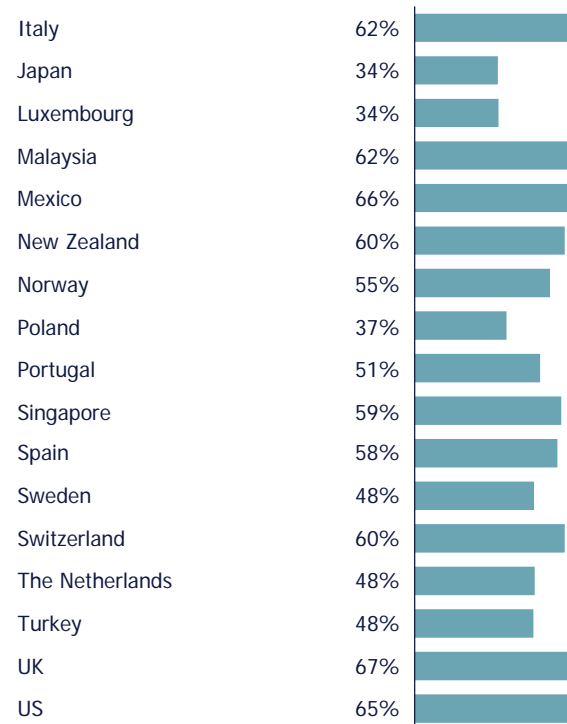
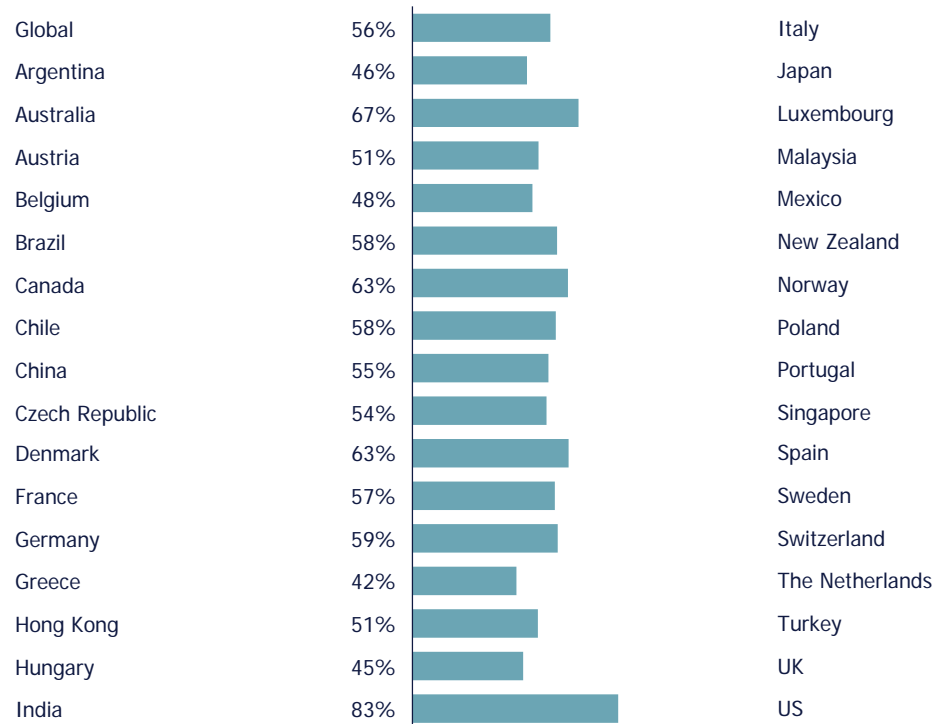


autonomy and
personal contact.

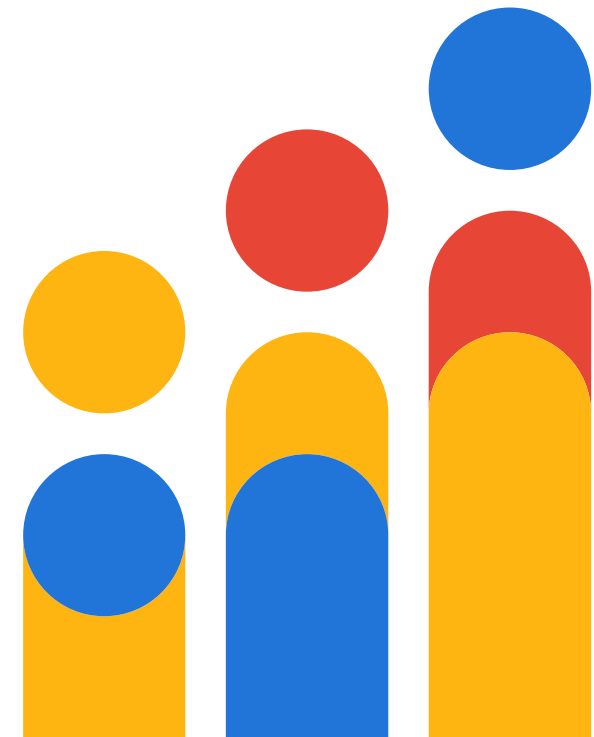
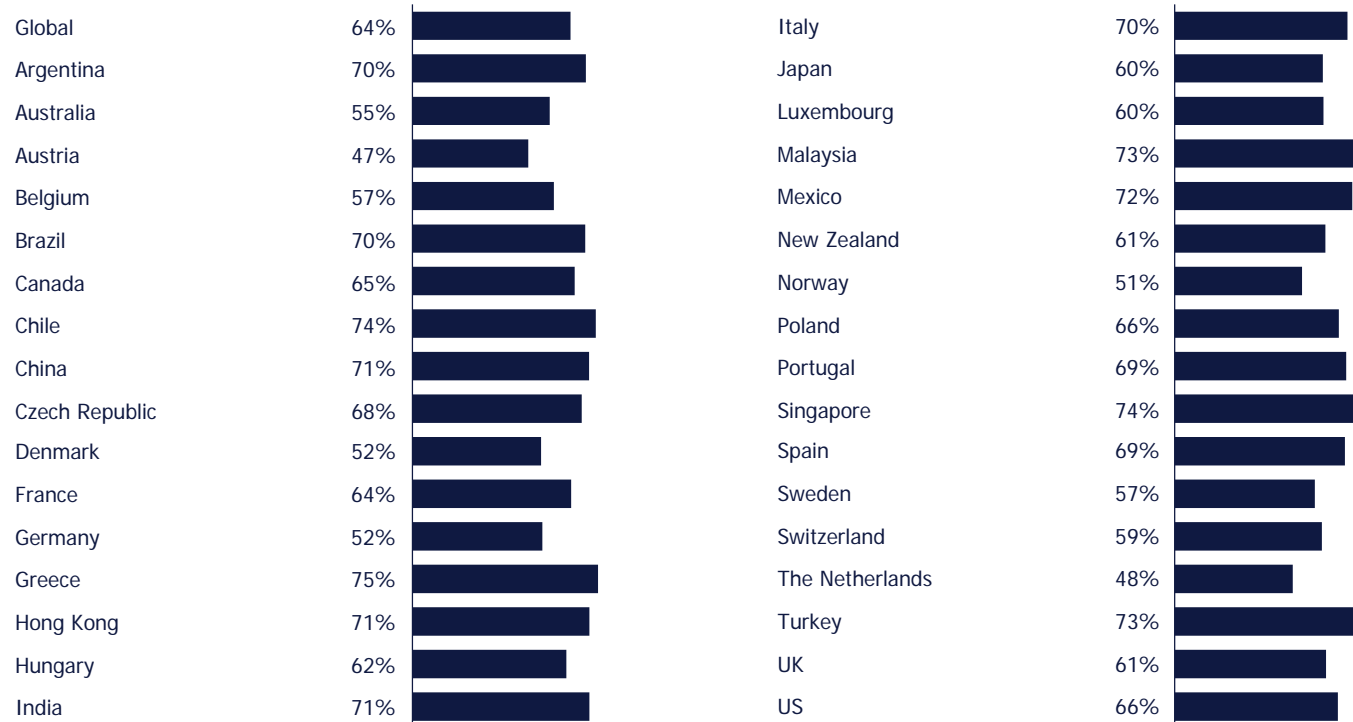
65% prefer to work from home or another location from time to time.



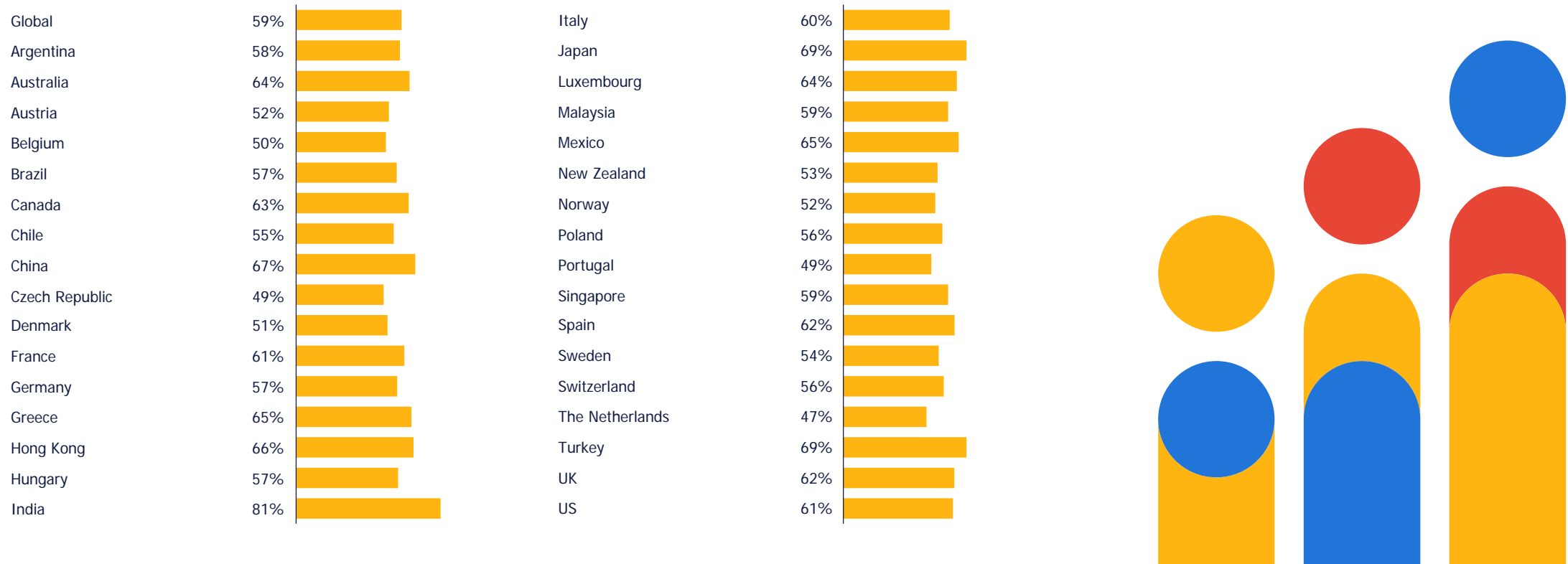
56% state that their employer provides them with the technological equipment that allows them to perform their job to the full extent from home or another location.



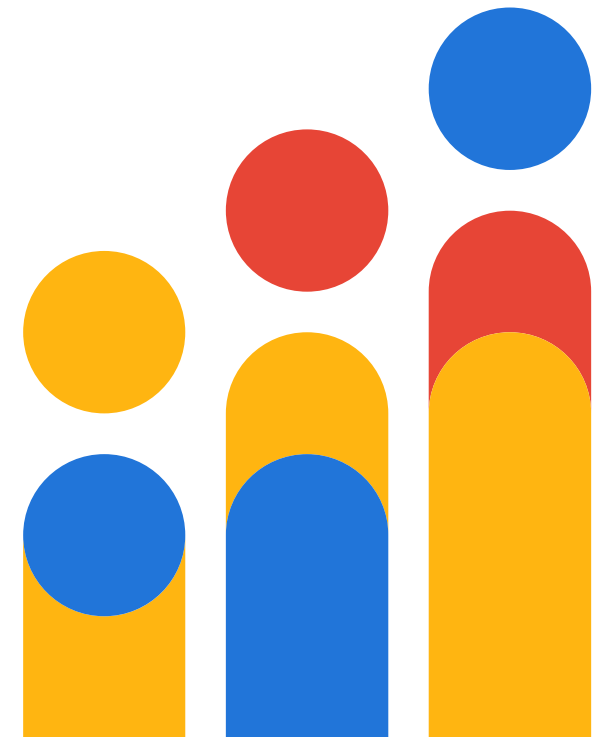
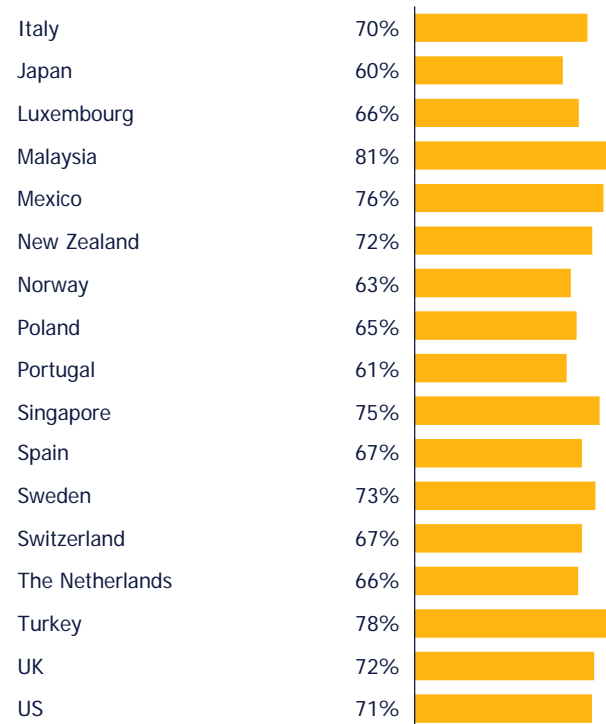
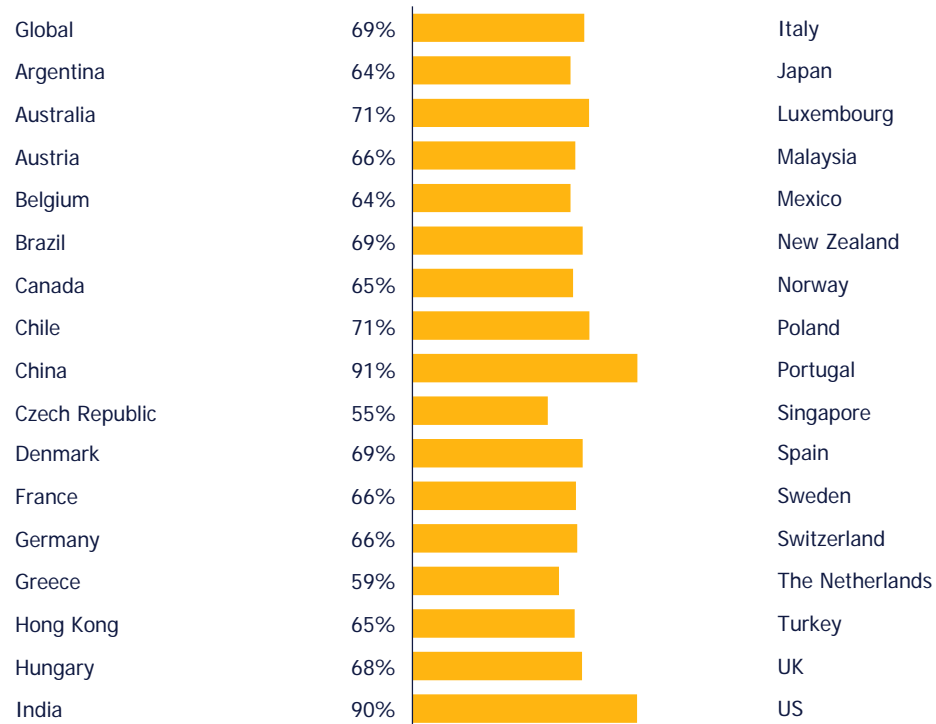
64% would love to work from home or another location, but in their job they don't have the possibility to do so.



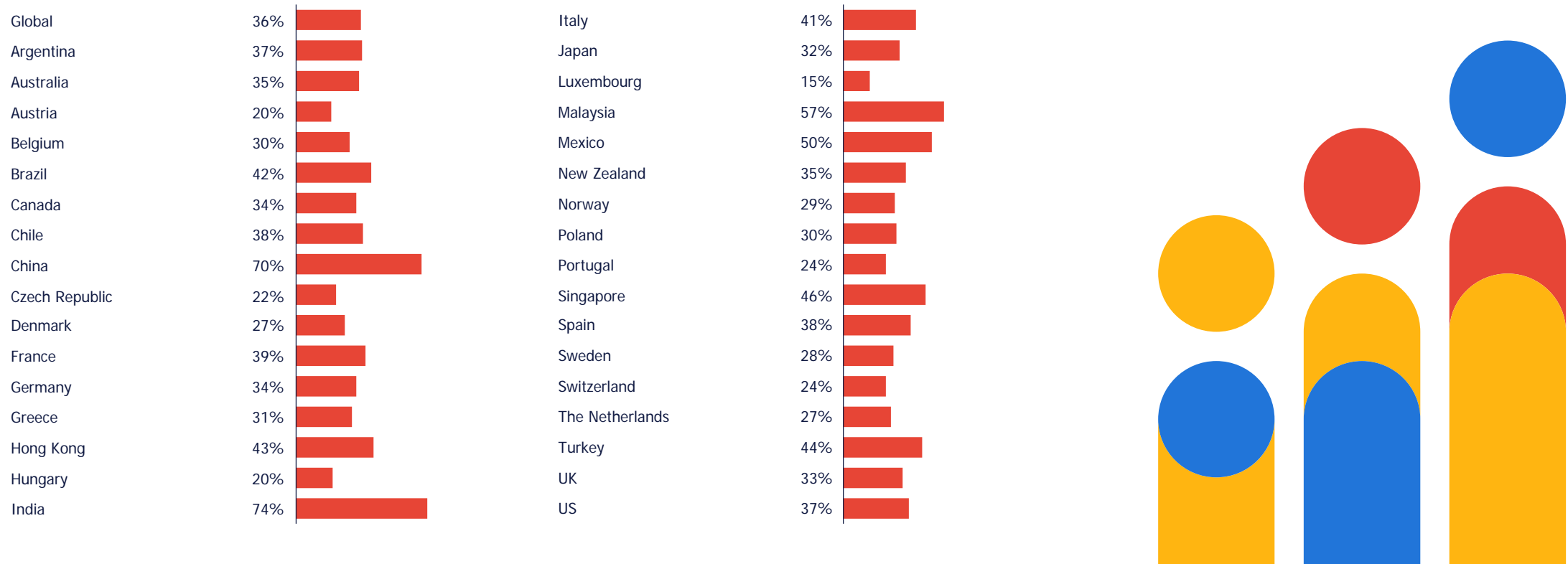
59% prefer to work at the office.



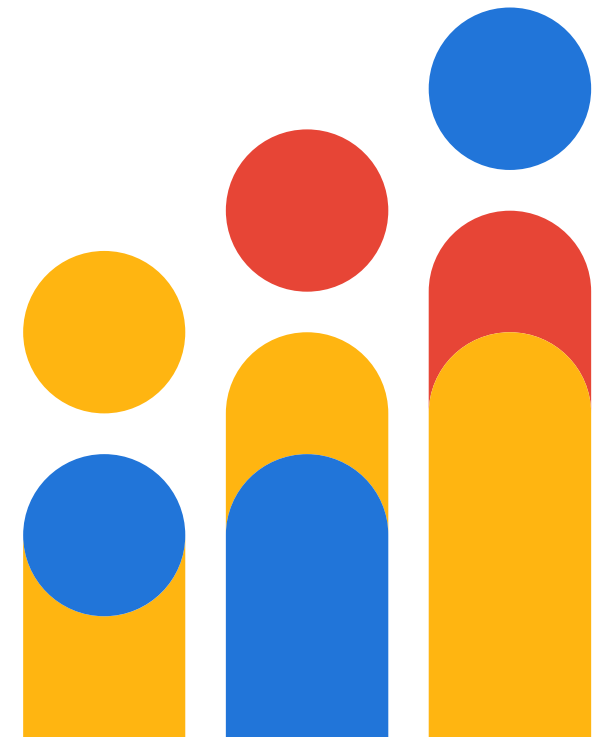
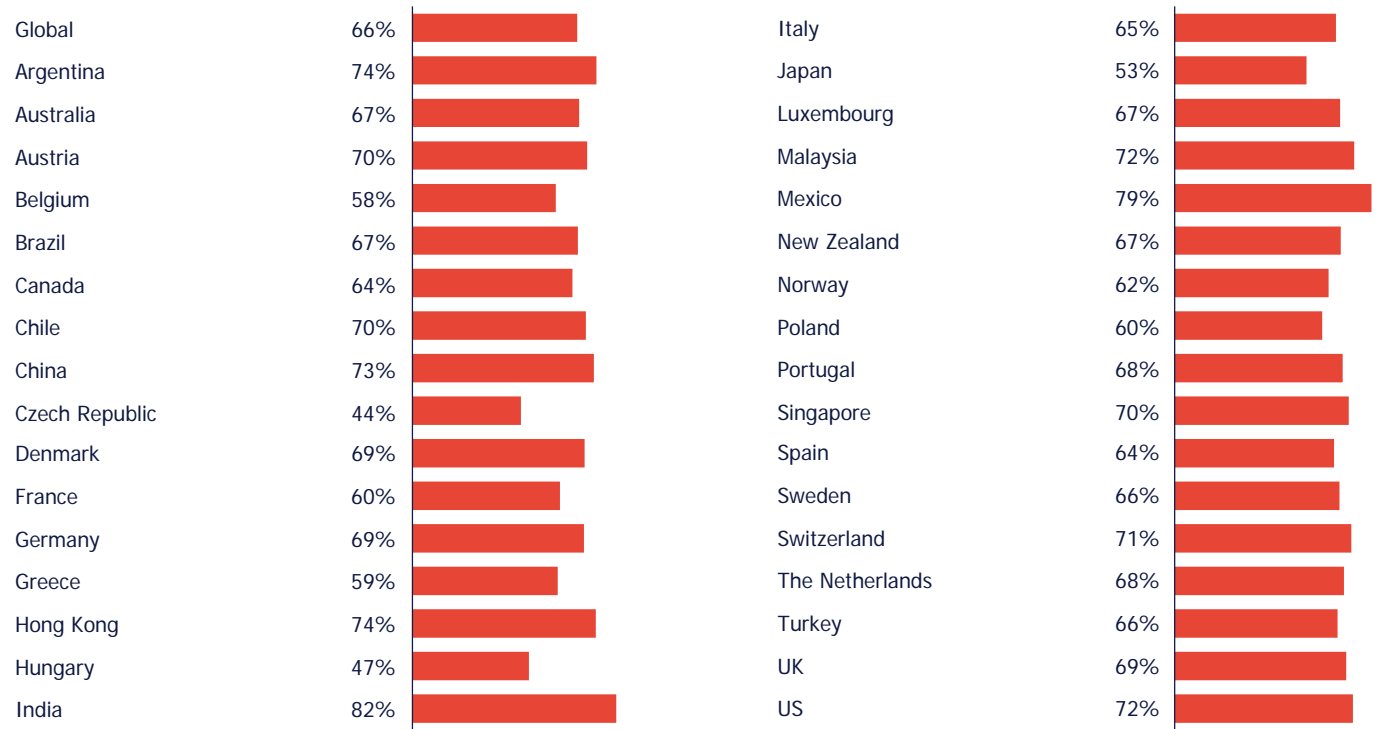
69% say that they regularly have in-person or face-to-face team meetings at the office, in order to keep everyone informed and aligned.



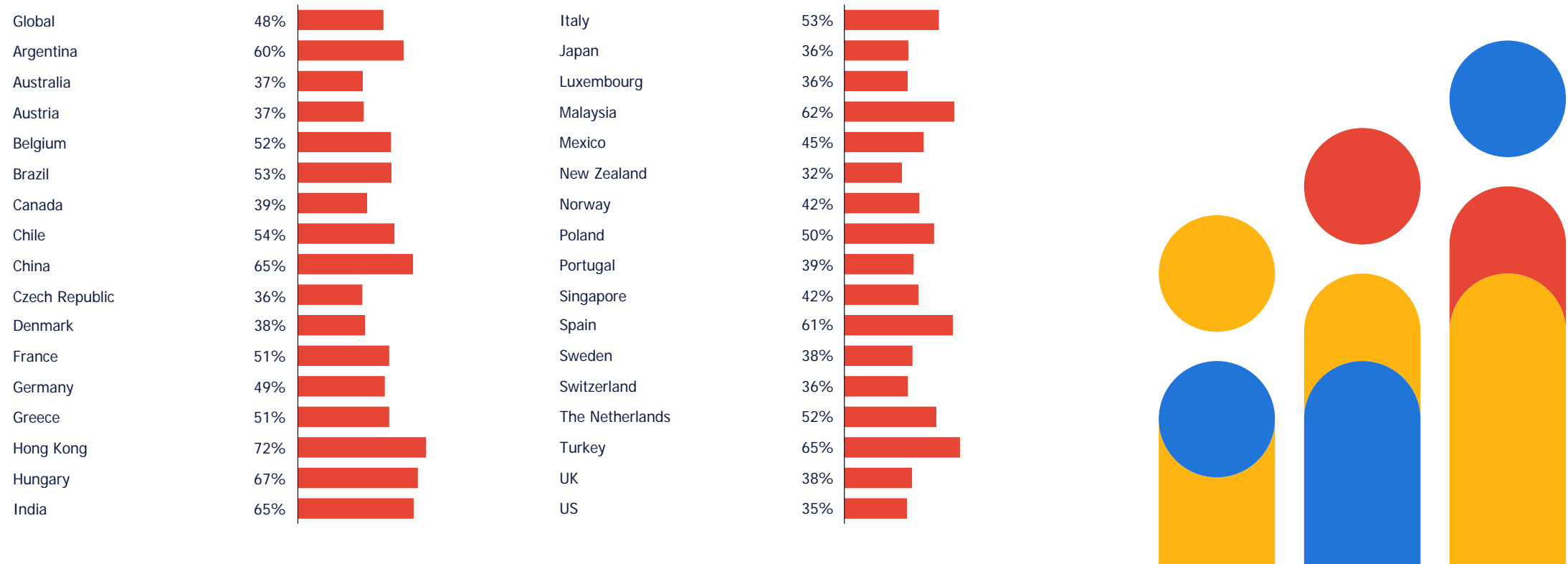
36% have regularly online or virtual team meetings via video conferencing, in order to keep everyone informed and aligned.



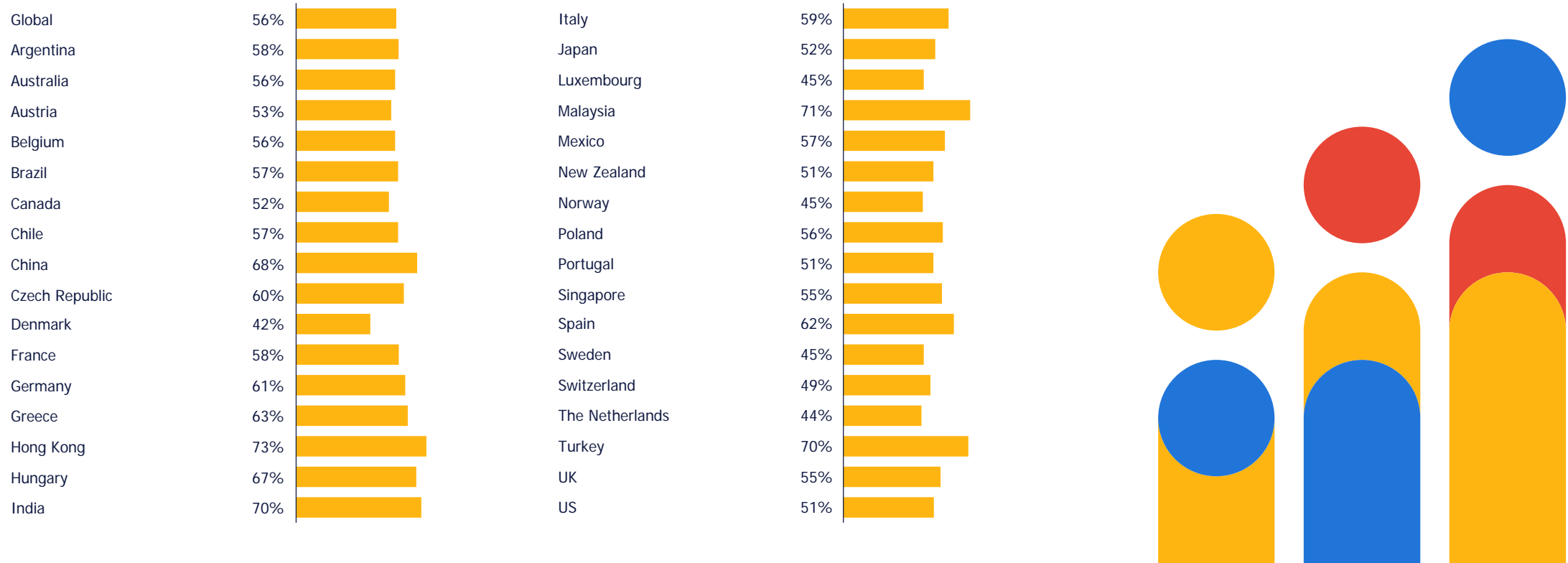
66% say they have a lot of freedom to organize and prioritize their own work.



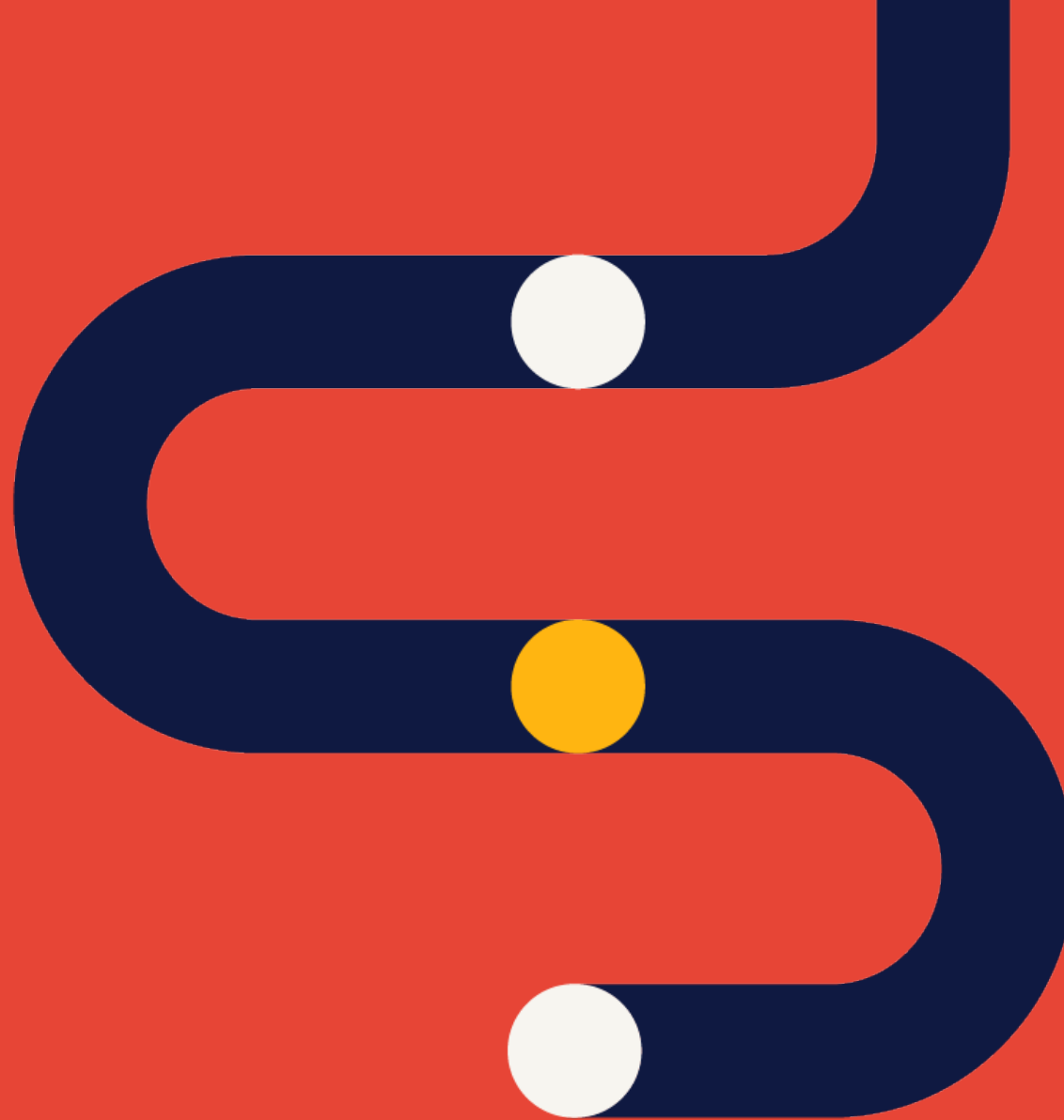
48% say that their manager tells them how to prioritize their work.



56% state that their manager tells them what to do.



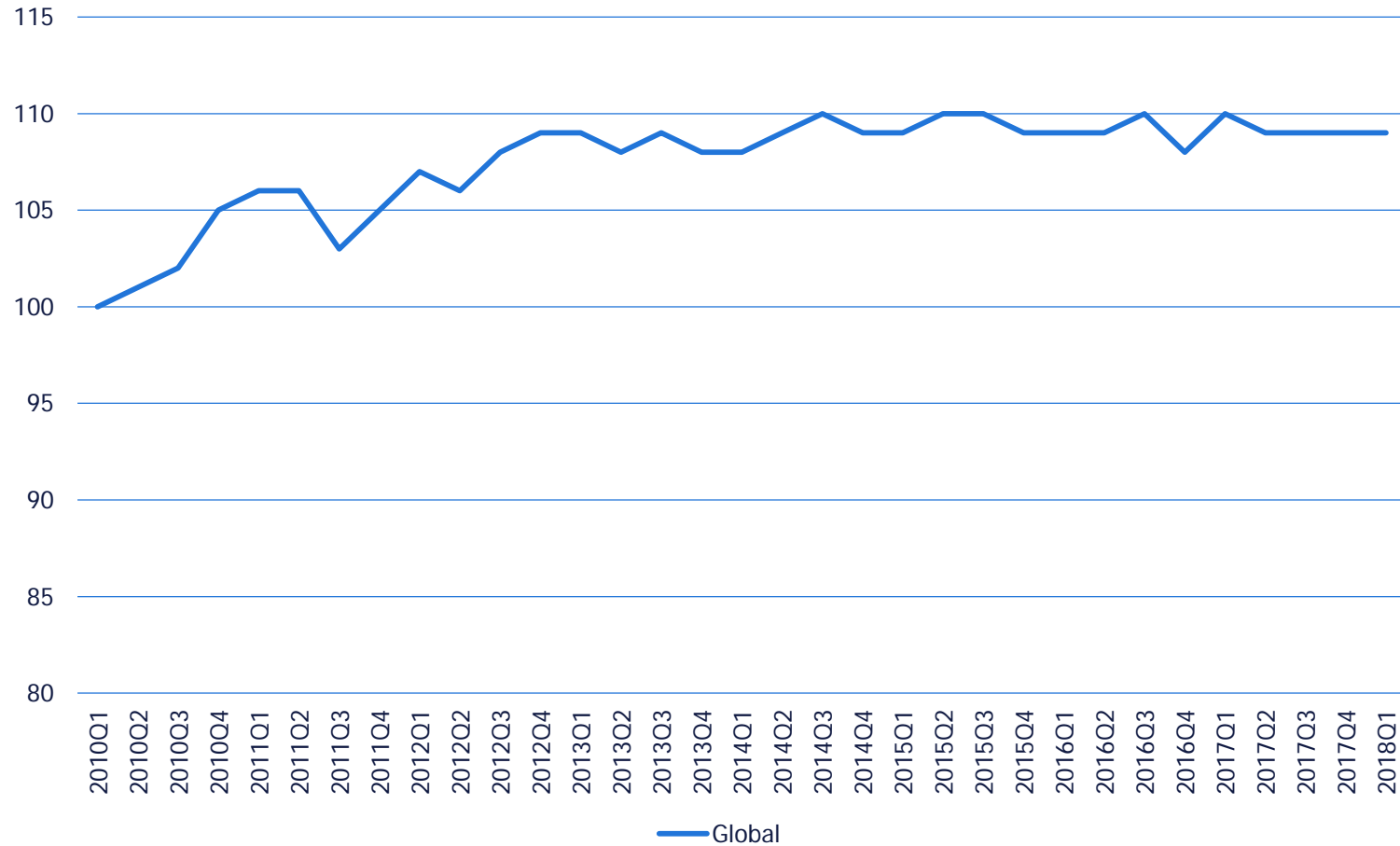
mobility



index.



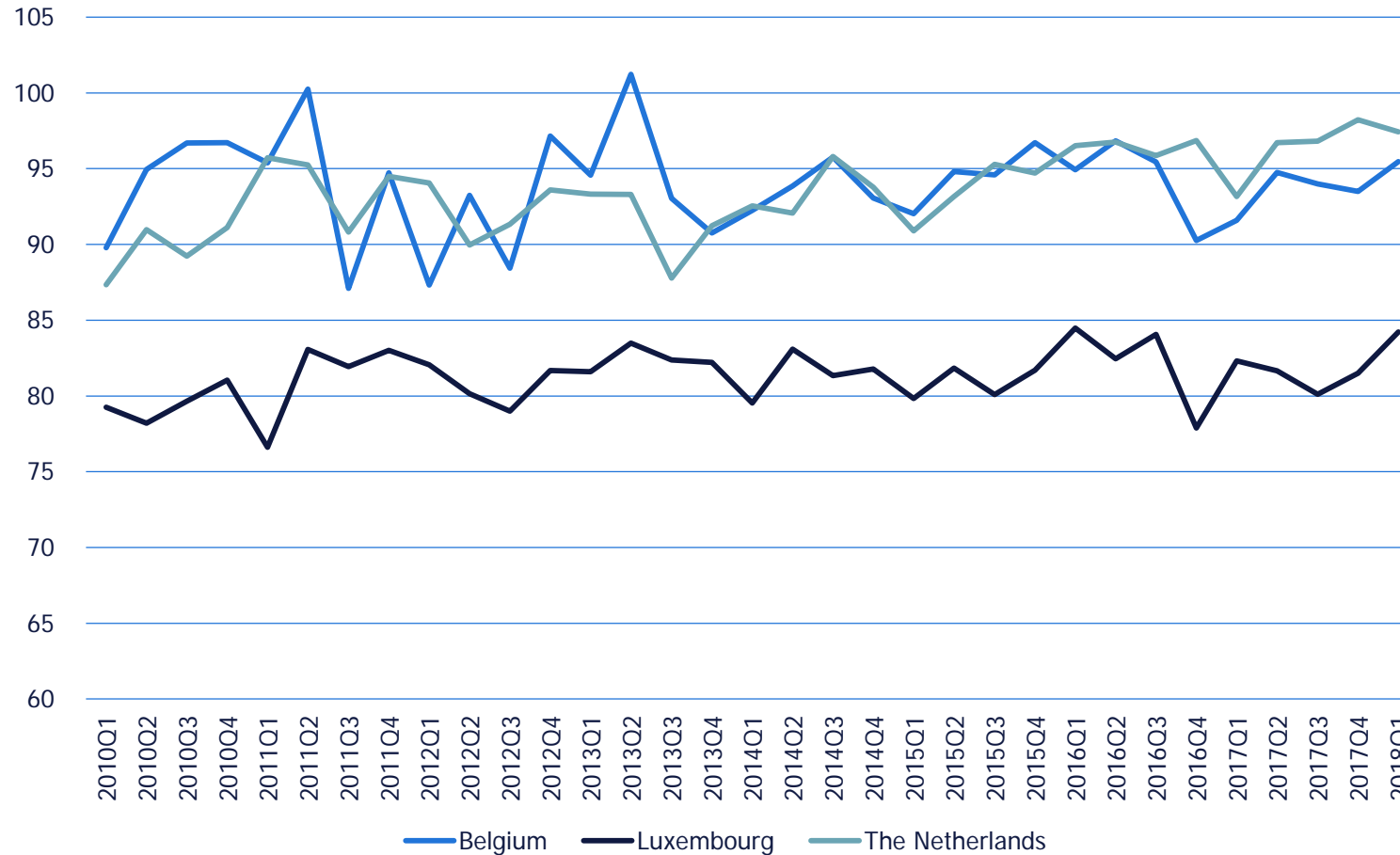
the global mobility index remained flat at 109 compared to last two quarters.



The Workmonitor's mobility Index - which tracks employee confidence and captures the likelihood of an employee changing jobs within the next 6 months - provides a comprehensive understanding of sentiments and trends in the labor market.



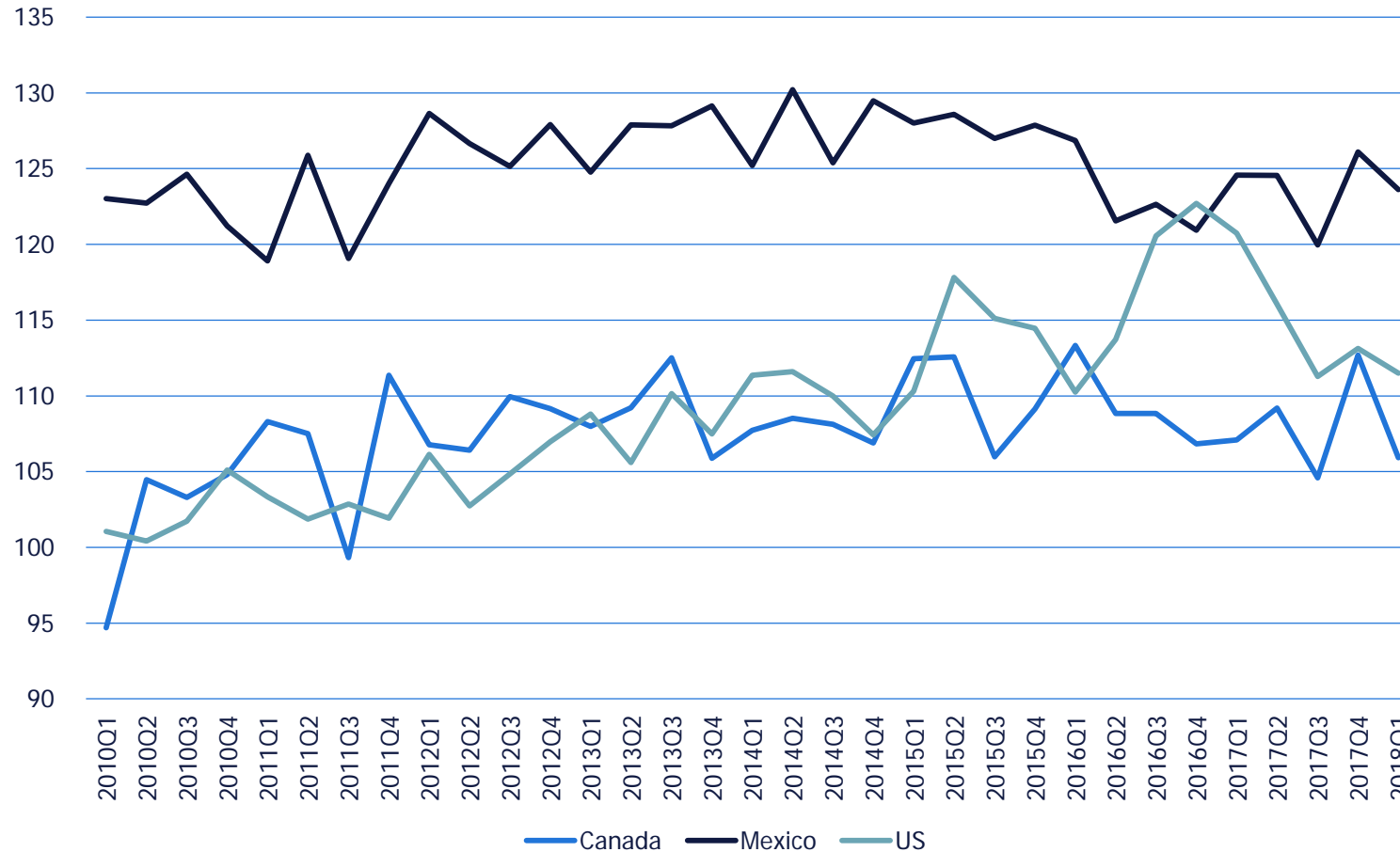
mobility luxembourg +2 and belgium +1; netherlands -1.



question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

mobility canada -7, mexico -2; us -1.

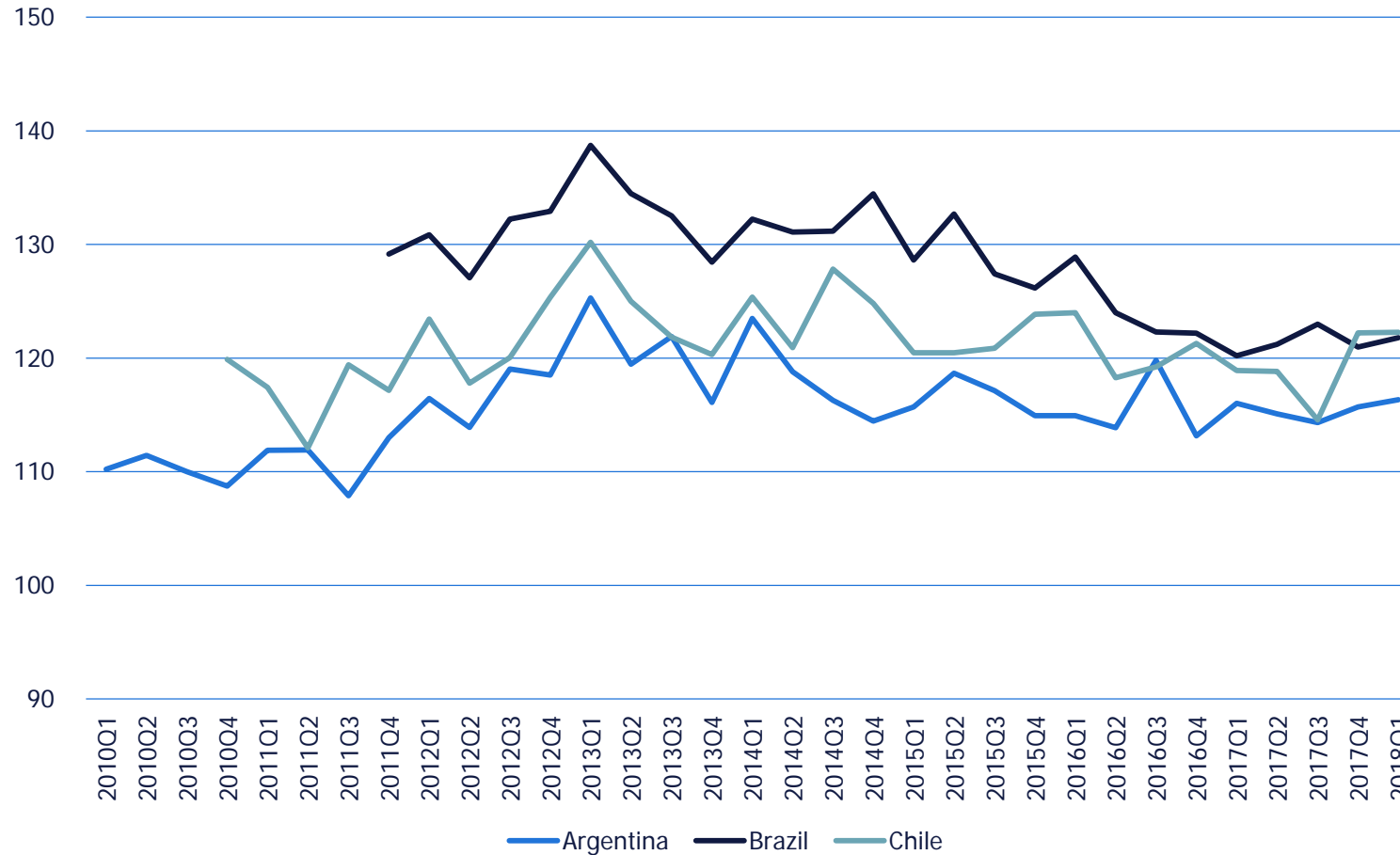


question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



mobility brazil +1; argentina and chile no shift.

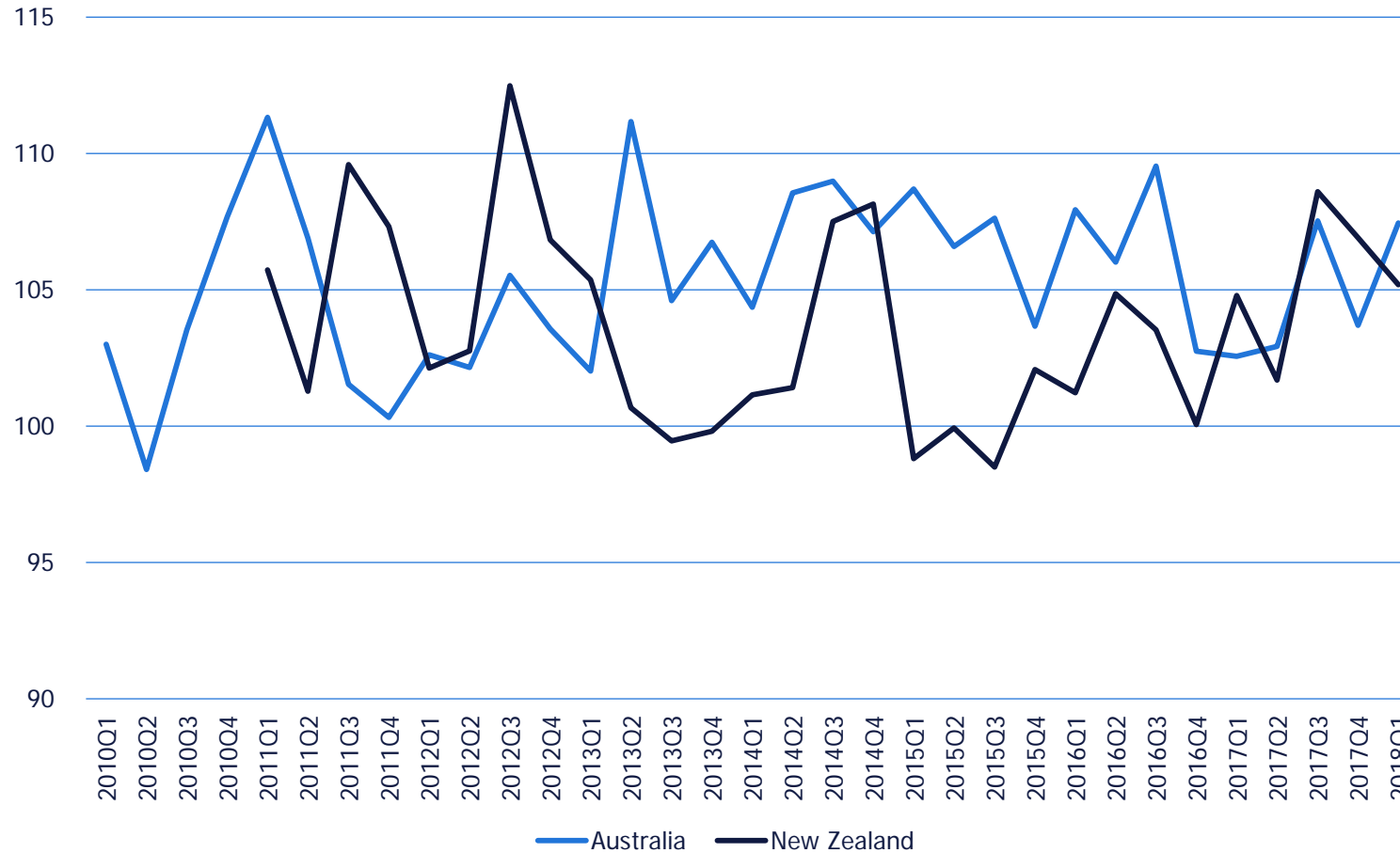


question:

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- do you think you will be doing different work for a different employer within the next 6 months?



mobility australia +3; and new zealand -2.

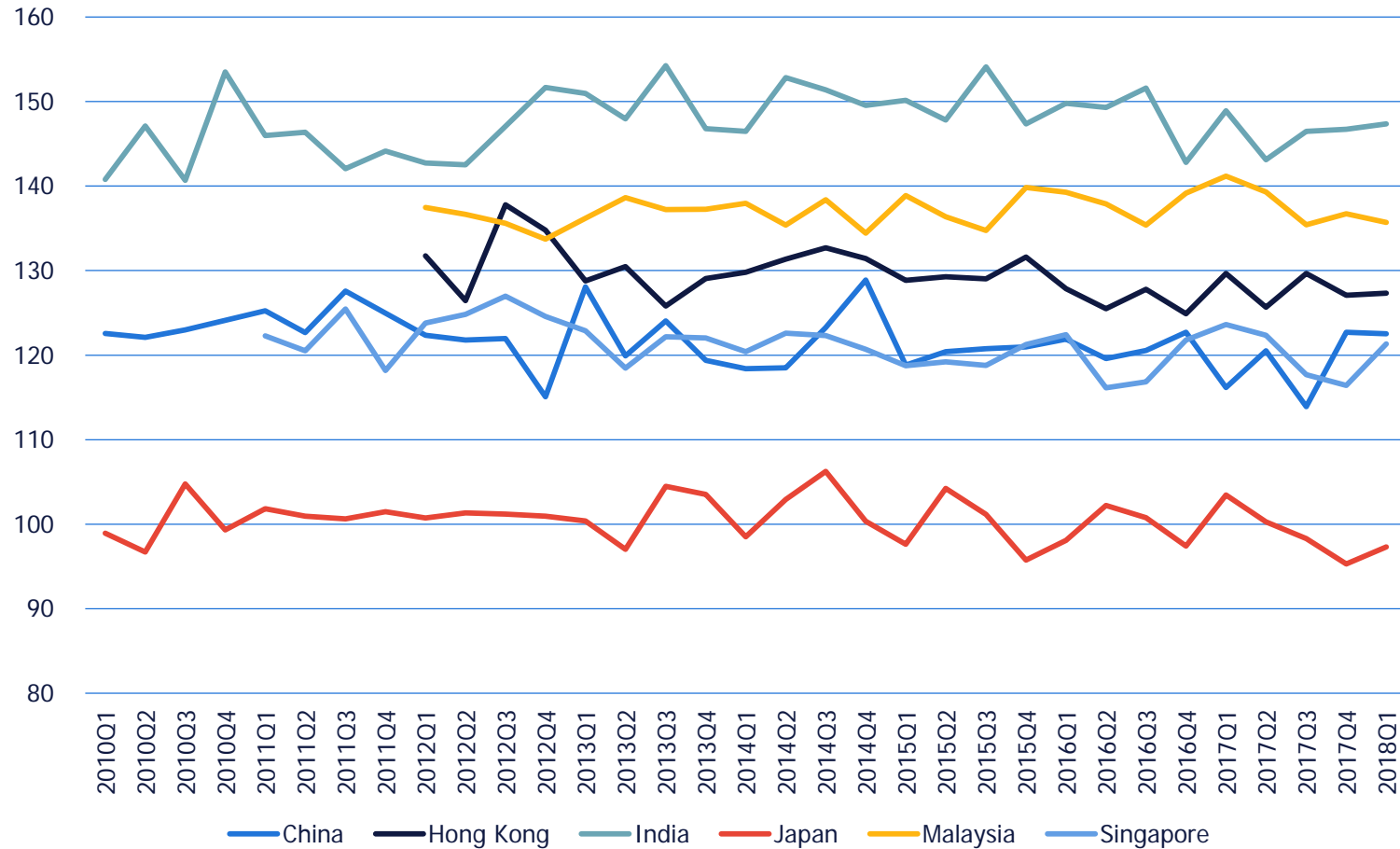


question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



mobility singapore +5, japan +2 and malaysia -1;
 china, hong kong and india no shift.

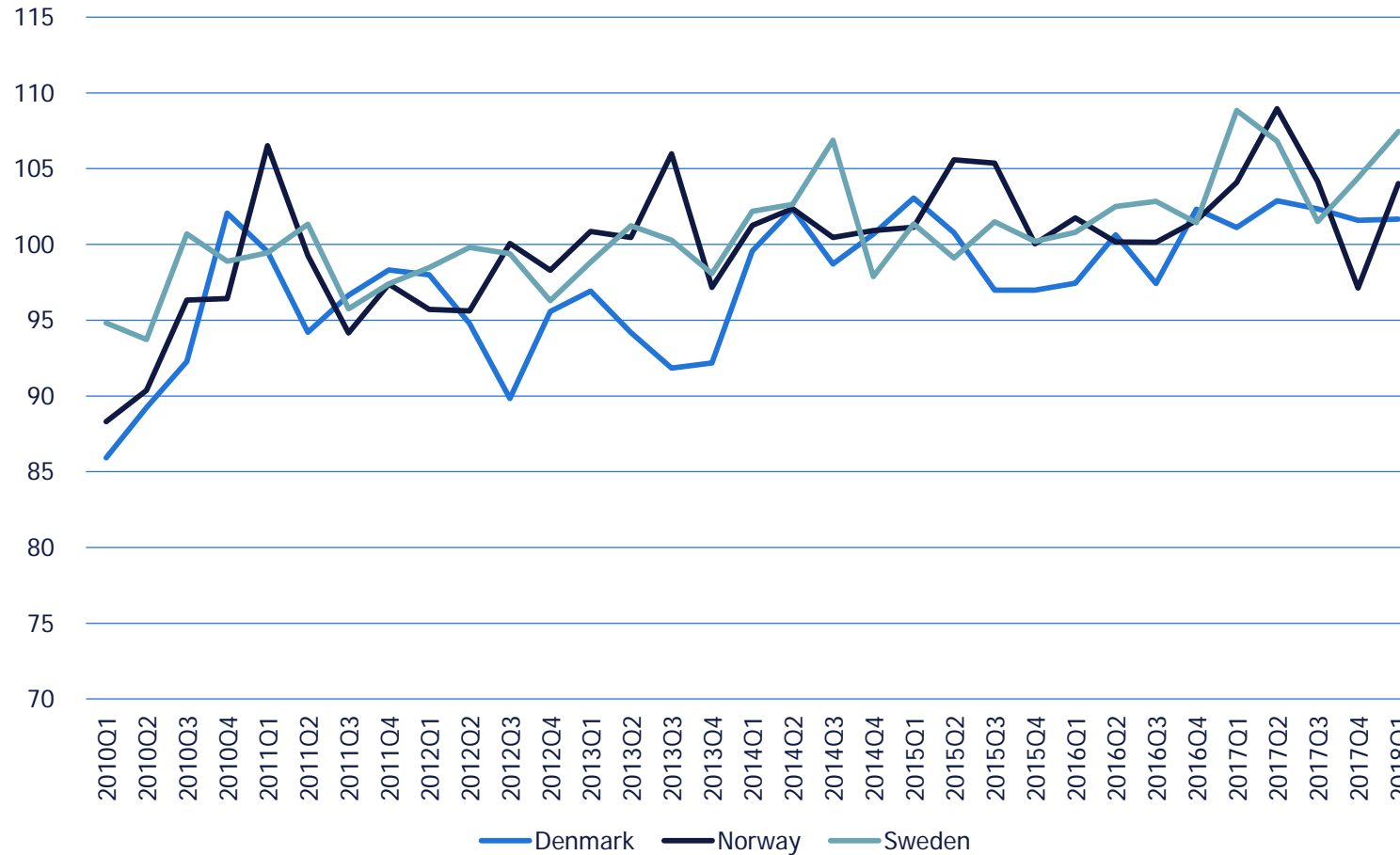


question:

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- do you think you will be doing different work for a different employer within the next 6 months?



mobility norway +7 and sweden +3; denmark no shift.

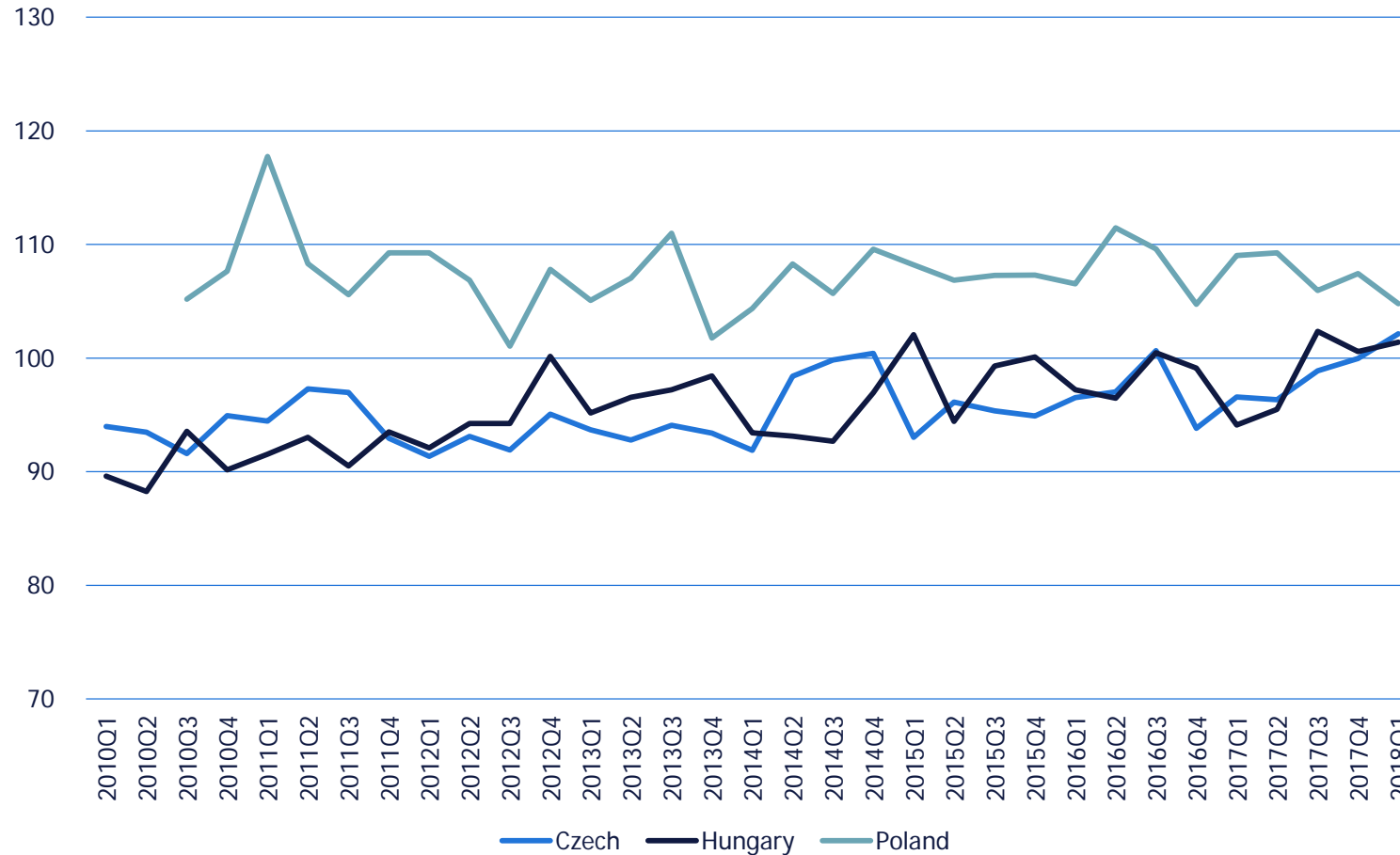


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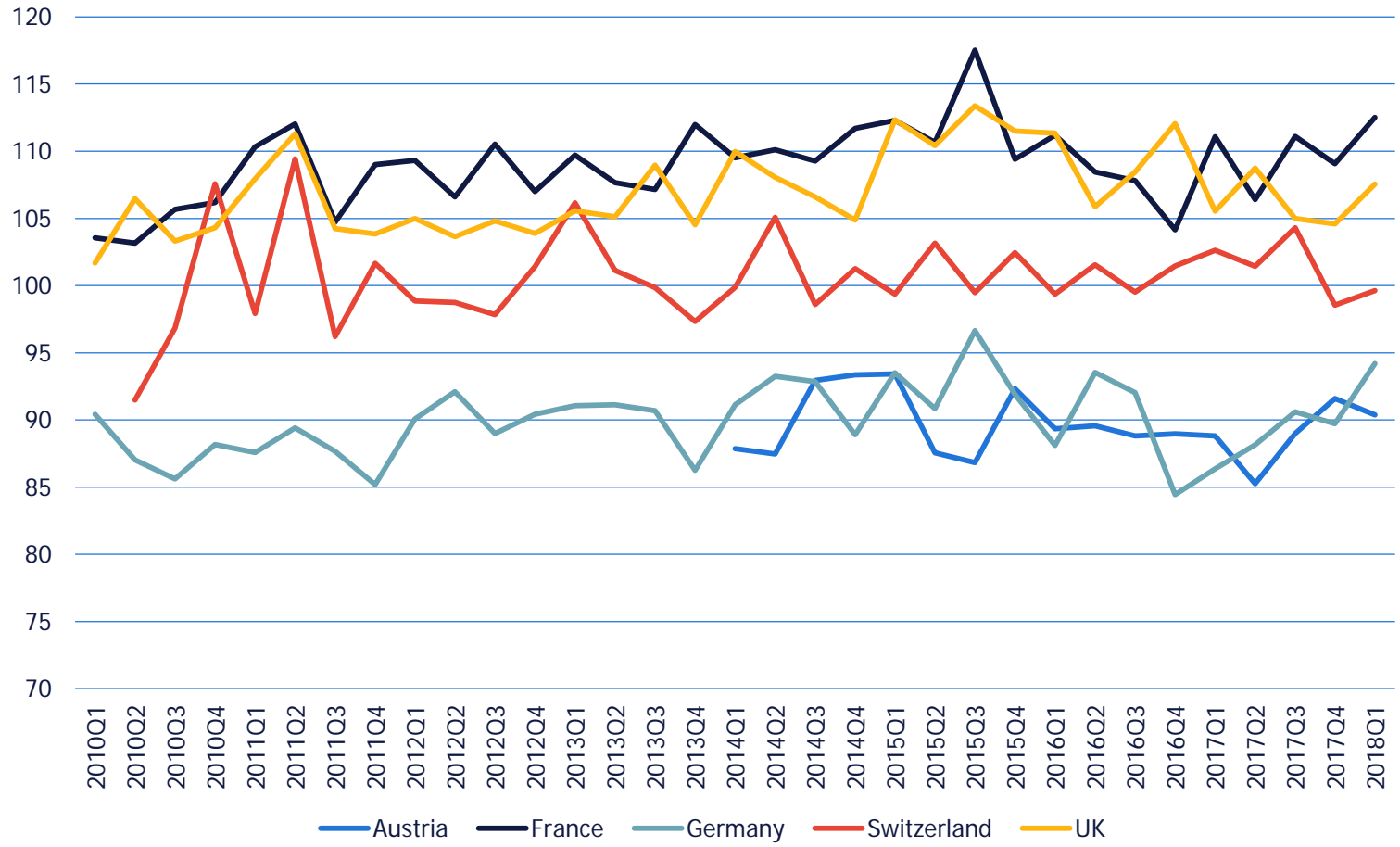
mobility czech republic +2 and poland -2; hungary no shift.



question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

mobility france and germany +4, uk +3 and switzerland +1;
austria -2.

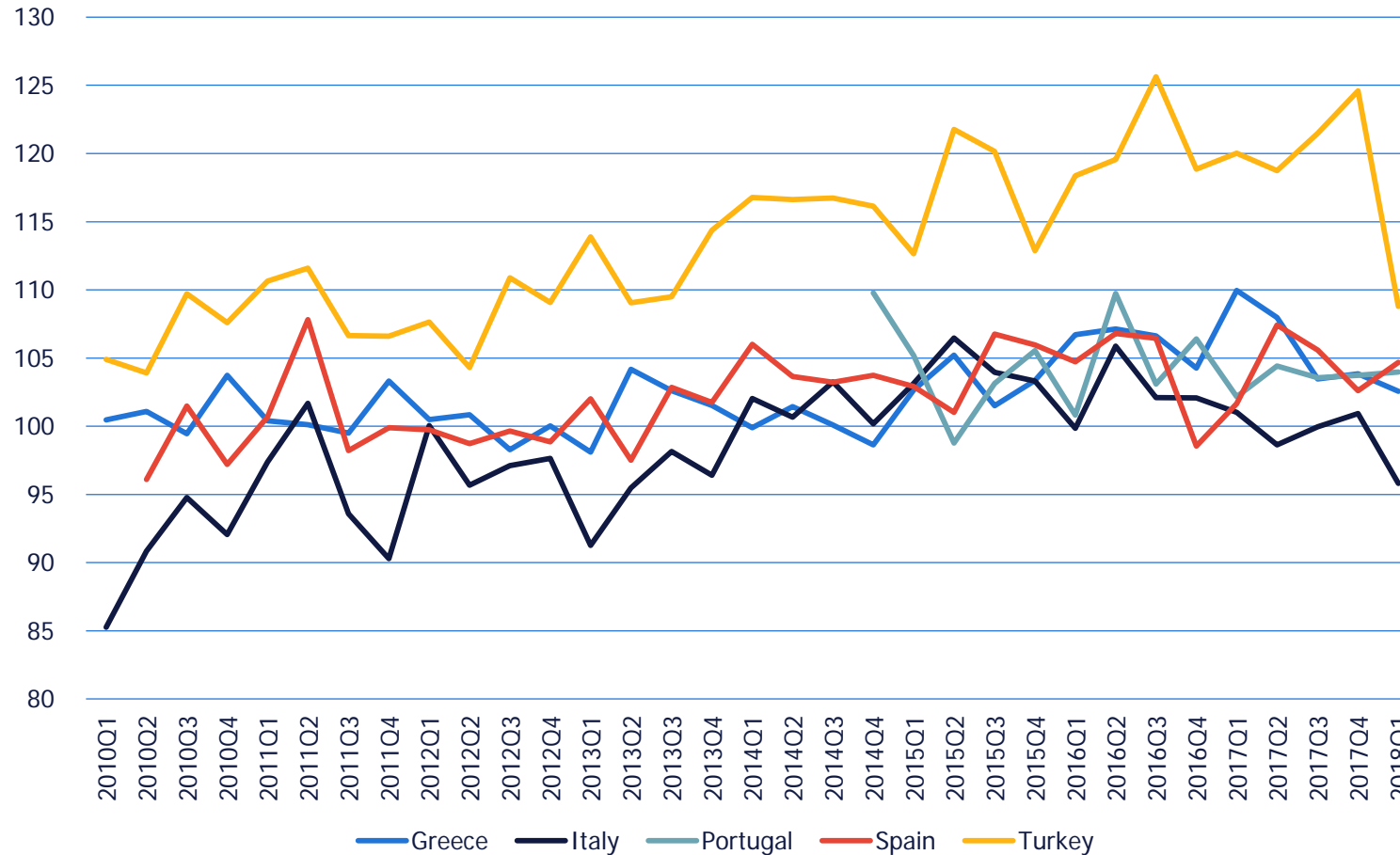


question:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



mobility spain +2; turkey -6, italy -5 and greece -1;
portugal no shift.

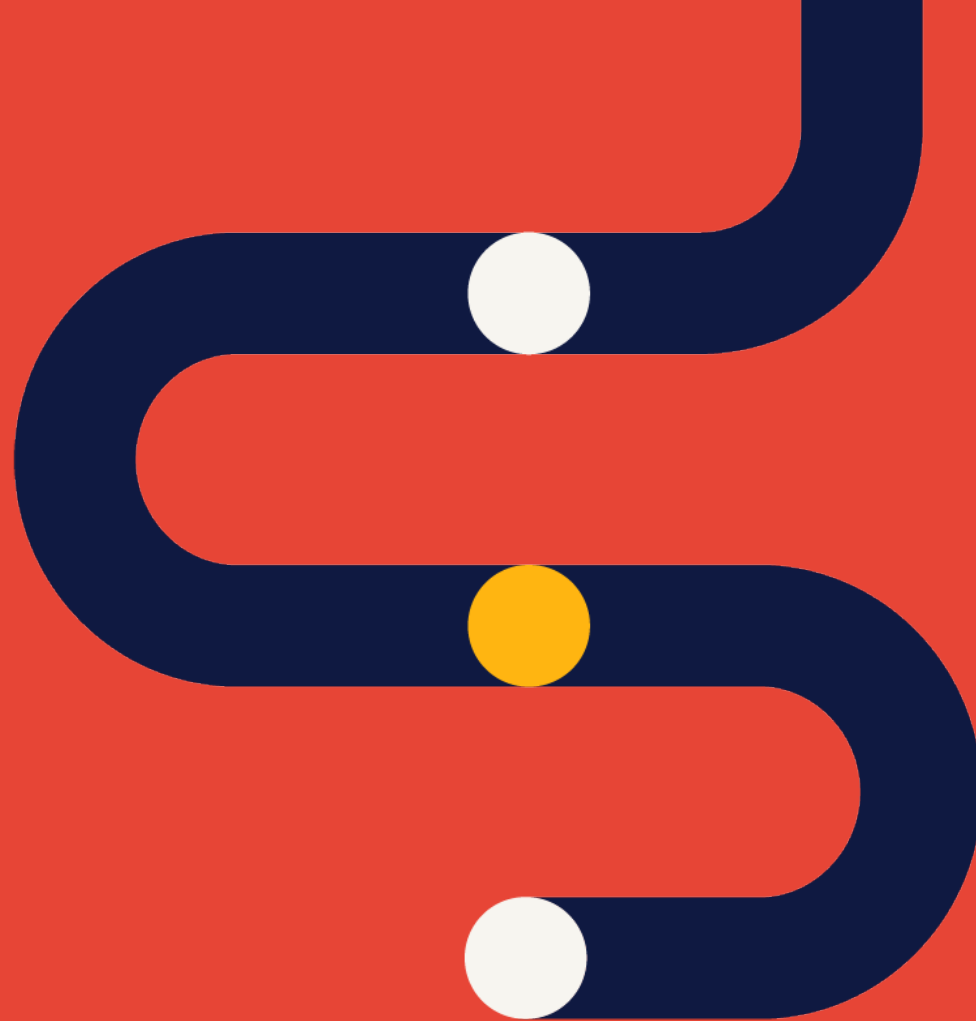


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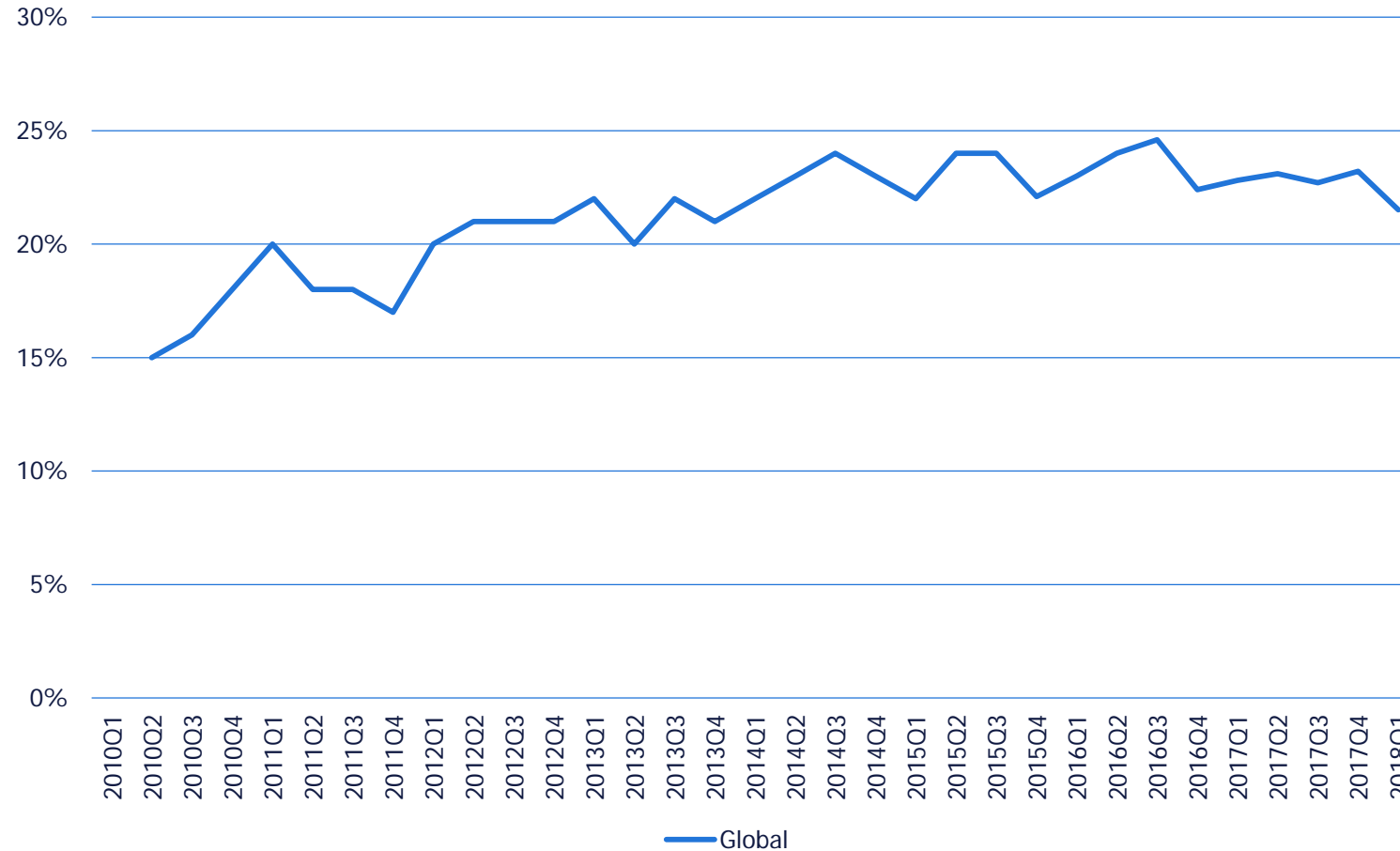


actual



job change.

the actual job change slightly decreased compared to last quarter.

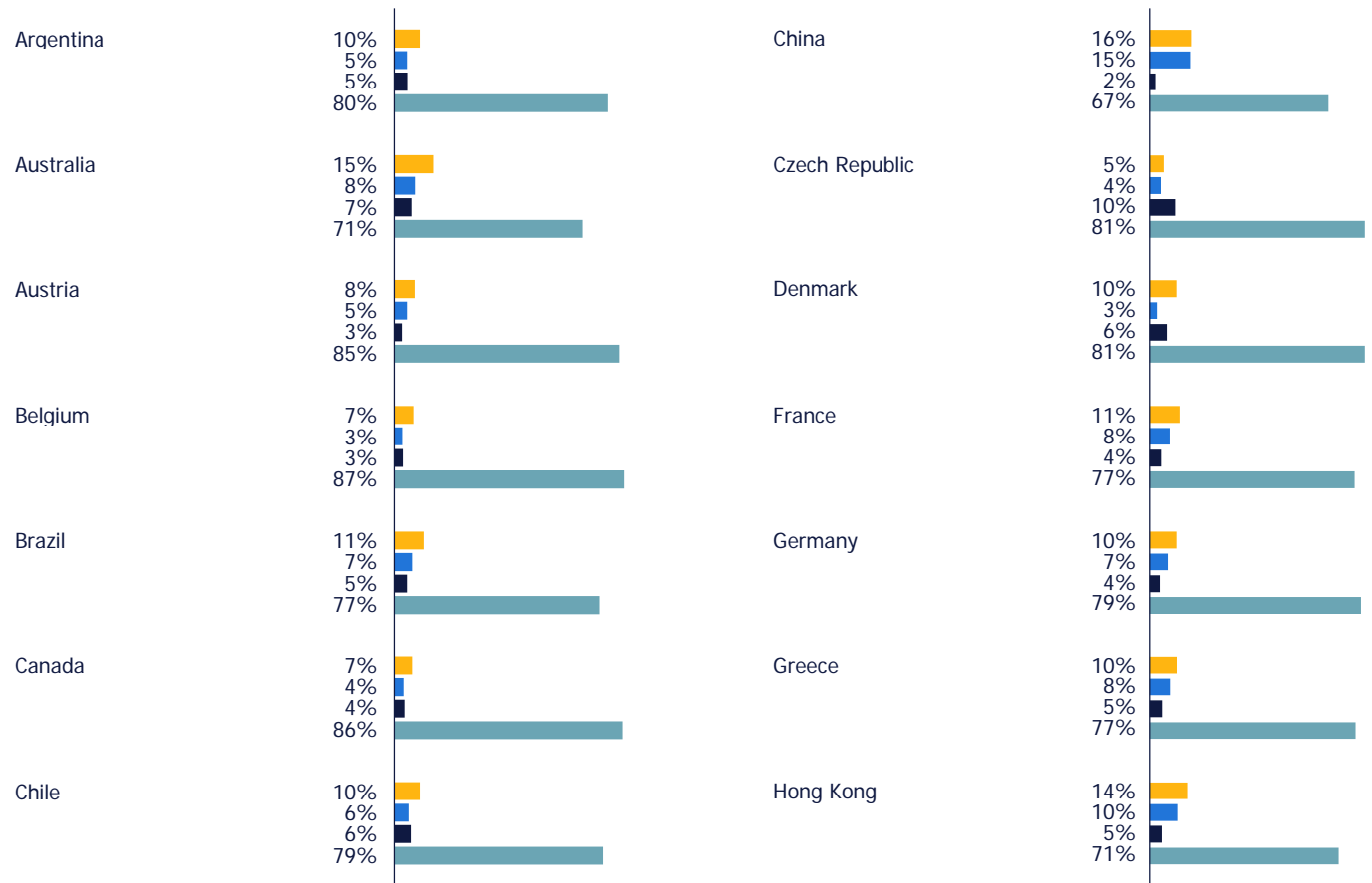


question:

- Have you changed jobs during the past six months? If you have started working in your first job during the past six months, this is not a change of employment/ employer; please fill in 'no'.



actual job change highest in india followed by malaysia; lowest in luxembourg.



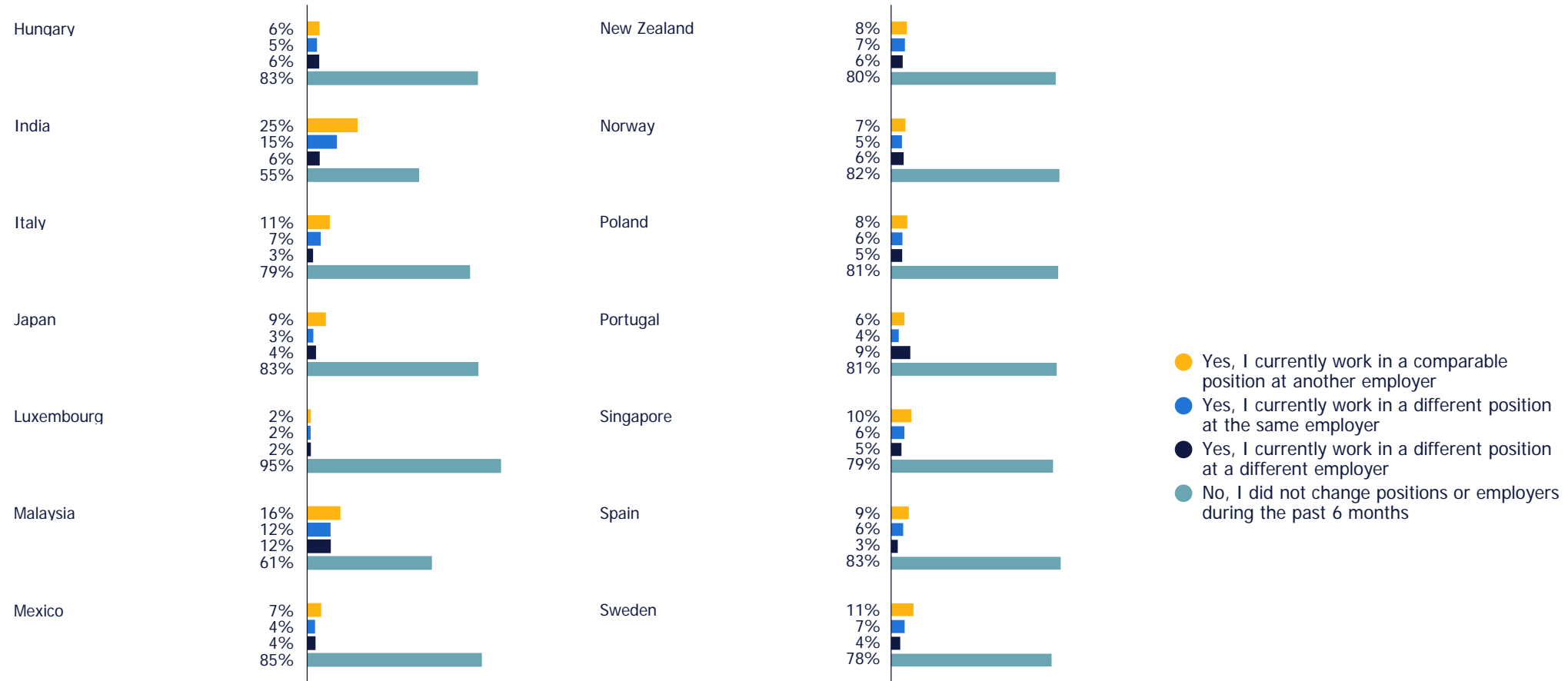
• job change decreased in Czech Republic and Denmark compared to last quarter.

• in Canada, Chile, Hong Kong, Hungary, Malaysia, Mexico, New Zealand, Poland and Turkey, job change increased.

- Yes, I currently work in a comparable position at another employer
- Yes, I currently work in a different position at the same employer
- Yes, I currently work in a different position at a different employer
- No, I did not change positions or employers during the past 6 months



actual job change.



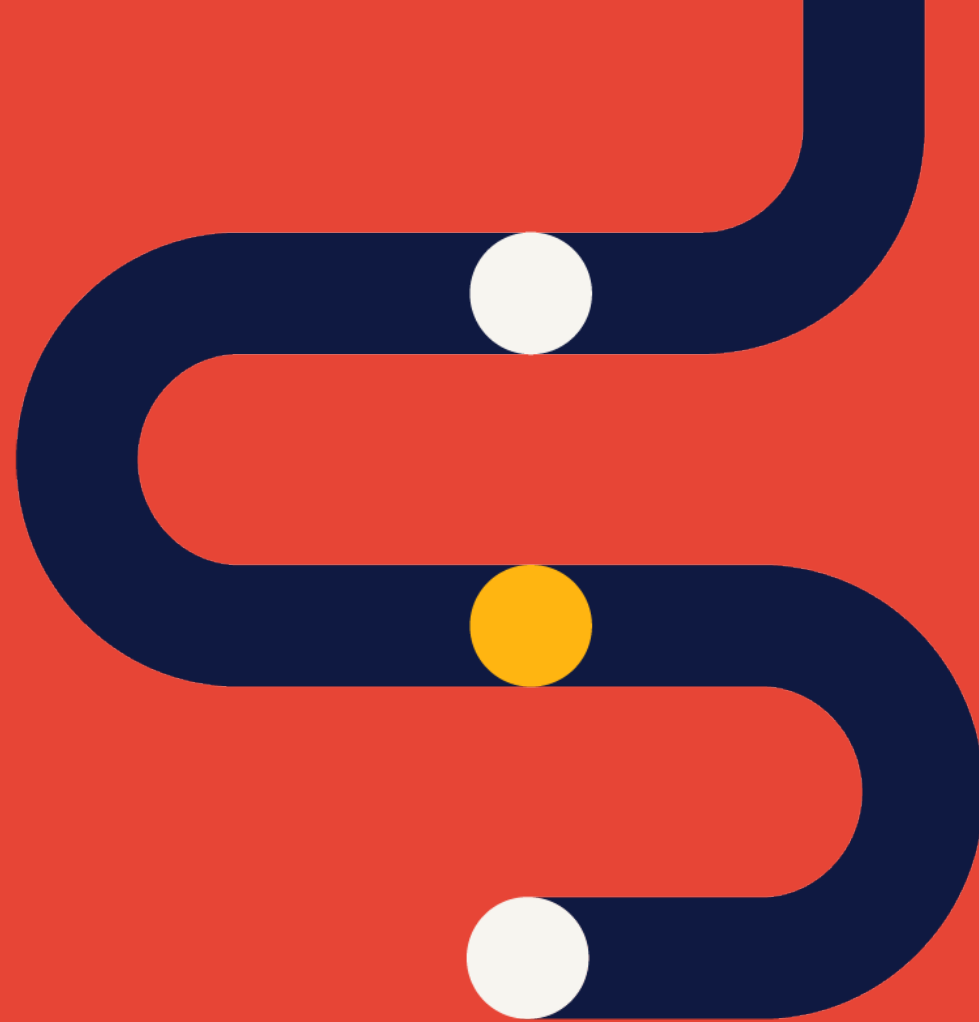
- Yes, I currently work in a comparable position at another employer
- Yes, I currently work in a different position at the same employer
- Yes, I currently work in a different position at a different employer
- No, I did not change positions or employers during the past 6 months



actual job change.



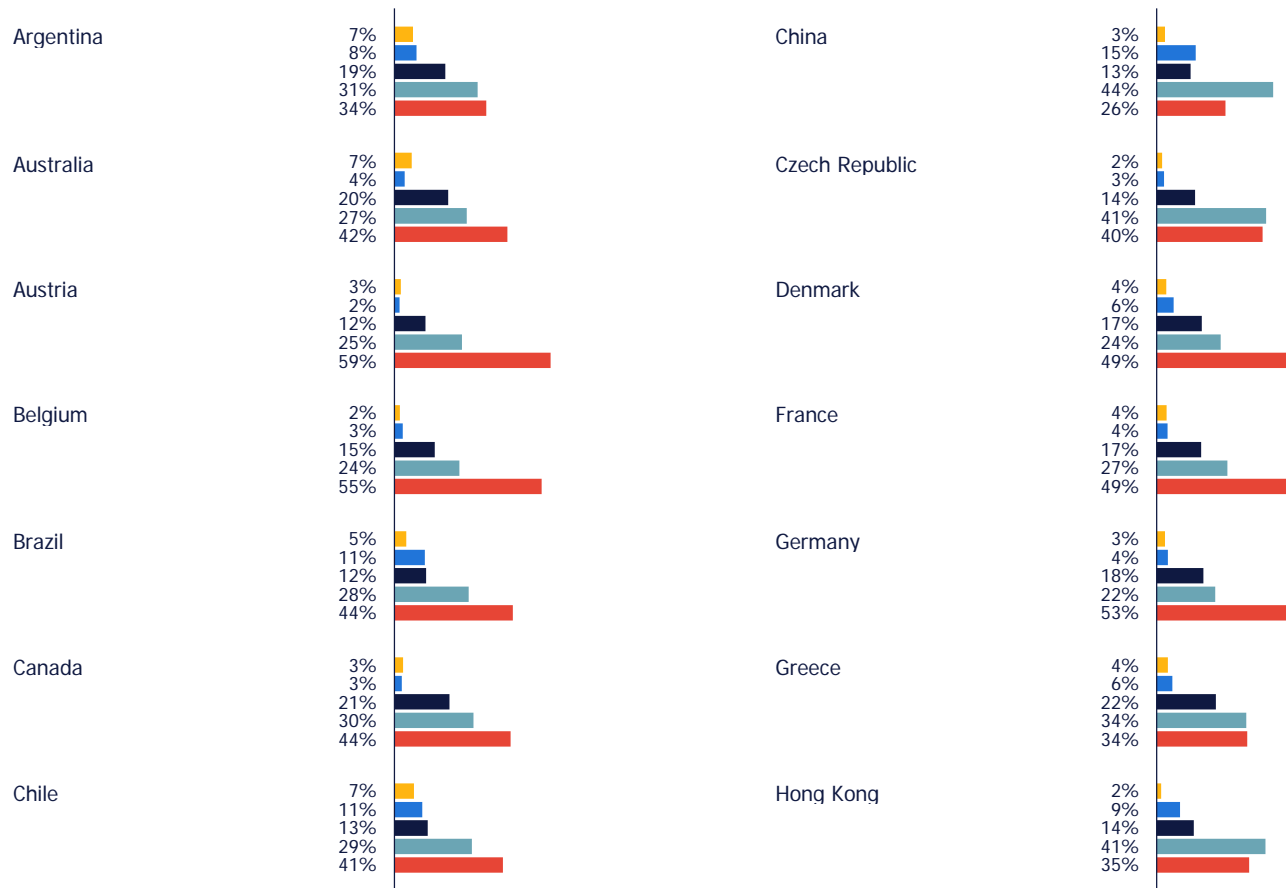
job change



appetite.



job change appetite highest in india; lowest in turkey.



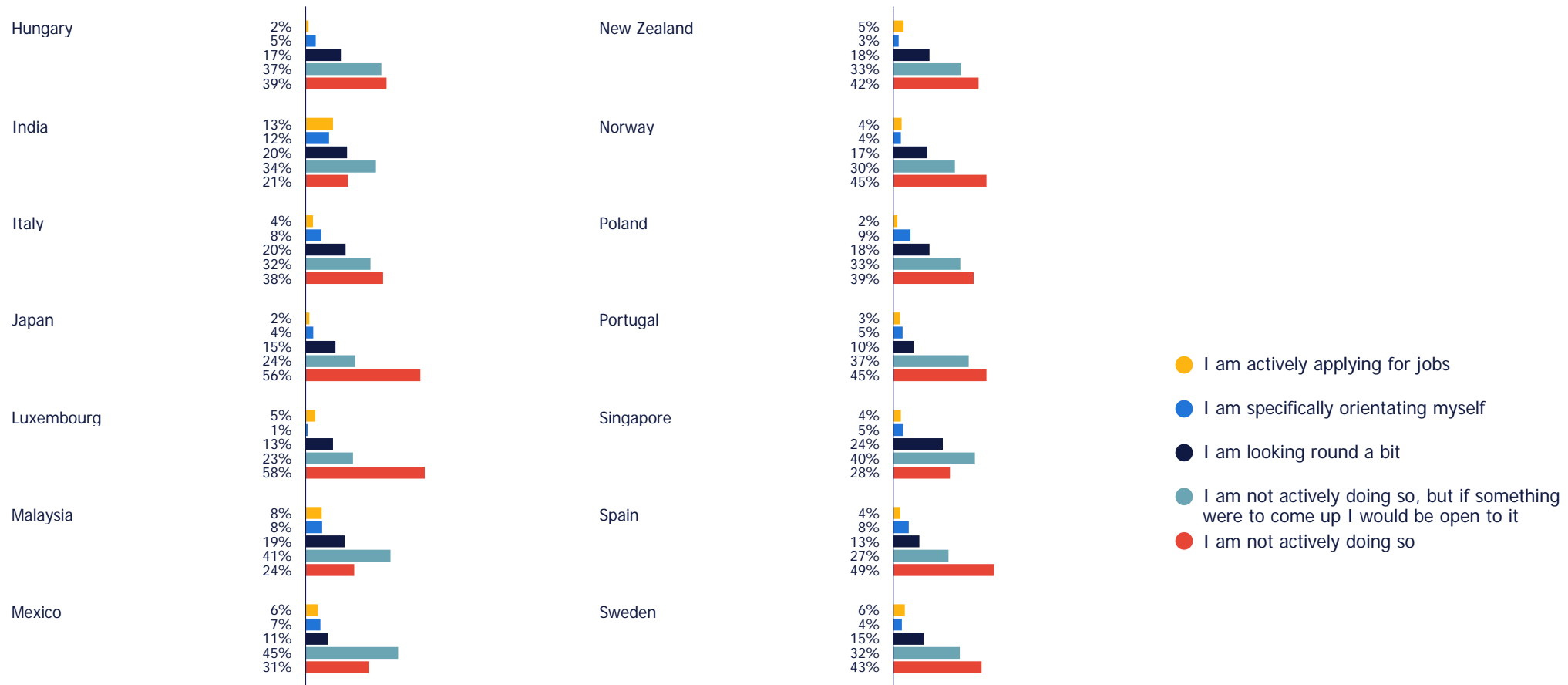
• job change appetite decreased in Italy, Japan, Spain and the Netherlands compared to last quarter.

• in Hong Kong, India, Norway, Turkey, the UK and the US the job change appetite increased.

- I am actively applying for jobs
- I am specifically orientating myself
- I am looking round a bit
- I am not actively doing so, but if something were to come up I would be open to it
- I am not actively doing so



job change appetite.



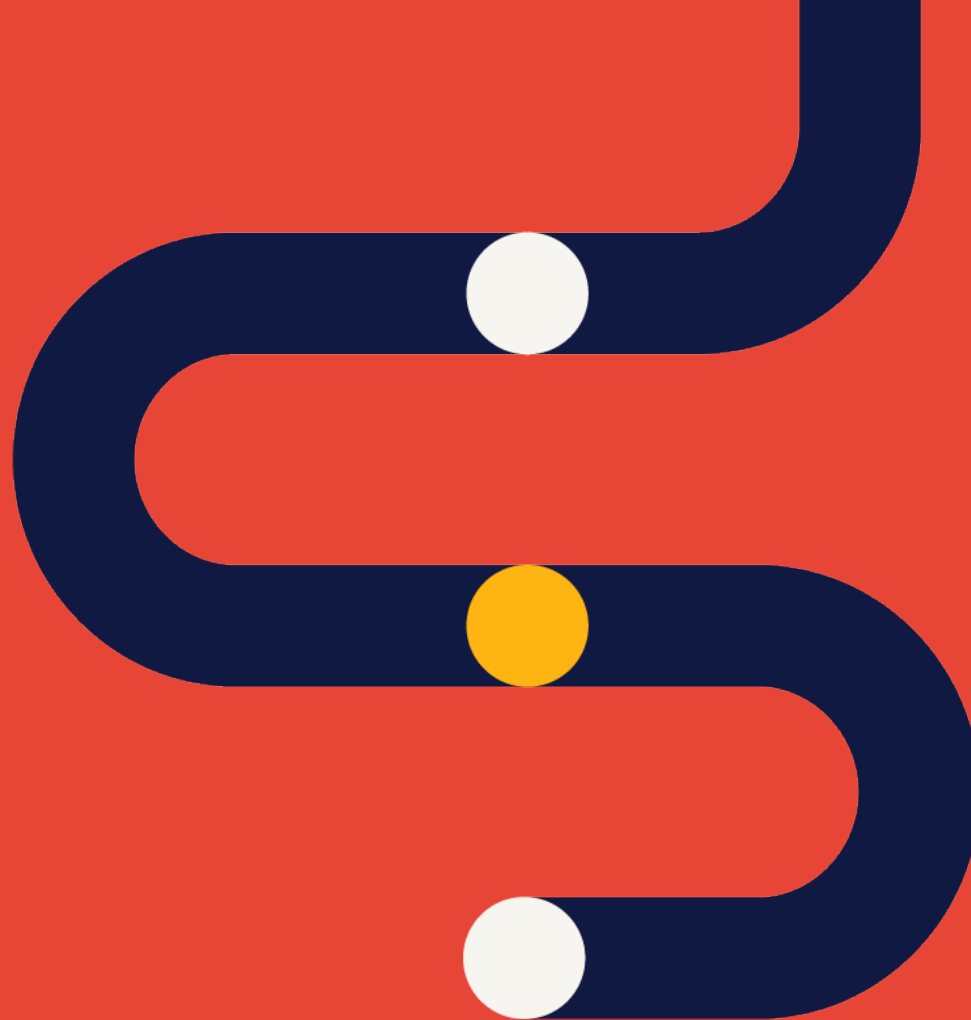
job change appetite.



- I am actively applying for jobs
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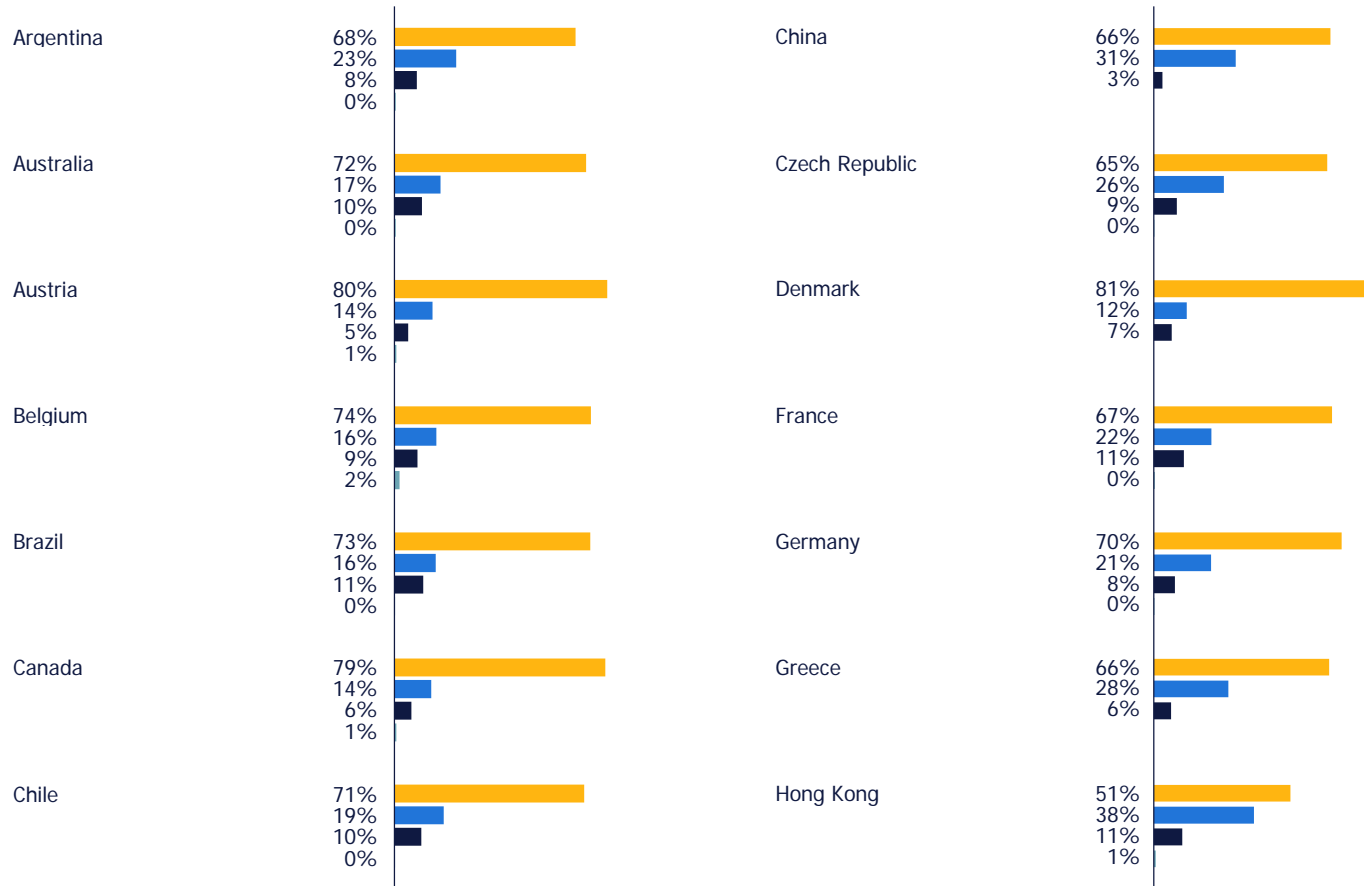
job



satisfaction.



job satisfaction highest in mexico; lowest in japan.



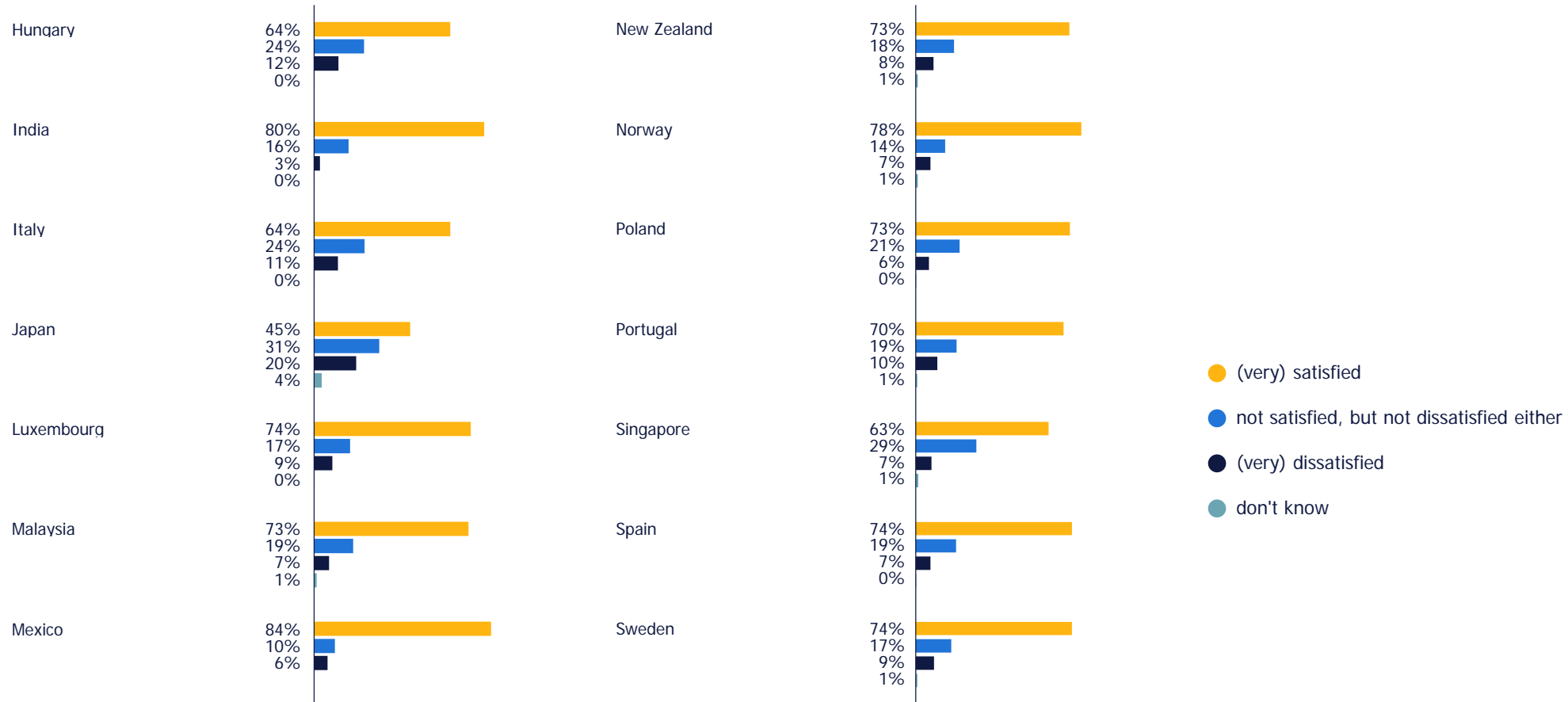
• job satisfaction increased in Austria, Hungary, Japan, Sweden and the UK compared to last quarter.

• There are no countries showing a decrease in job satisfaction compared to previous quarter.

- (very) satisfied
- not satisfied, but not dissatisfied either
- (very) dissatisfied
- don't know



job satisfaction.



job satisfaction.



about the



randstad
workmonitor.

about the randstad workmonitor.

- The Randstad Workmonitor was launched in the Netherlands in 2003, then in Germany, and covers 33 countries around the world. The study encompasses Europe, Asia Pacific and the Americas. The Randstad Workmonitor is published 4 times a year, making both local and global trends in mobility visible over time.
- The Workmonitor's Mobility Index, which tracks employee confidence and captures the likelihood of an employee changing jobs within the next 6 months, provides a comprehensive understanding of sentiments and trends in the job market.

Besides mobility, the survey addresses employee satisfaction and personal motivation as well as a rotating set of themed questions.

about the randstad workmonitor.

- The study is conducted online among employees aged 18-65, working a minimum of 24 hours a week in a paid job (not self-employed). Minimum sample size is 400 interviews per country. The Survey Sampling International (SSI) panel is used for sampling purposes.

The first survey of 2018 was conducted from 10-26 January 2018 in the following countries:

Argentina	Czech Republic	Italy	Portugal
Australia	Denmark	Japan	Singapore
Austria	France	Luxembourg	Spain
Belgium	Germany	Malaysia	Sweden
Brazil	Greece	Mexico	Switzerland
Canada	Hong Kong	New Zealand	The Netherlands
Chile	Hungary	Norway	Turkey
China	India	Poland	UK
			US

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human forward.

