

# Work Monitor

results of the 48th edition of the survey.

Randstad Research Institute  
2 August 2022



# Work Monitor

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# methodology of the survey

## respondents

- persons who work at least 24 hours a week, employed under employment contracts, civil law contracts and the self-employed (provided they have a fixed contract for performing services for a single company).
- aged 18–64

## duration of the survey

11–20 June 2022

## technology

CAWI – a computer-assisted web interview conducted via a website on an Internet panel

## number of respondents taking part in the survey

**1,000 respondents** in Q2 2022

## sample characteristics

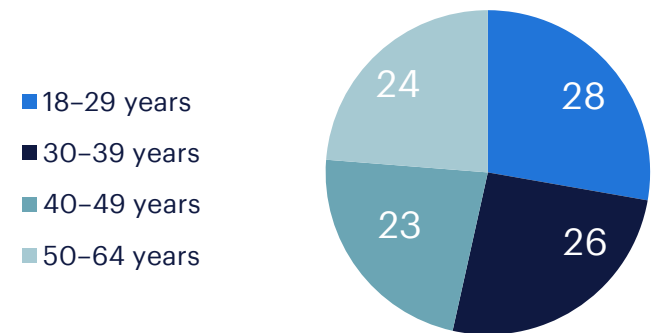
Quota and random sample  
After the 30th wave (Q4 2017), the structure of the sample has changed

## maximum statistical error

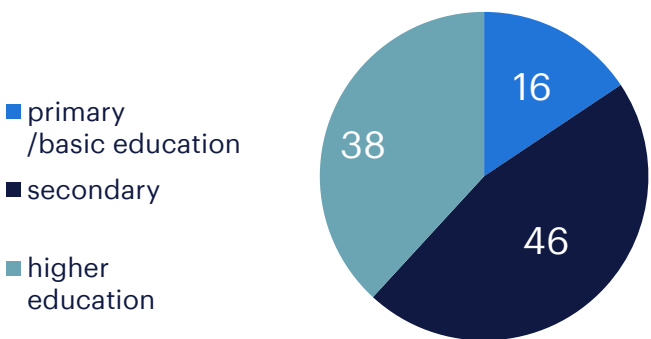
+/- 3.1% with N=1000

# sample characteristics

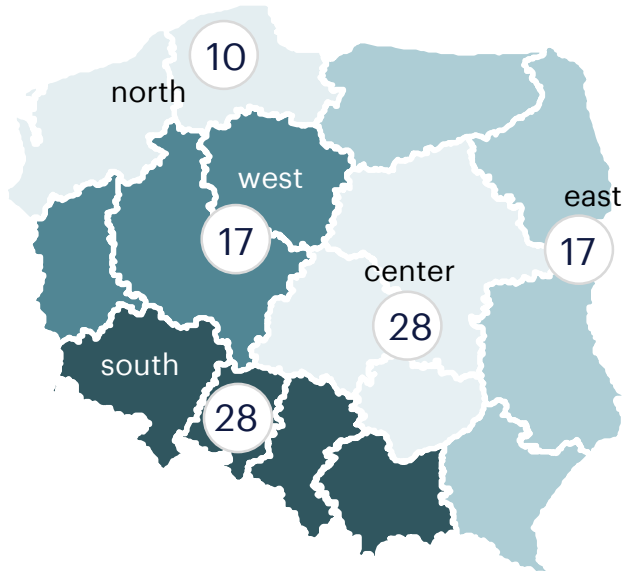
## age



## education



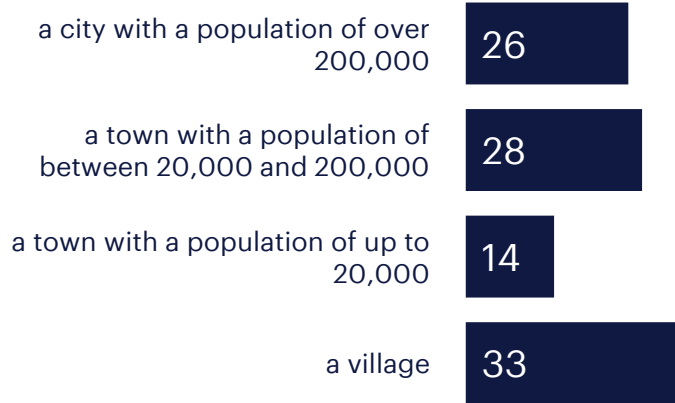
## region



## gender



## city size



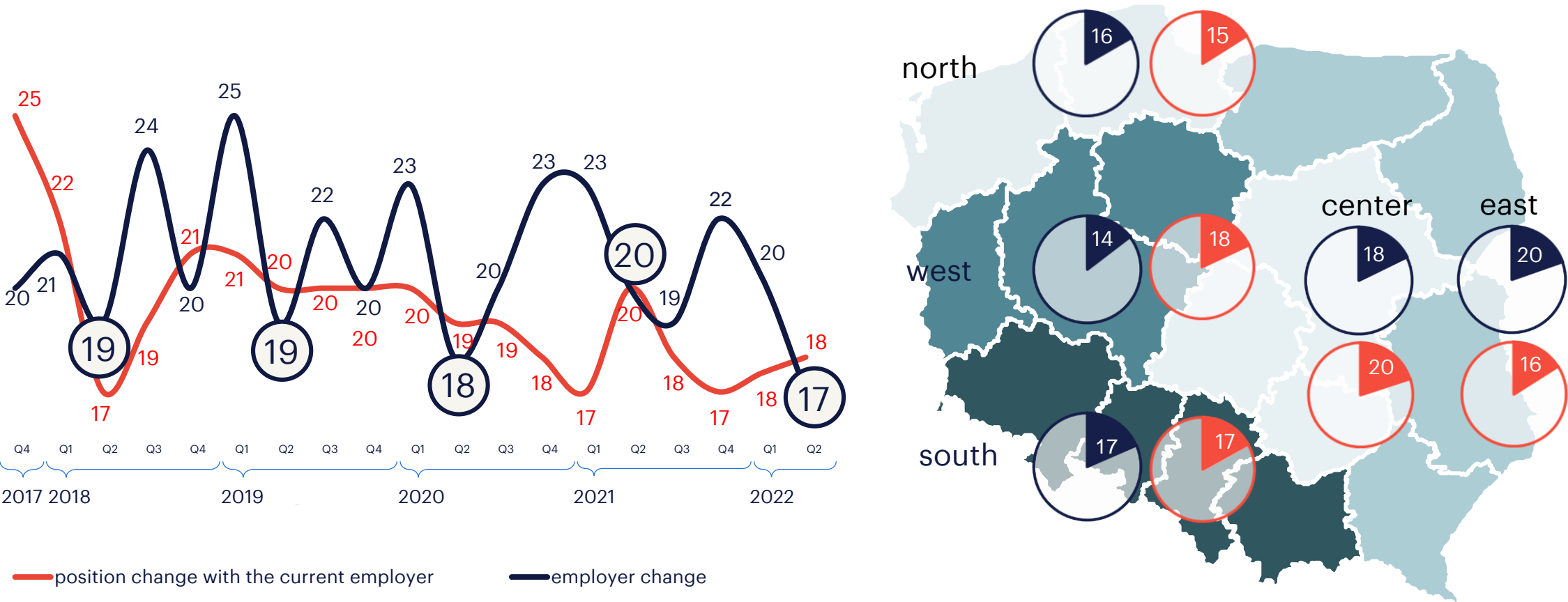
## employment type



survey results:  
labor market  
turnover.

# employer or position change

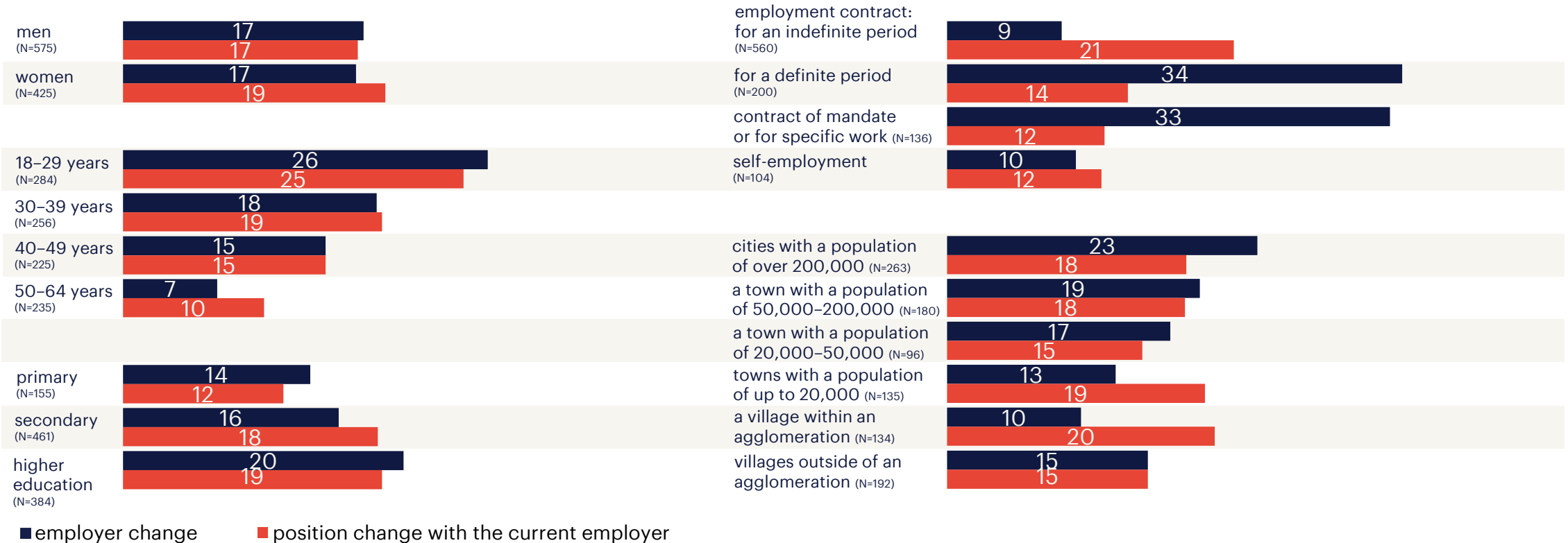
## comparison over time and between regions



Over the last 6 months, have you changed your employer?  
Over the last 6 months, have you changed your position with your employer, e.g. due to being promoted or transferred to another department or team?

# employer or position change

gender, age, education, agreement type, location type



Over the last 6 months, have you changed your employer?

Over the last 6 months, have you changed your position with your employer, e.g. due to being promoted or transferred to another department or team?

# employer or position change

## comparison between positions

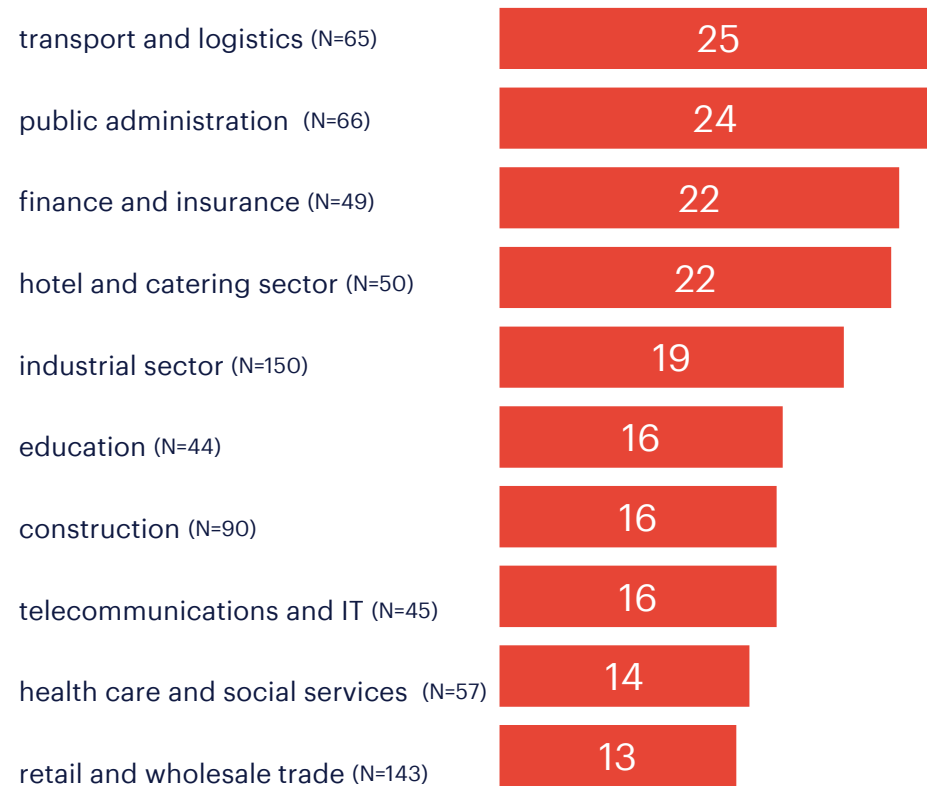
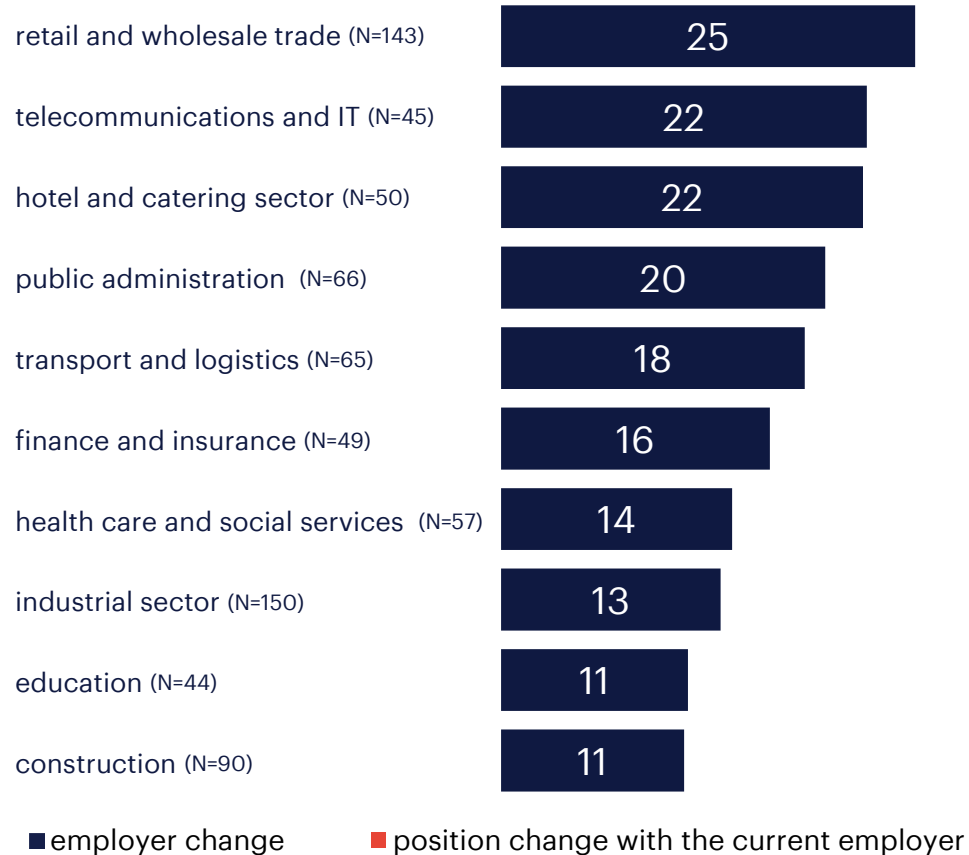


Over the last 6 months, have you changed your employer?

Over the last 6 months, have you changed your position with your employer, e.g. due to being promoted or transferred to another department or team?

# employer or position change

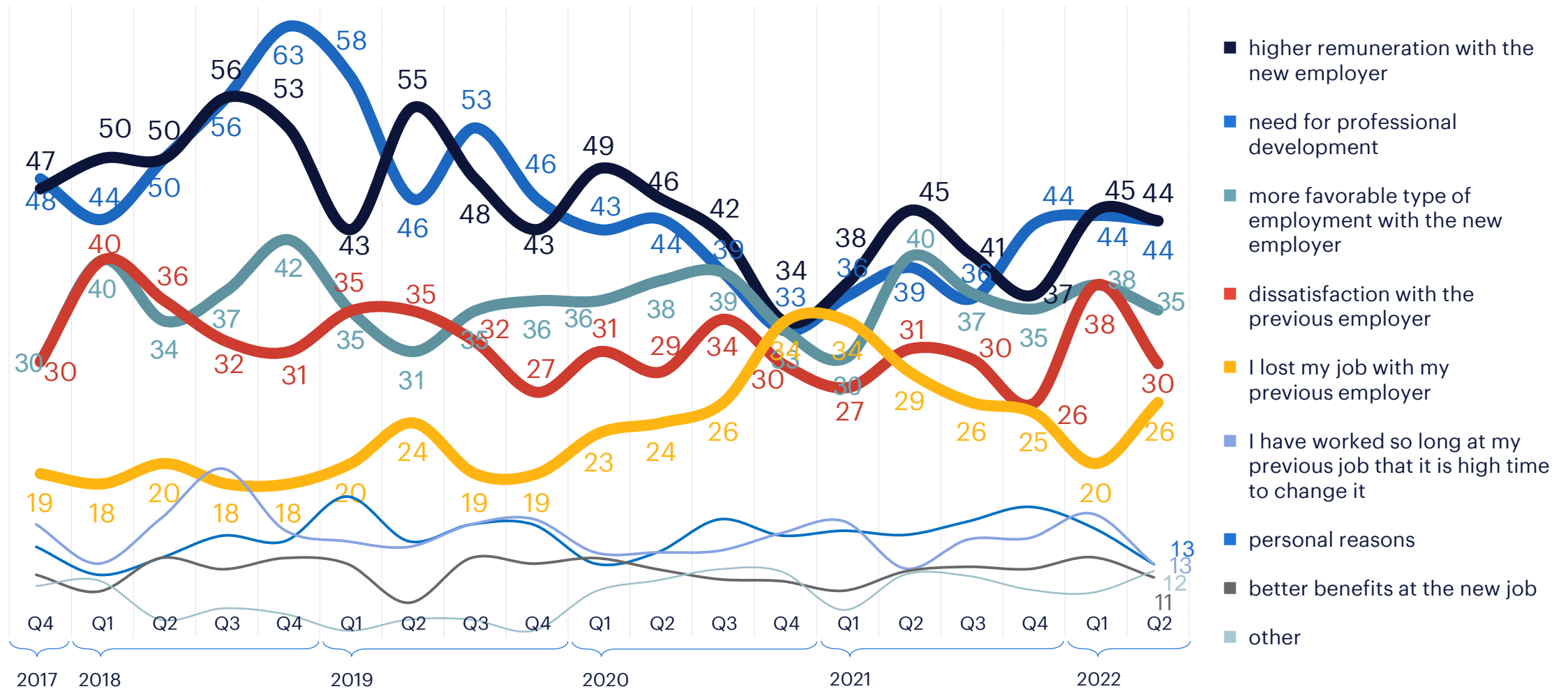
## comparison between sectors



Over the last 6 months, have you changed your employer?

Over the last 6 months, have you changed your position with your employer, e.g. due to being promoted or transferred to another department or team?

# what is causing the turnover?



And what were the reasons for that change?



survey results:

how long does  
it take to find a job.

# time spent on looking for a job

average time spent looking for a job in months:

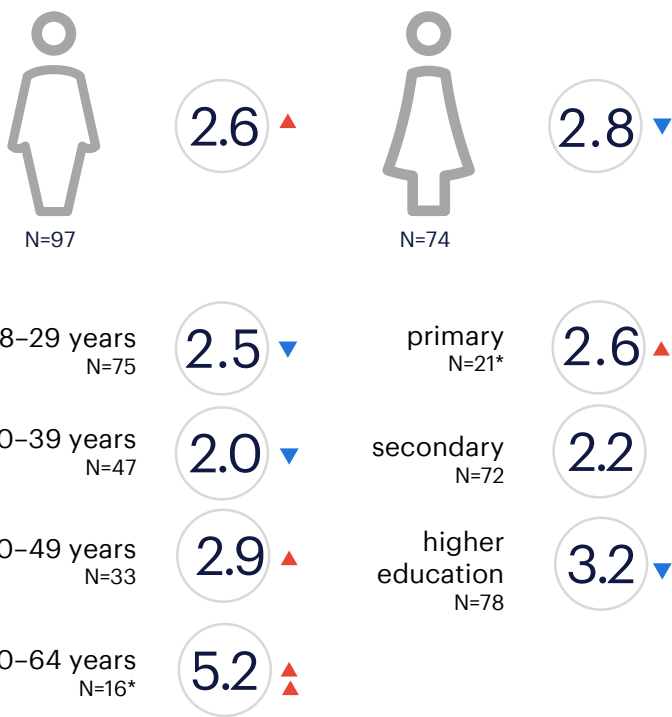


percentage of respondents who found employment in a given period of time in the 2nd quarter of 2022:



How long did it take to find your current job?

average time spent on looking for a job (in months) by gender, age and education (Q2 2022):

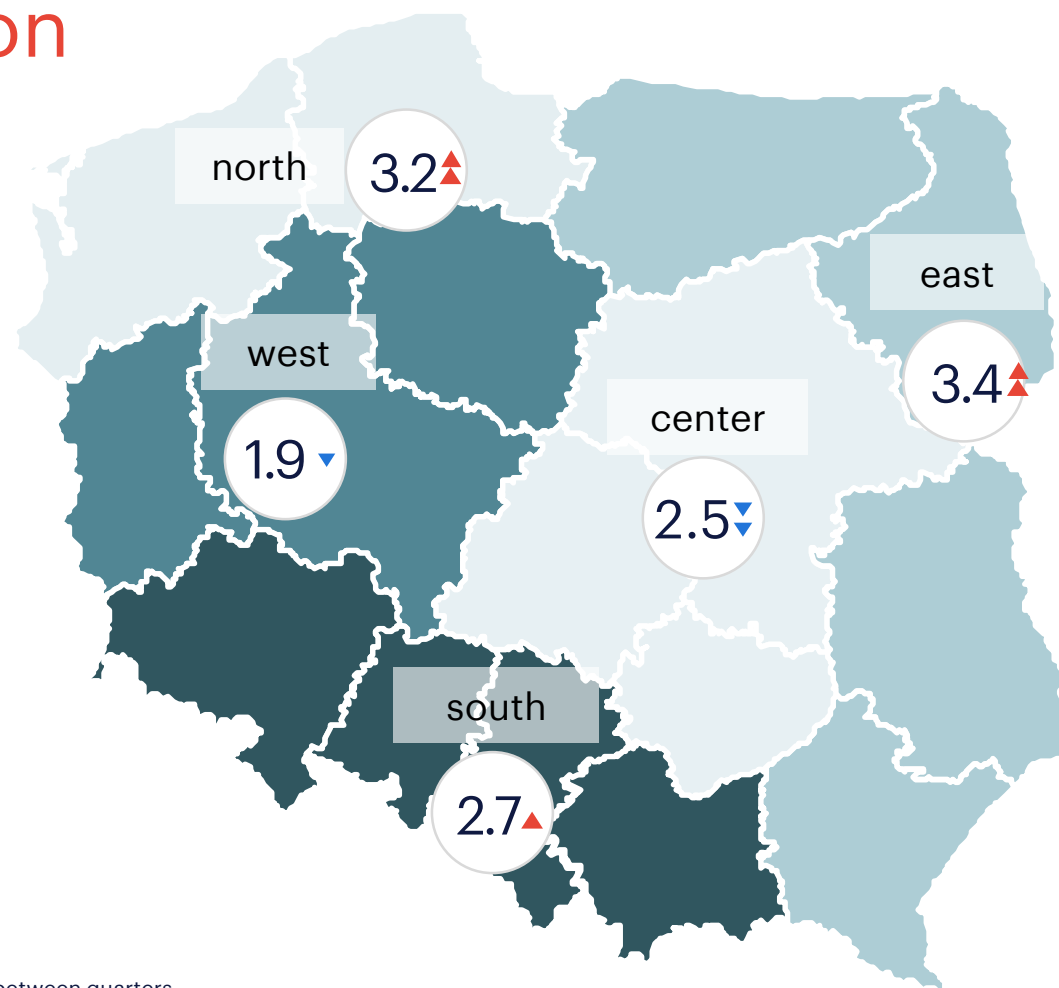
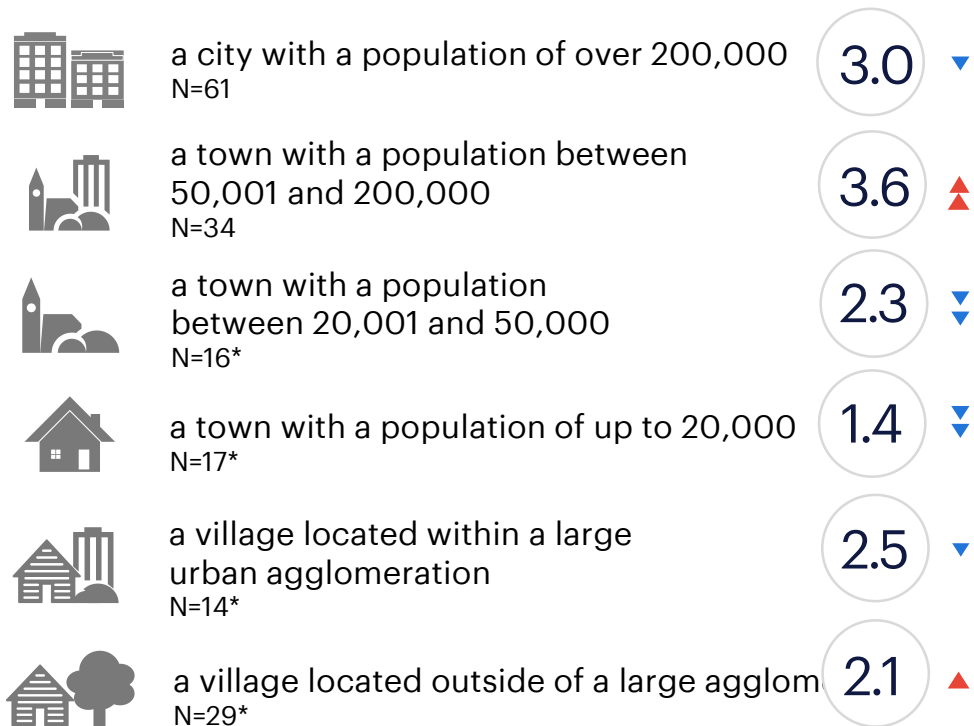


▲ longer than in the previous quarter  
▼ shorter than in the previous quarter  
▲▼ more than 1 month change between quarters

\*sample size below 30

# time spent on looking for a job

## regions and types of localization



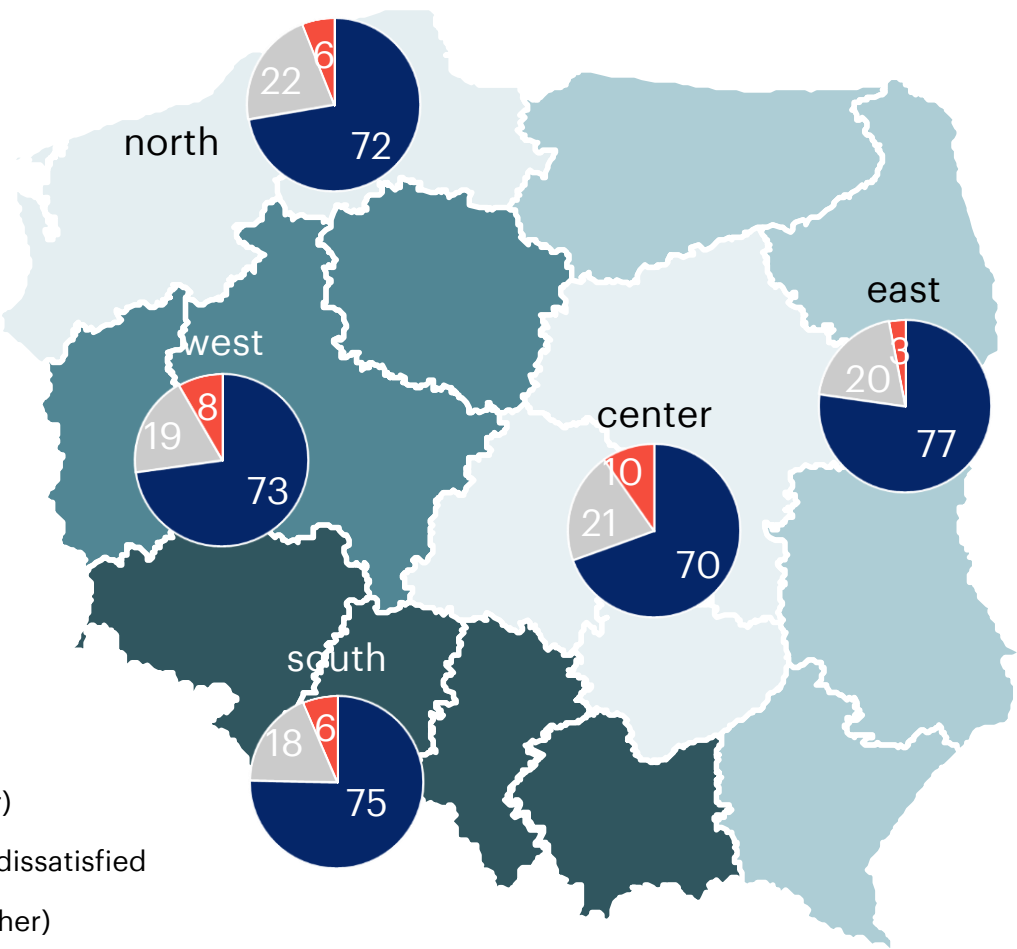
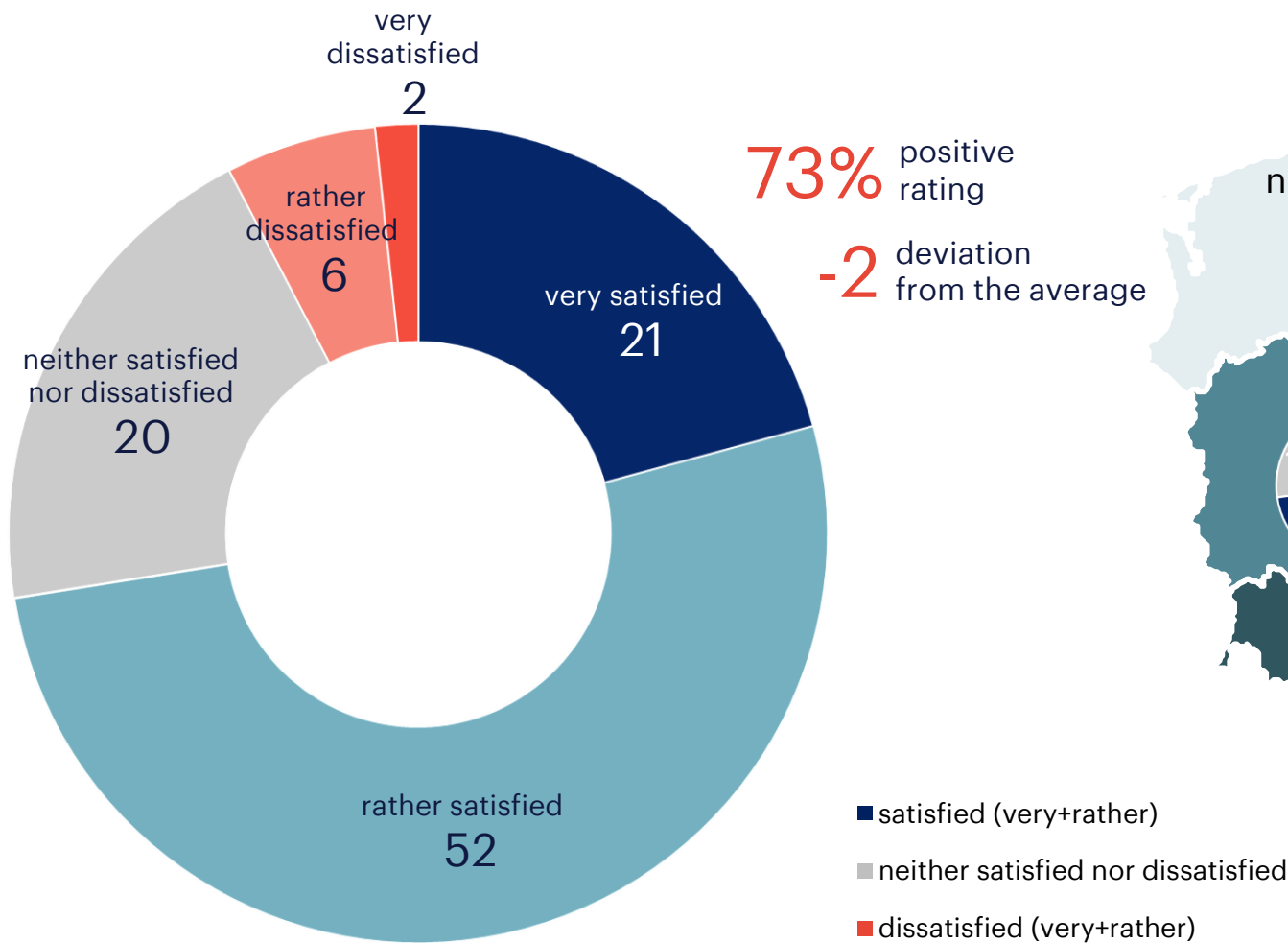
▲ longer than in the previous quarter ▼ shorter than in the previous quarter ▲▼ more than 1 month change between quarters

How long did it take to find your current job?



survey results:  
job satisfaction.

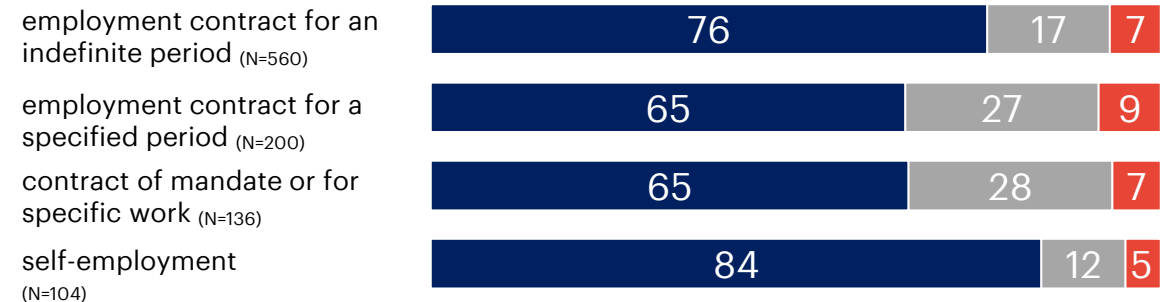
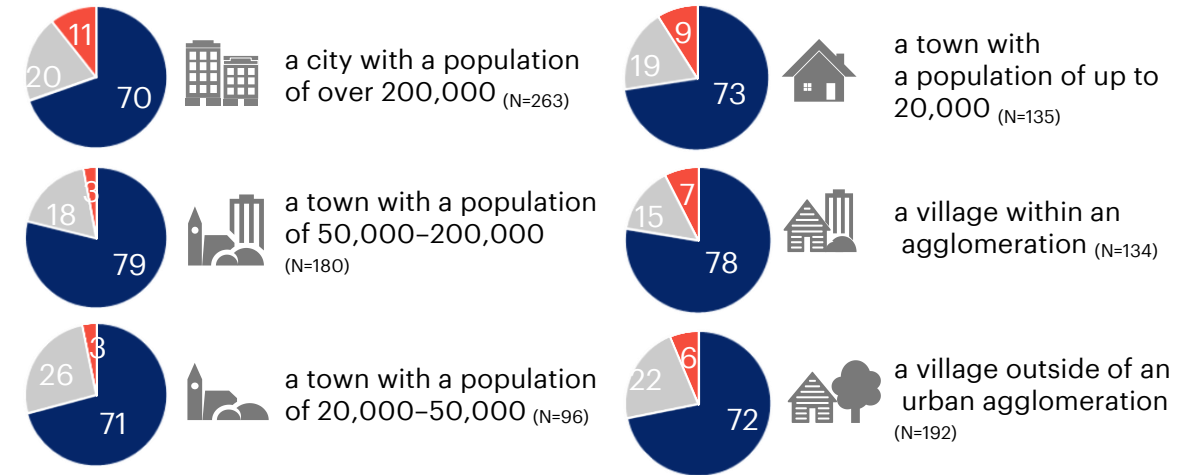
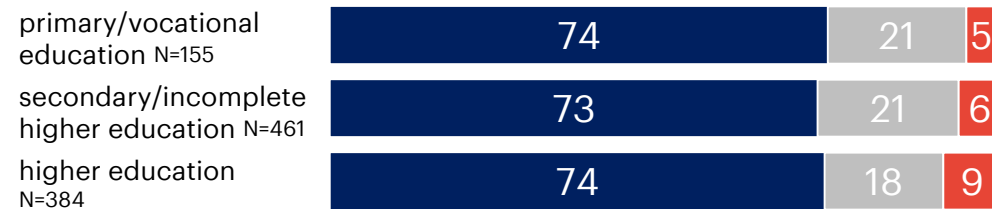
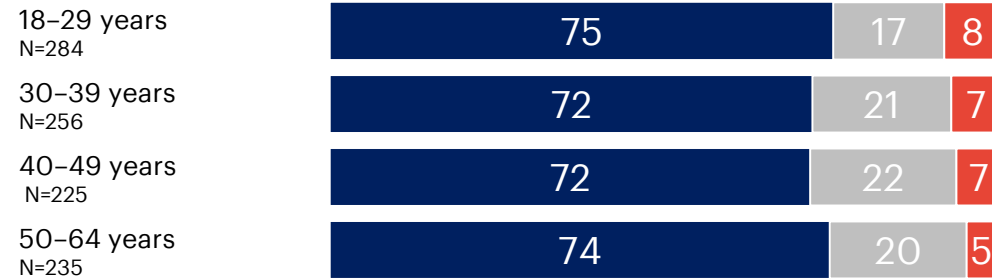
# job satisfaction



To what extent are you generally satisfied with working at your company?

# job satisfaction

## gender, age, education, employment type, location type



■ satisfied (very+rather)

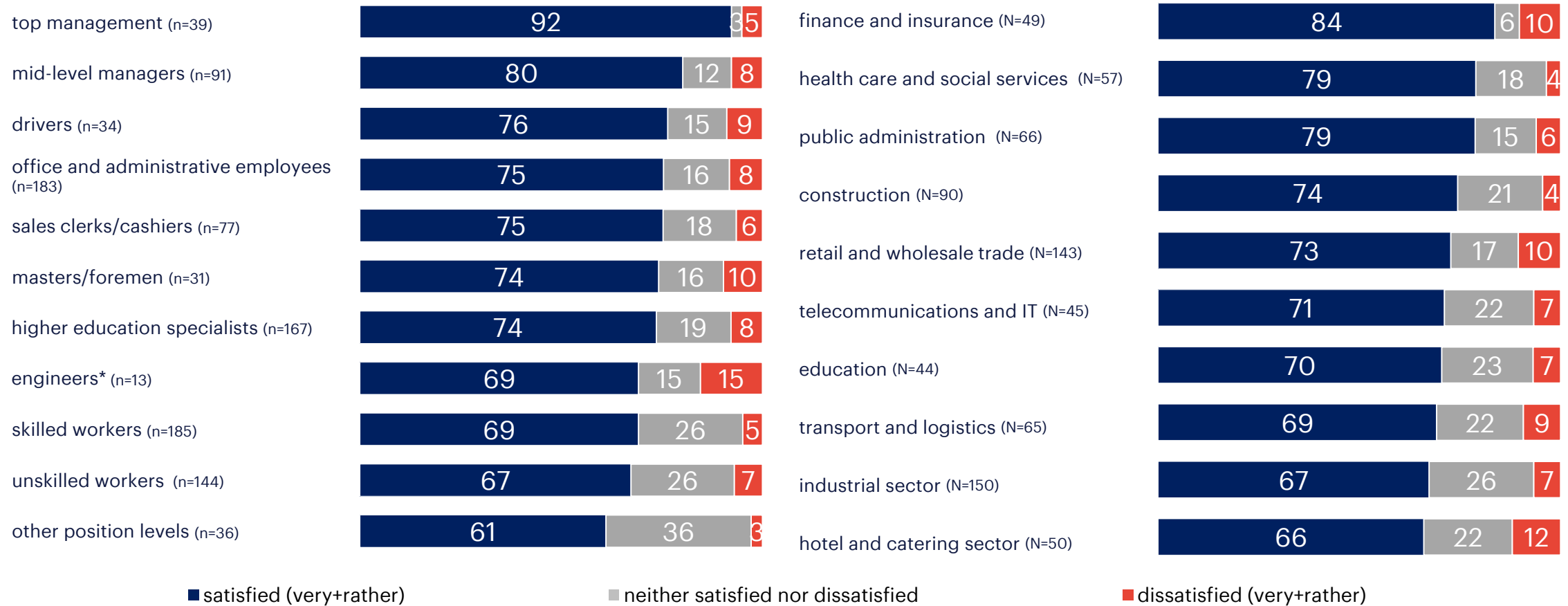
■ neither satisfied nor dissatisfied

■ dissatisfied (very+rather)

To what extent are you generally satisfied with working at your company?

# job satisfaction

## comparison between positions and sectors

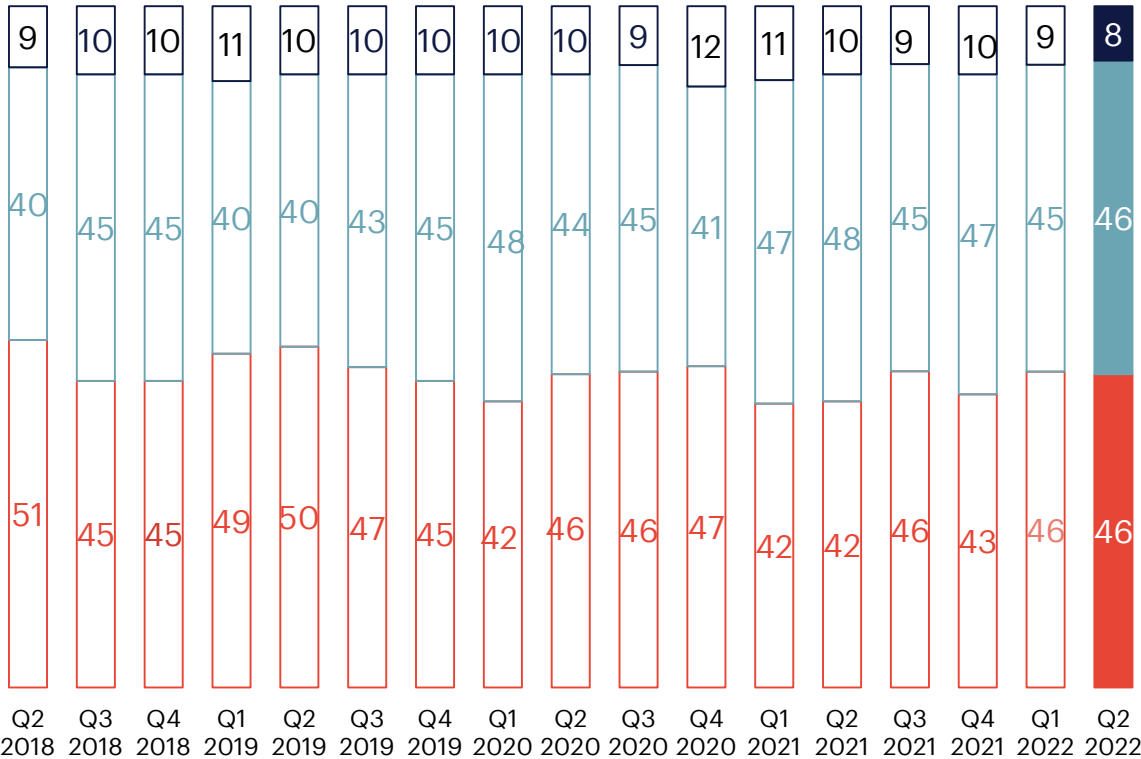


To what extent are you generally satisfied with working at your company?

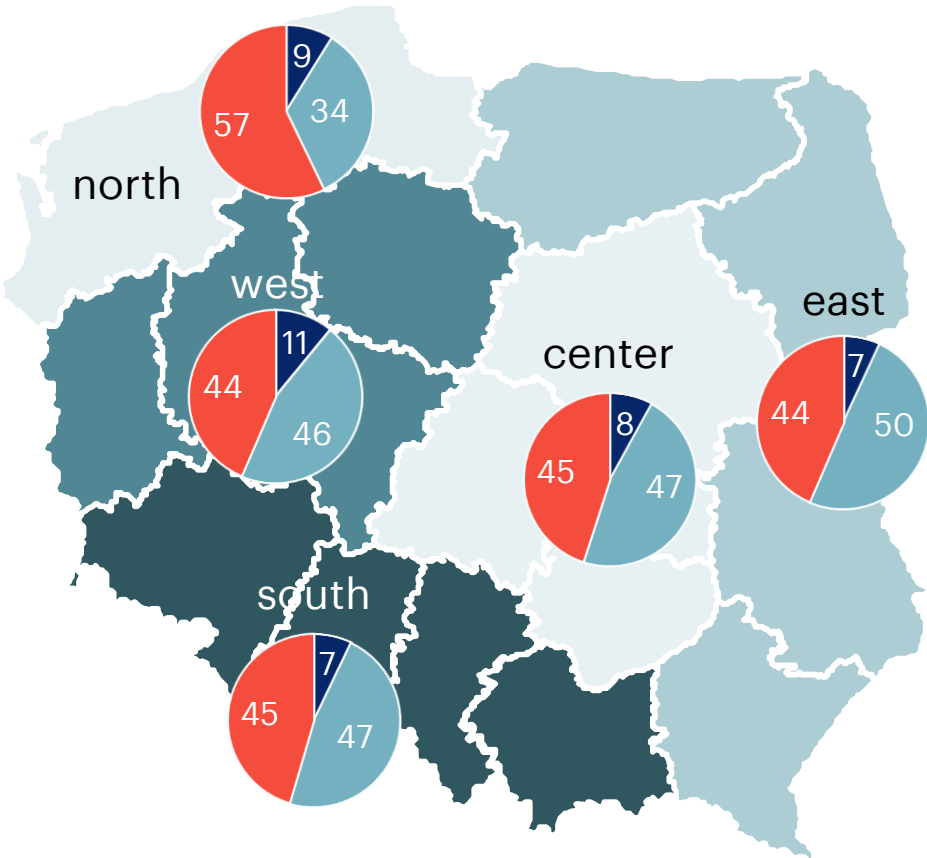


survey results:  
willingness  
to change a job.

# looking for a new job



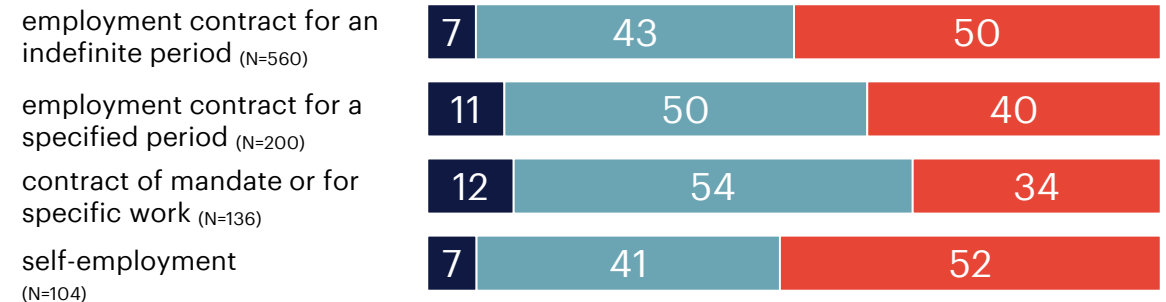
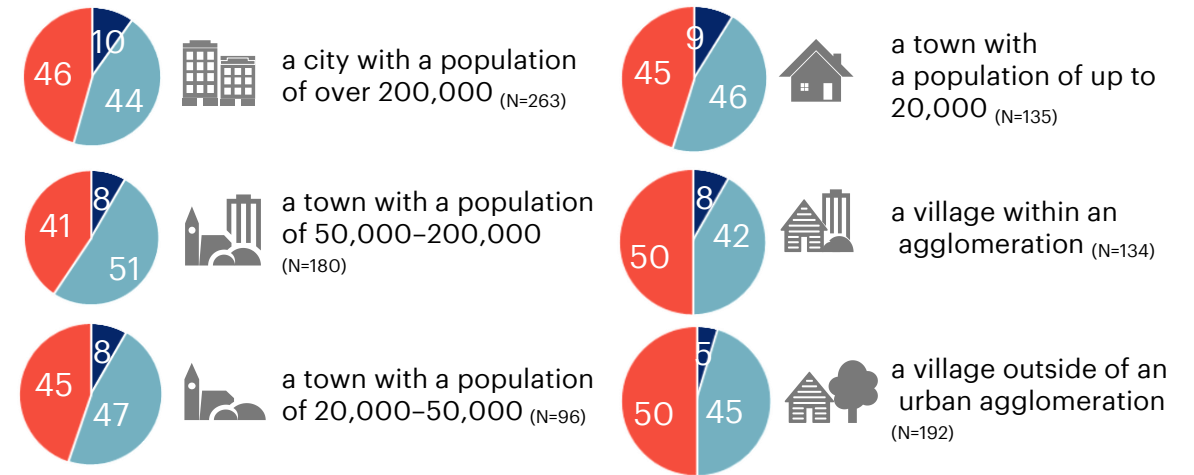
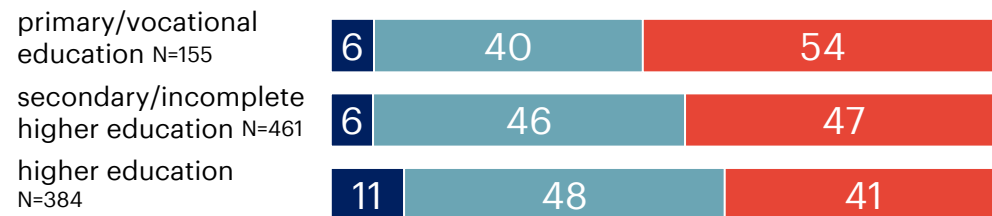
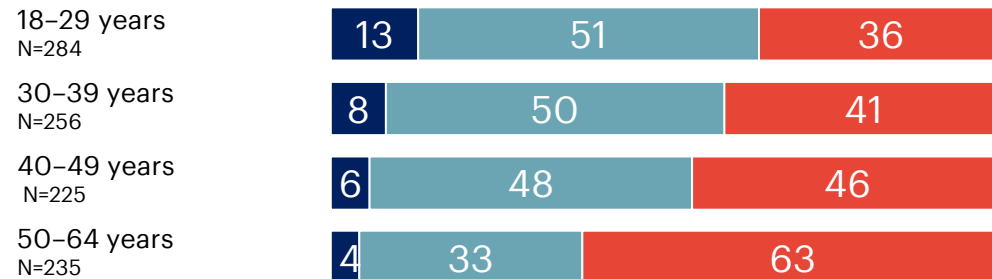
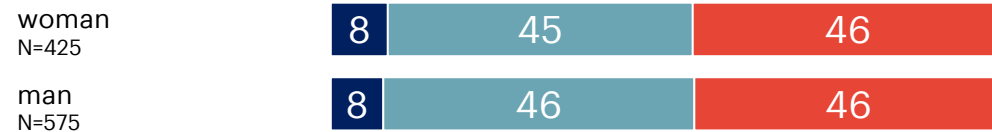
■ I am actively seeking a new job      ■ I am not very active but I am looking out for job offers      ■ I am not looking at all for a new job



Are you currently actively looking for a job/checking offers not very actively/not looking for a job at all?

# looking for a new job

## gender, age, education, employment type, location type

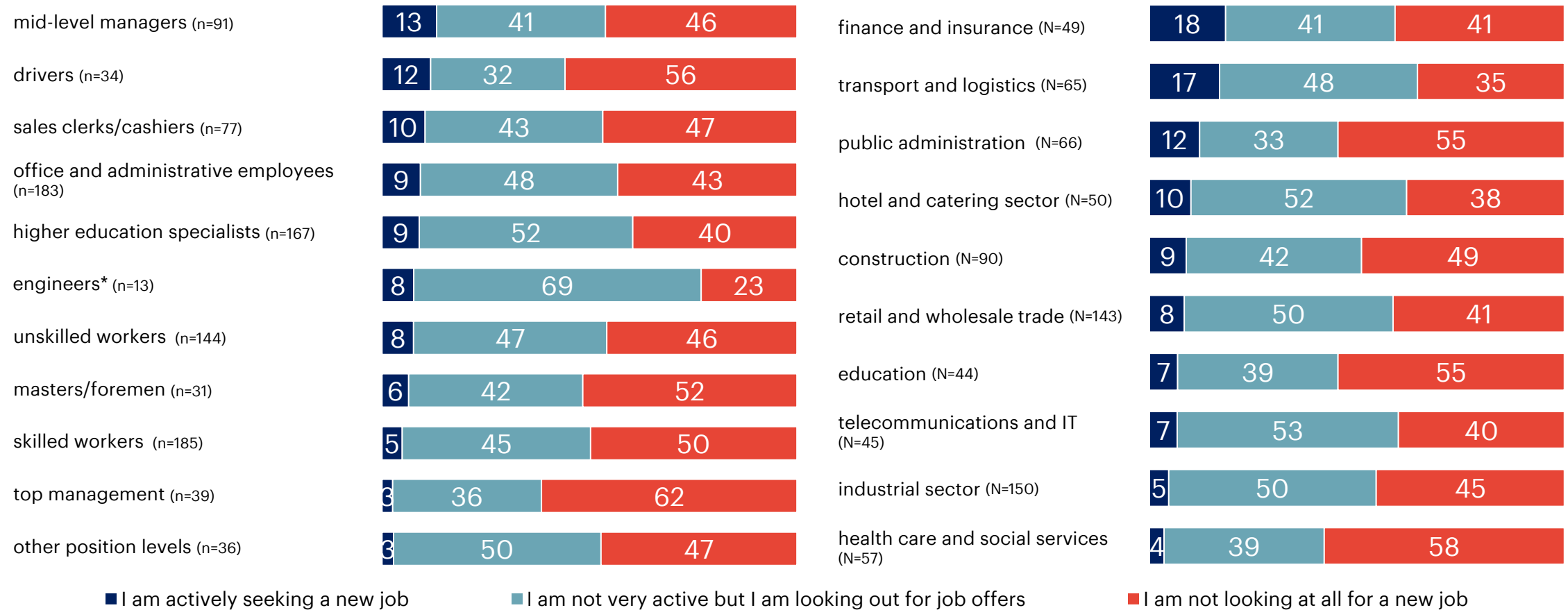


■ I am actively seeking a new job    ■ I am not very active but I am looking out for job offers    ■ I am not looking at all for a new job

Are you currently actively looking for a job/checking offers not very actively/not looking for a job at all?

# looking for a new job

## comparison between positions and sectors

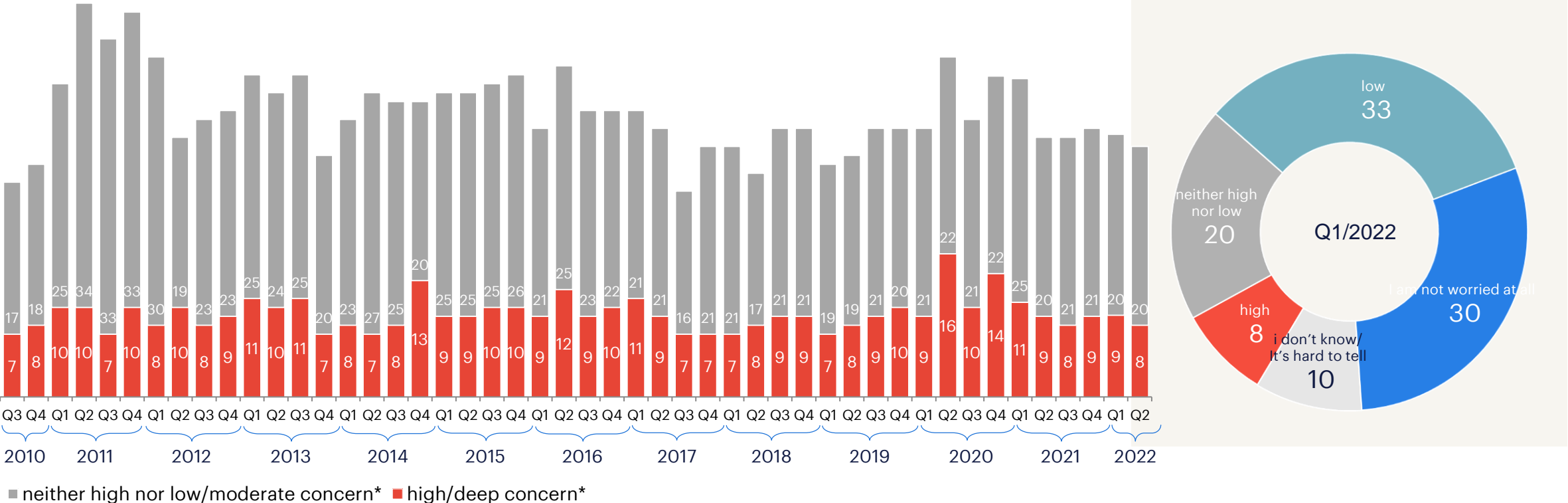


Are you currently actively looking for a job/checking offers not very actively/not looking for a job at all?



survey results:  
unemployment  
risk evaluation.

# unemployment risk evaluation

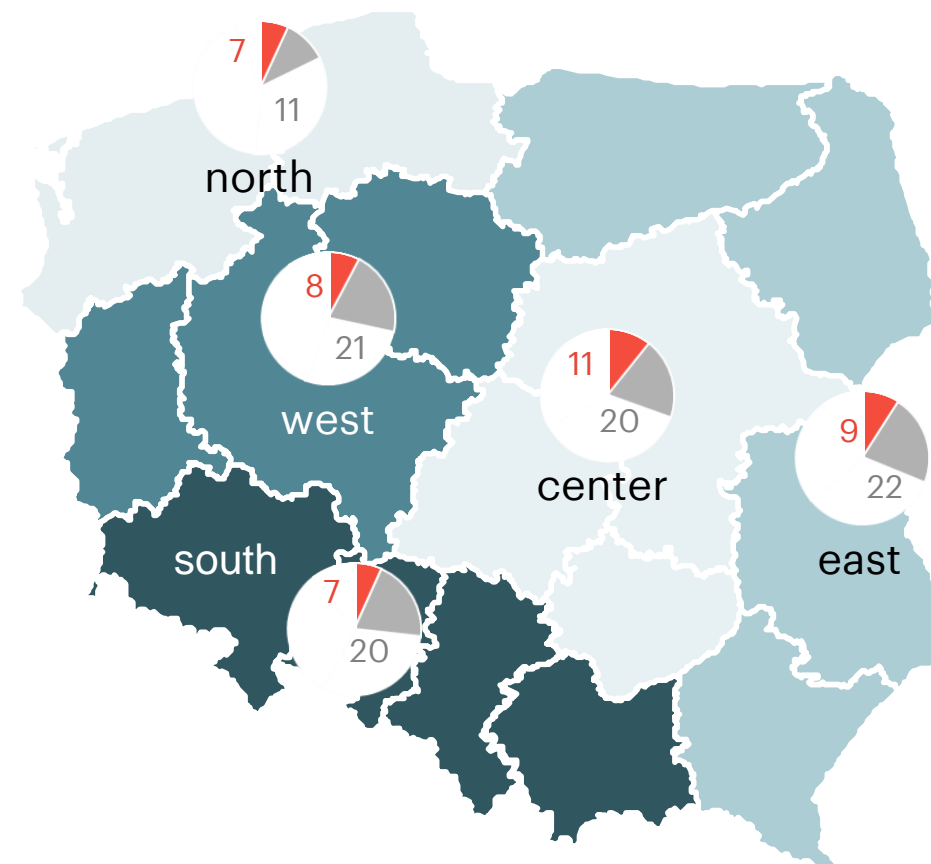


Sometimes people lose their jobs. Do you think that within the next few months you may lose your current job or that your current contract will not be extended?  
Is the risk related to that... \*the wording of the answer until Q3 2017; since Q4 2017, the sample size and the wording of the question have changed



# unemployment risk evaluation

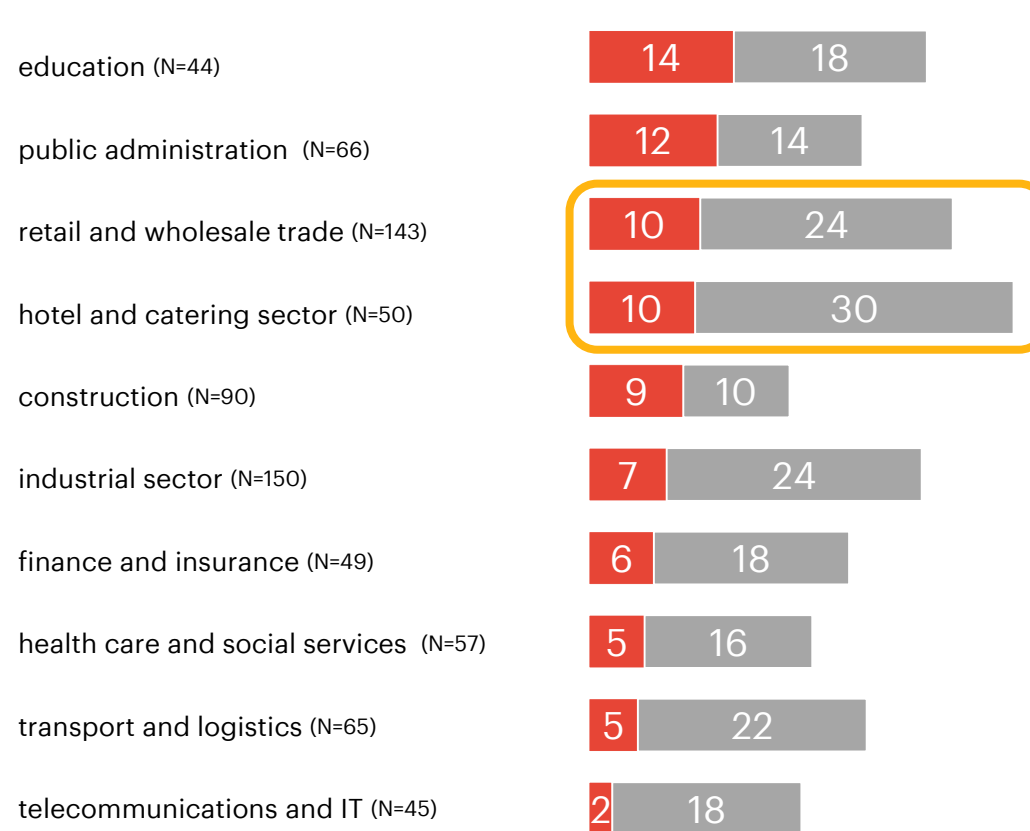
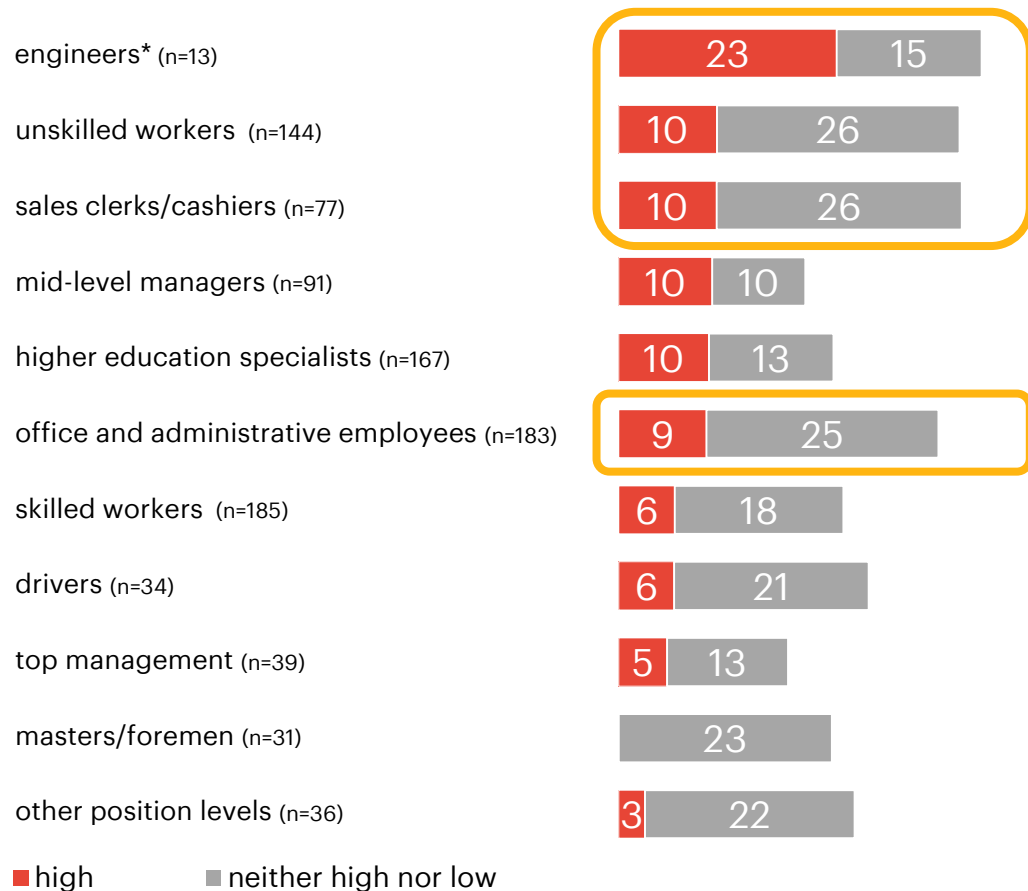
## gender, age, education, employment type, location type



Sometimes people lose their jobs. Do you think that within the next few months you may lose your current job or that your current contract will not be extended?  
Is the risk related to that...

# unemployment risk evaluation

## comparison between positions and sectors

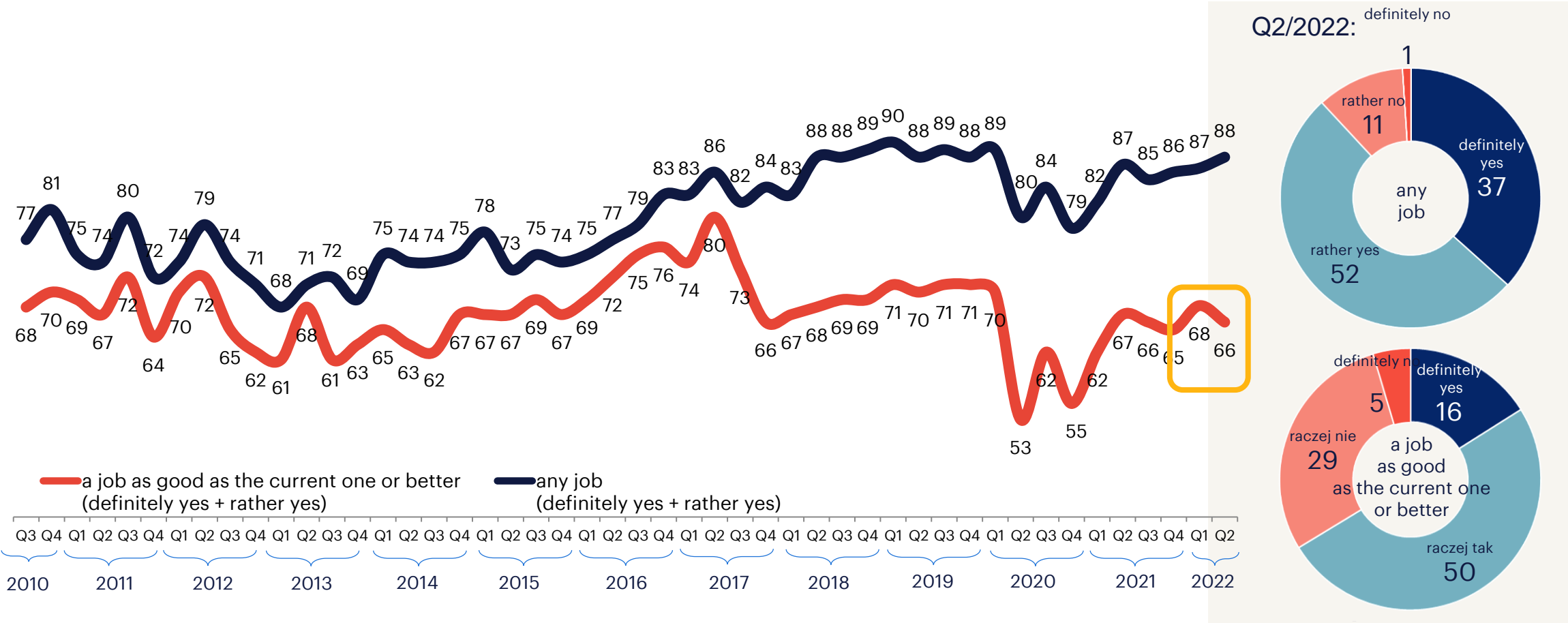


*Sometimes people lose their jobs. Do you think that within the next few months you may lose your current job or that your current contract will not be extended?  
Is the risk related to that...*



survey results:  
new job  
opportunities.

# chance of finding a new job

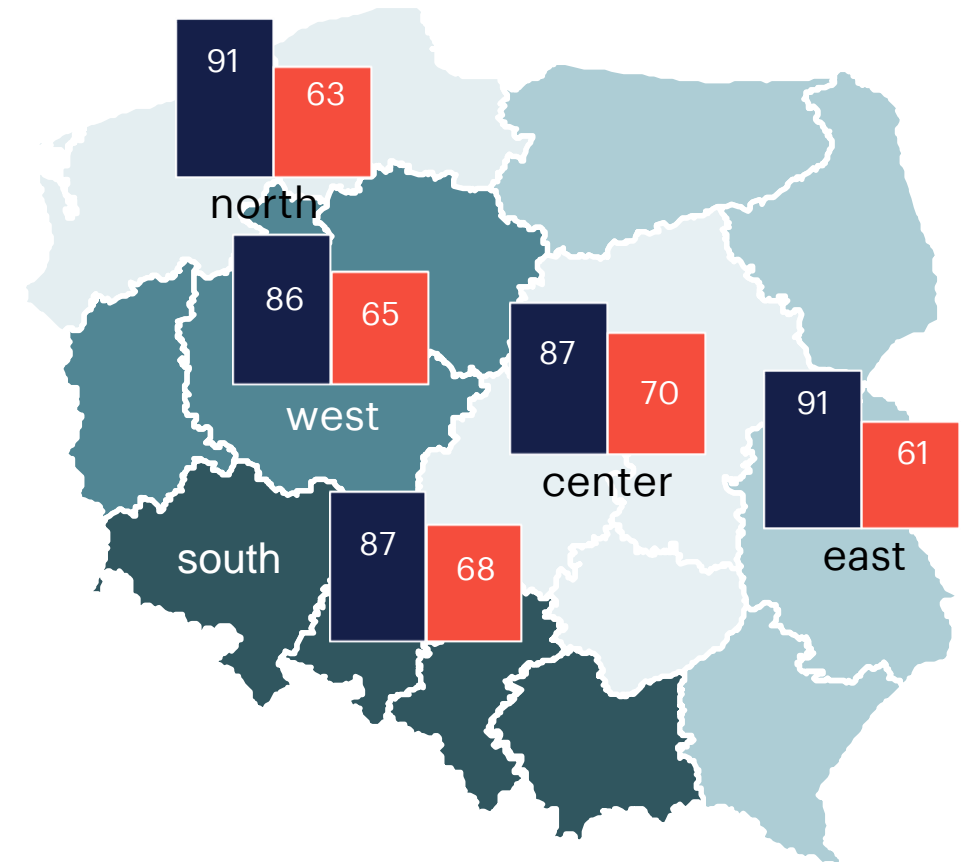
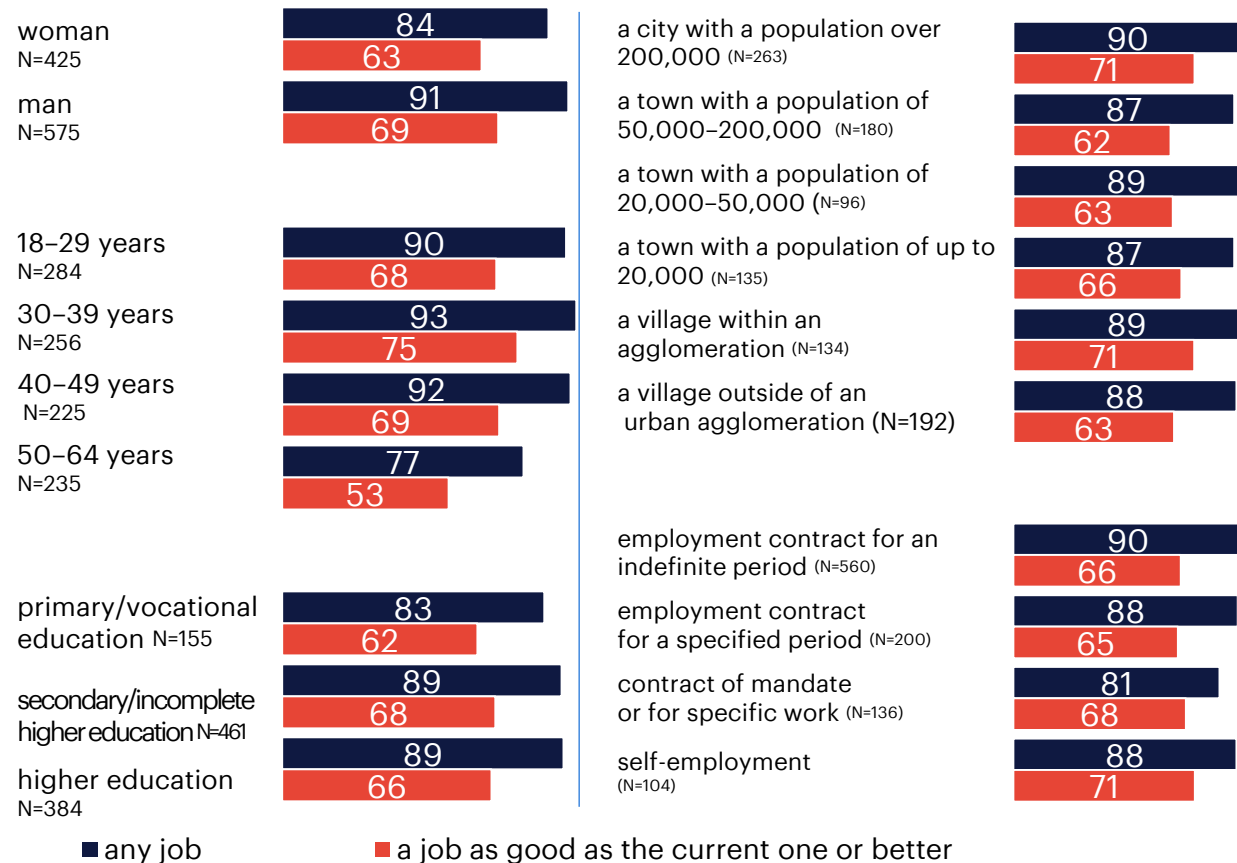


Imagine that at this moment you have to look for another job, with a new employer. Do you think that you will be able to find any job within the next 6 months? And do you think that within the next 6 months you will be able to find a job that is as good as the current one or better? The graph shows the total of "rather yes" and "definitely yes" responses; since Q4 2017, the sample size and the wording of the question have changed



# chance of finding a job

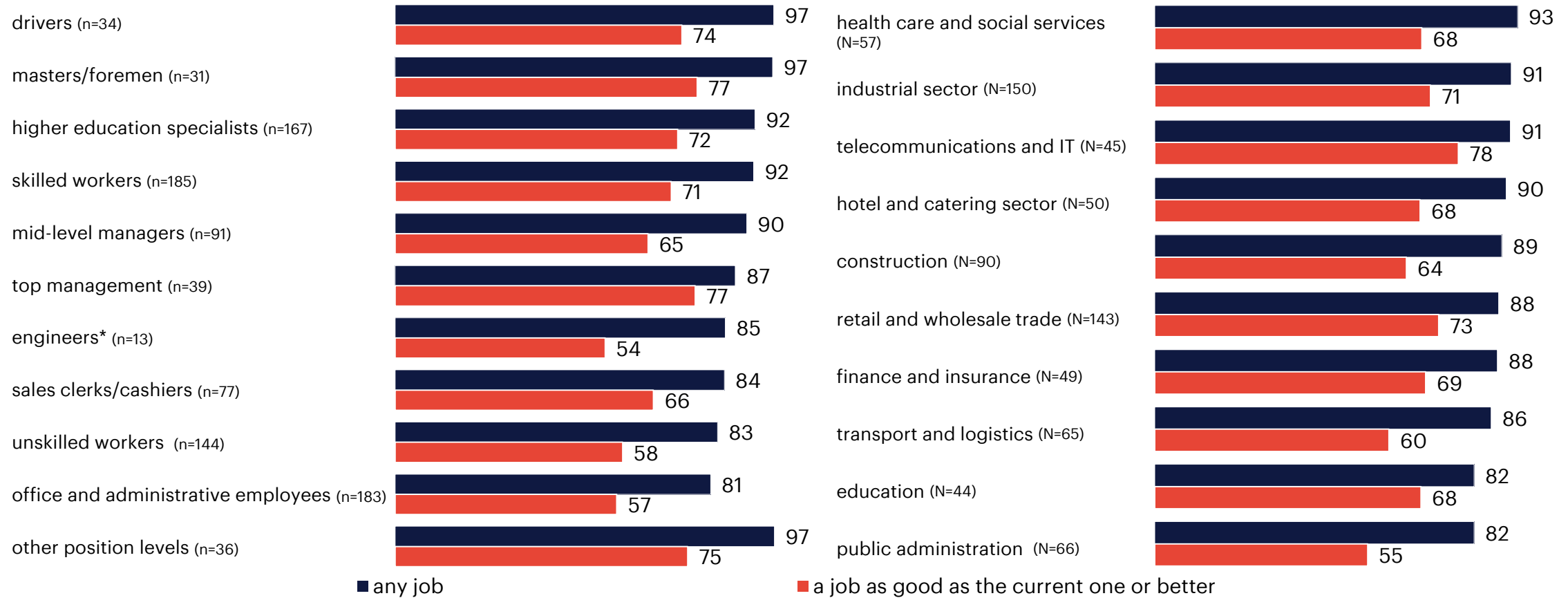
## gender, age, education, employment type, location type



Imagine that at this moment you have to look for another job, with a new employer. Do you think that you will be able to find any job within the next 6 months? And do you think that within the next 6 months you will be able to find a job that is as good as the current one or better? The graph shows the total of “rather yes” and “definitely yes” responses

# chance of finding a new job

## comparison between positions and sectors



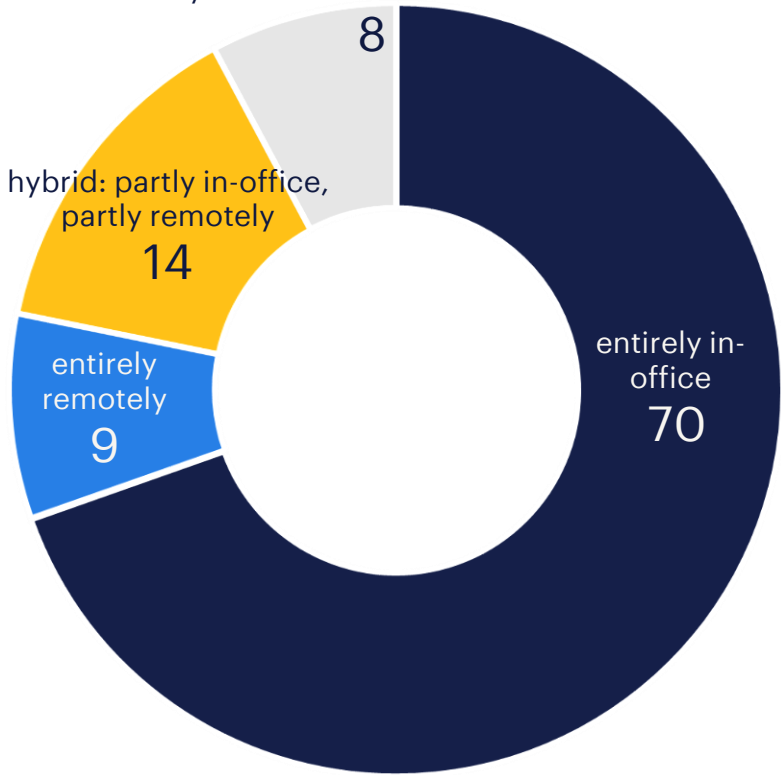
Imagine that at this moment you have to look for another job, with a new employer. Do you think that you will be able to find any job within the next 6 months? And do you think that within the next 6 months you will be able to find a job that is as good as the current one or better? The graph shows the total of "rather yes" and "definitely yes" responses. The graph does not include the "other sector" category.

survey results:  
remote and  
hybrid work.

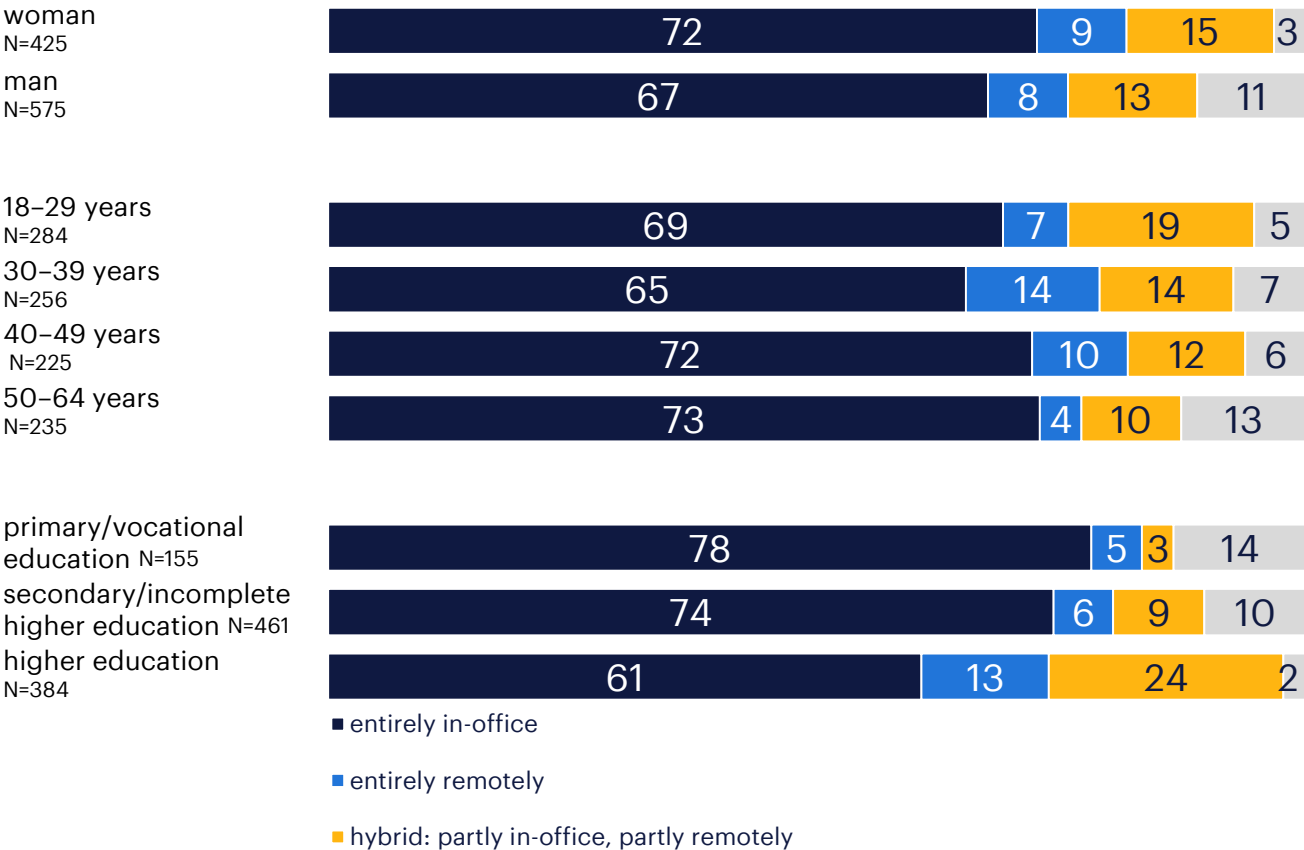
# current work model

## gender, age, education

neither remotely nor in-office, the nature of my work requires me to be constantly on the move

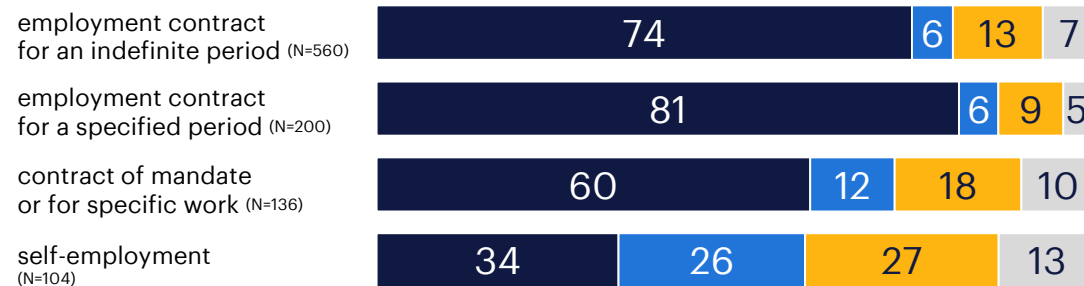
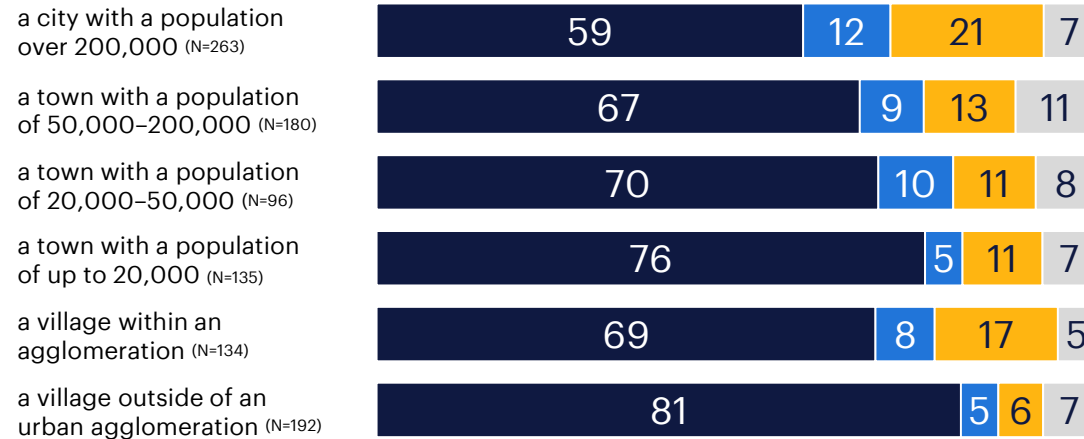


What work model are you currently working in?



# current work model

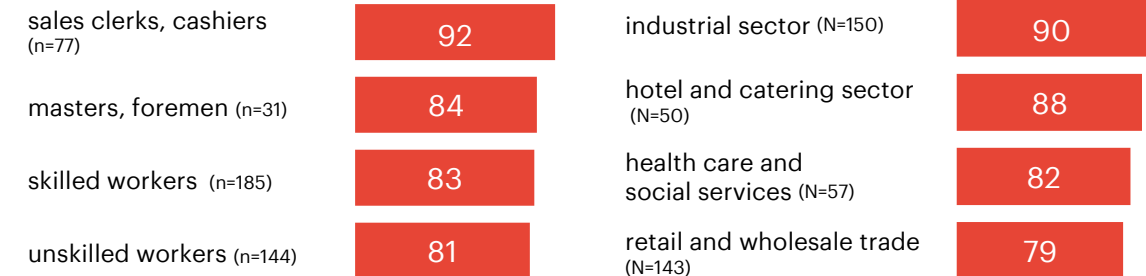
## employment type, location type, positions, sectors



■ entirely in-office ■ entirely remotely ■ hybrid: partly in-office, partly remotely ■ neither remotely nor in-office, the nature of my work requires me to be constantly on the move

What work model are you currently working in?

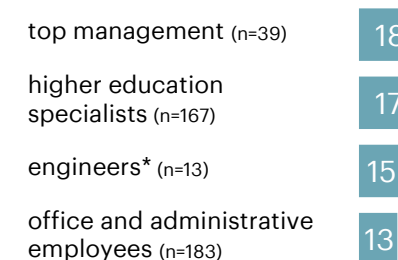
### positions with the most frequent full in-office work model



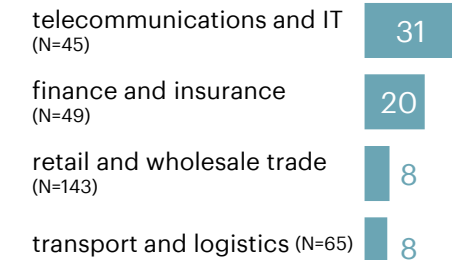
### sectors



### positions with the most frequent full remote work model



### sectors

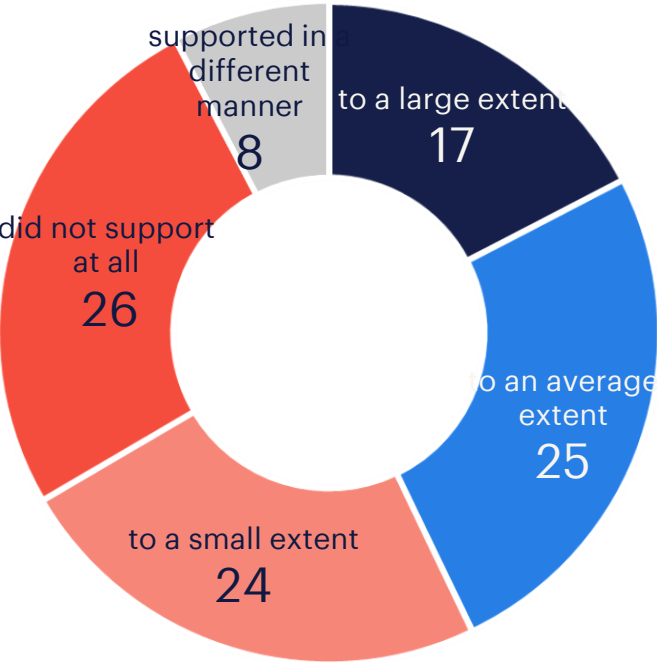


survey results:

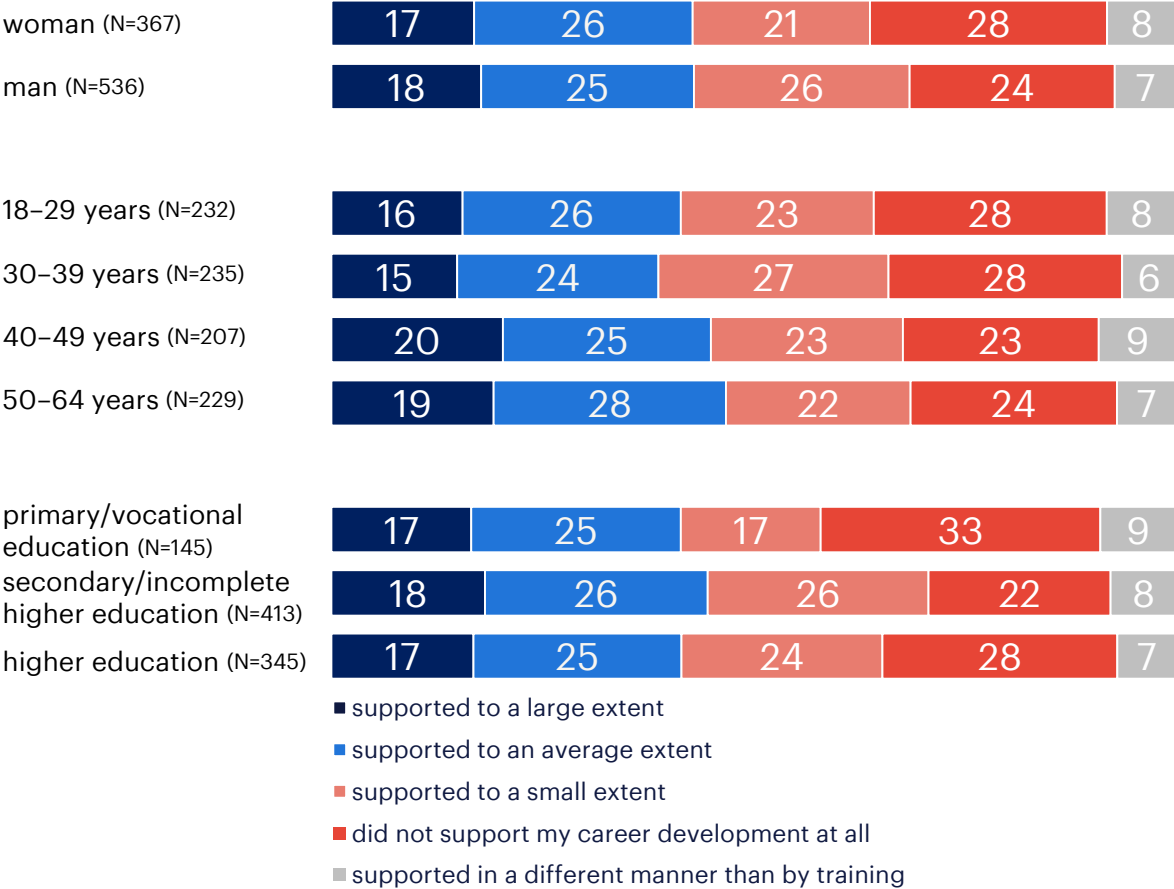
career development  
and training.

# training: did your employer provide it before the pandemic? gender, age, education.

to what extent did your employer support your career development by providing training before the pandemic?



**67%**  
rate of employees whose employers supported their career development by providing training at least to a small extent

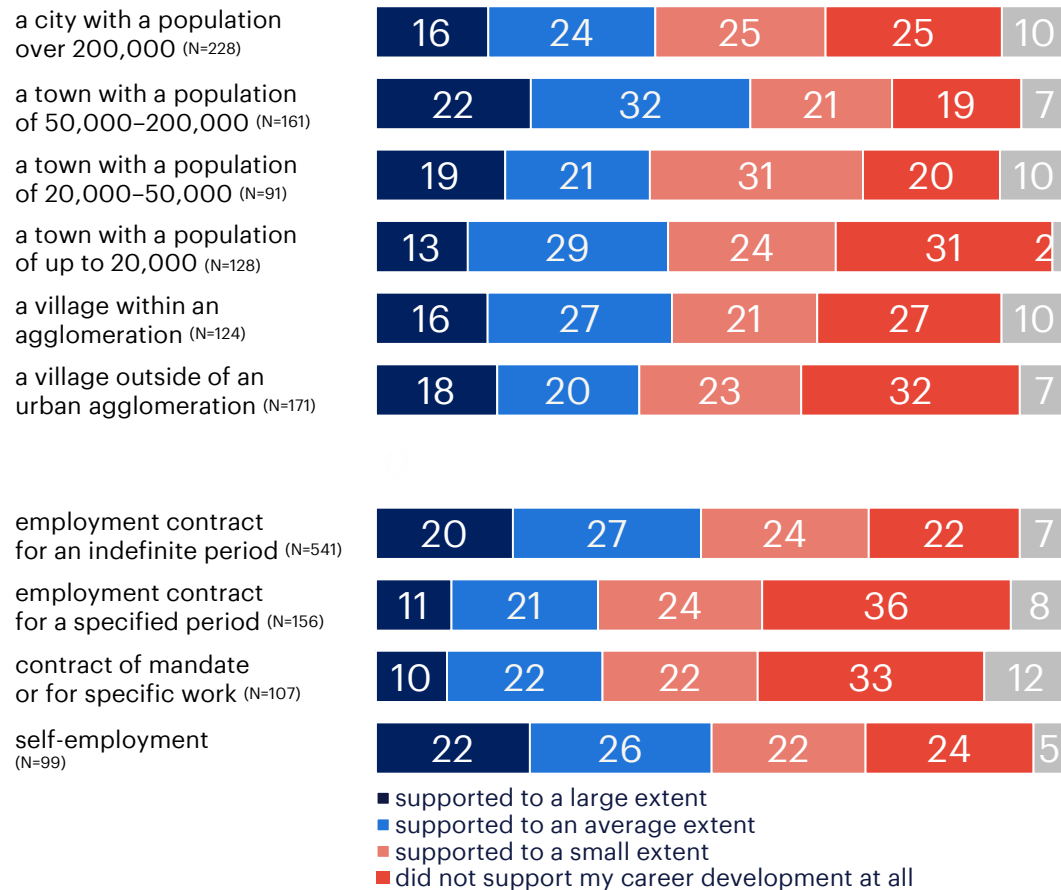


To what extent did your employer support your career development by providing training before the COVID-19 pandemic (before 2020)?

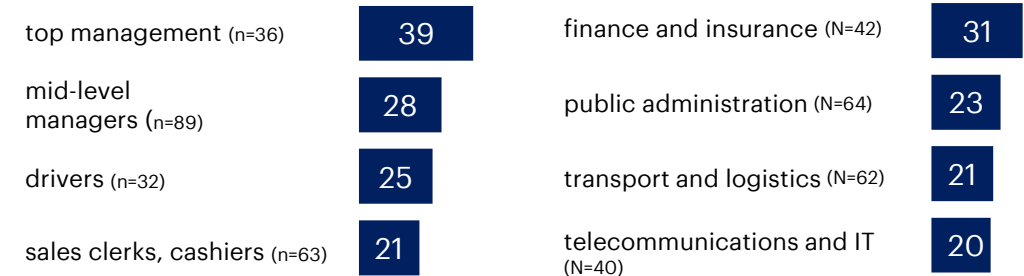


# training: did your employer provide it before the pandemic?

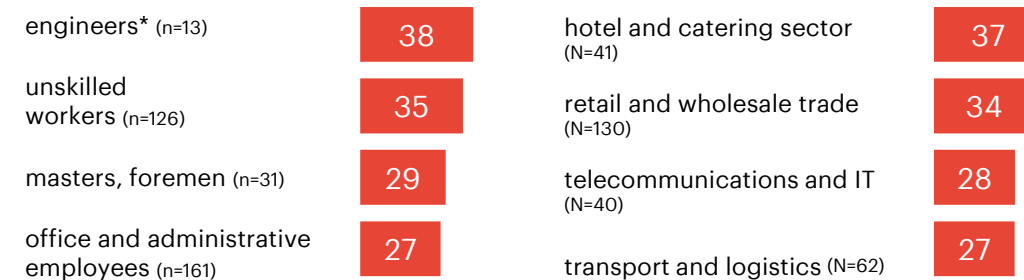
## employment and location type, positions, sectors.



### positions in which employers most often supported the development to a large extent



### positions in which employers most often did not support the development at all

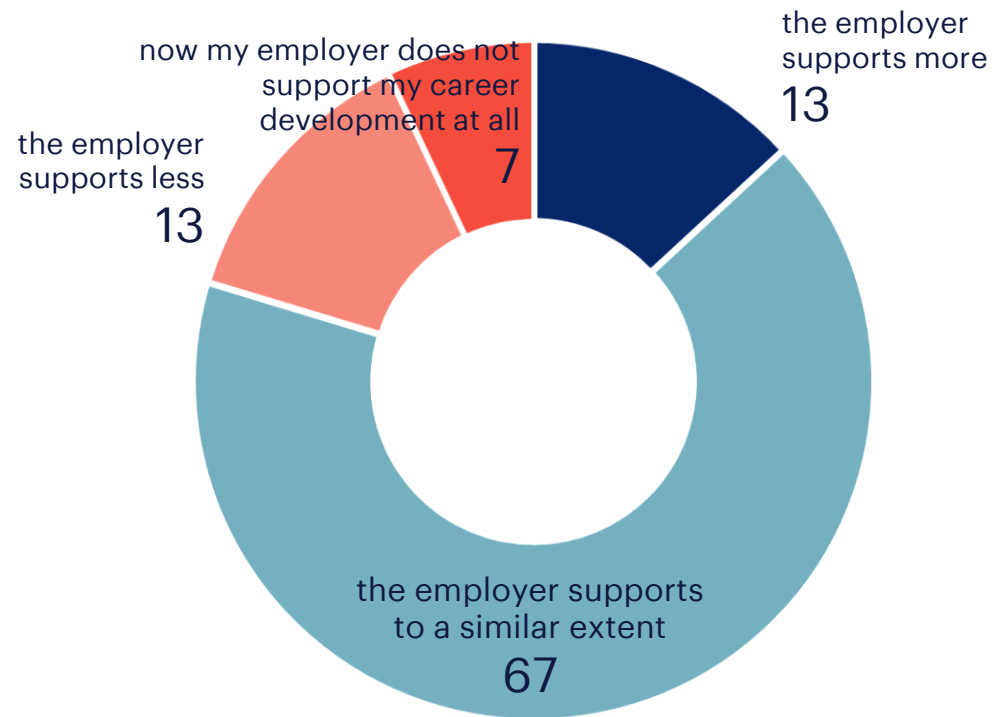


To what extent did your employer support your career development by providing training before the COVID-19 pandemic (before 2020)?



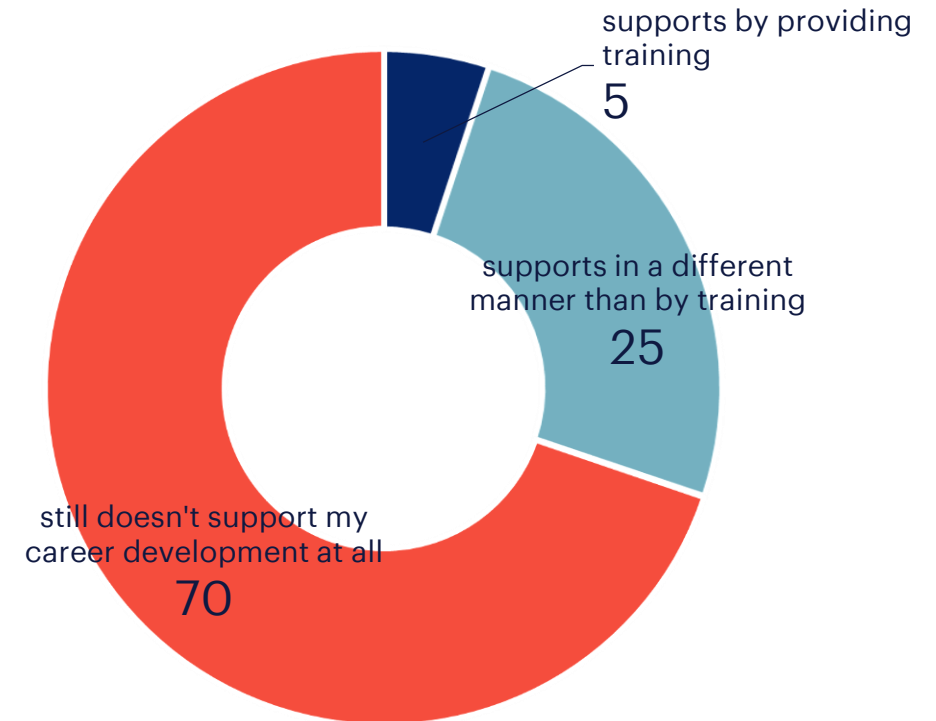
# training: change in the support of career development by employers compared to the period before the pandemic.

respondents whose employers supported their development by training earlier








*And how has the support of your career development by providing training by your employer changed in comparison with the period before the coronavirus pandemic (before 2020)?*

respondents, whose employers didn't support their development by training earlier



*You indicated that your employer didn't support your career development by providing training. What does the situation look like today in comparison with the period before the coronavirus pandemic (before 2020)?*

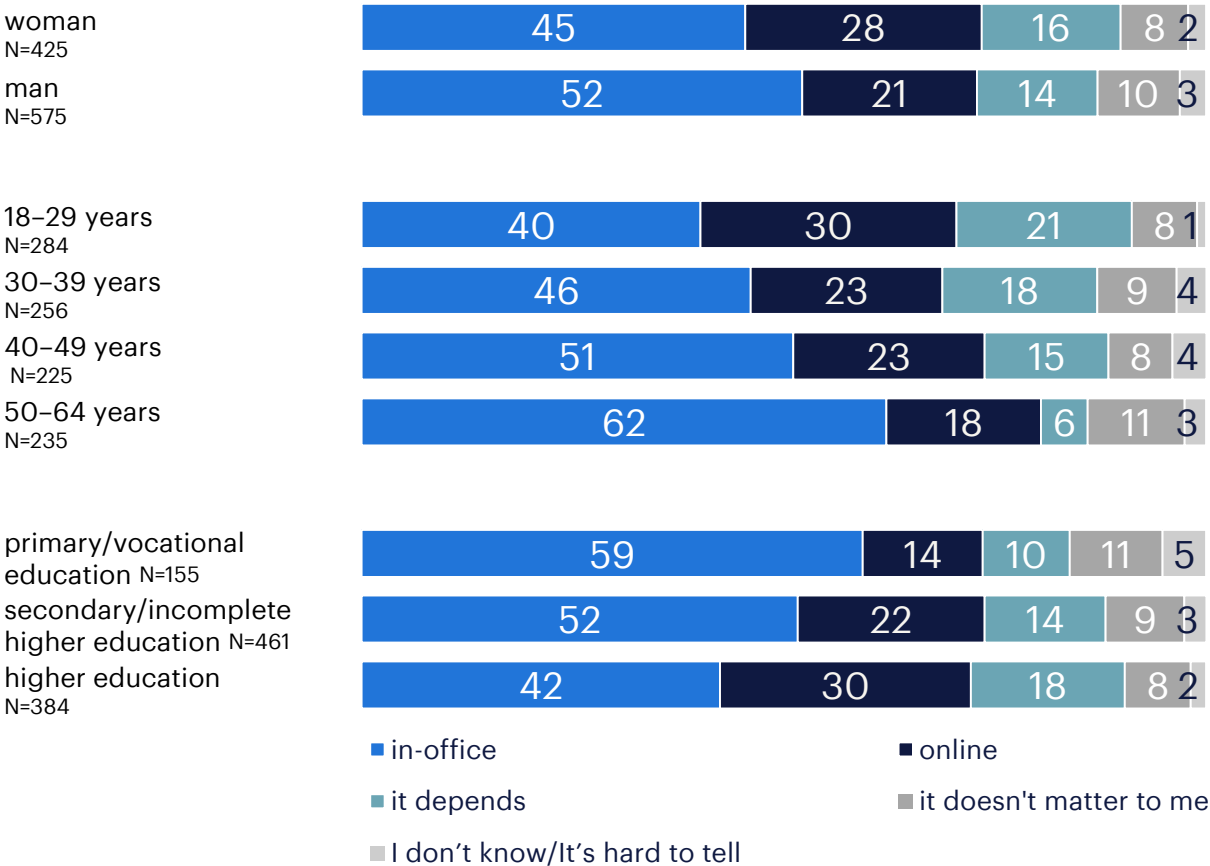
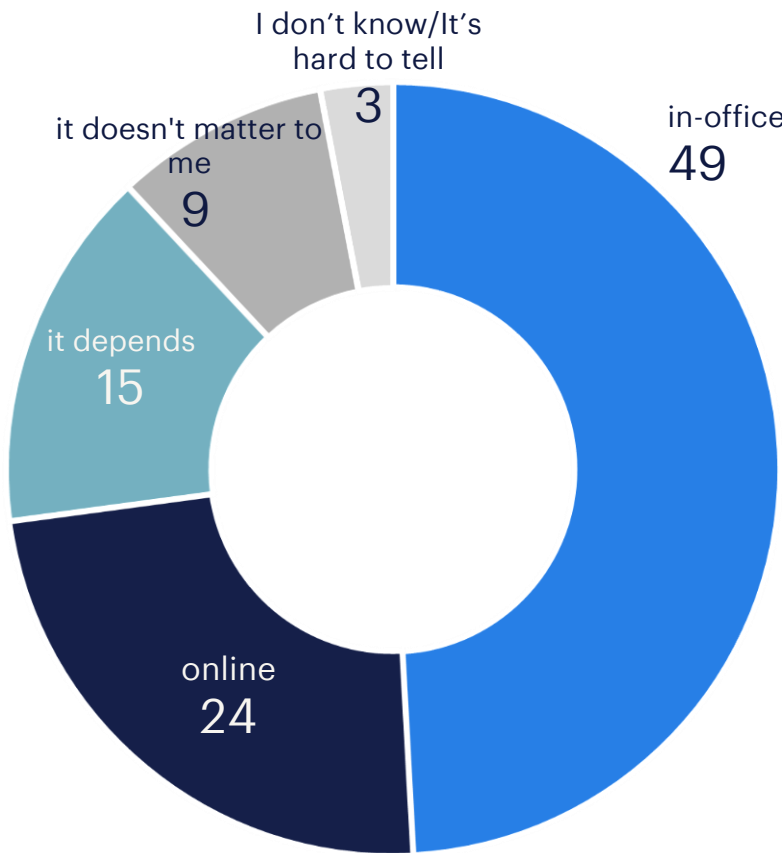
# preferred training modes

		18-29 N=284	30-39 N=256	40-49 N=225	50-64 N=235	woman N=425	man N=575
in-office group training	 60	58%	63%	60%	61%	58%	62%
online group training	 31	40%	35%	26%	18%	37%	26%
in-office individual training with a trainer	 27	33%	30%	23%	19%	27%	26%
online individual training	 24	29%	25%	18%	22%	26%	22%
other modes	0	0%	0%	0%	1%	0%	0%
none, I don't like trainings at all	 10	8%	9%	9%	13%	9%	10%

Name the development training modes that you prefer Name all that you find suitable.

# preferred training modes: in-office vs. online

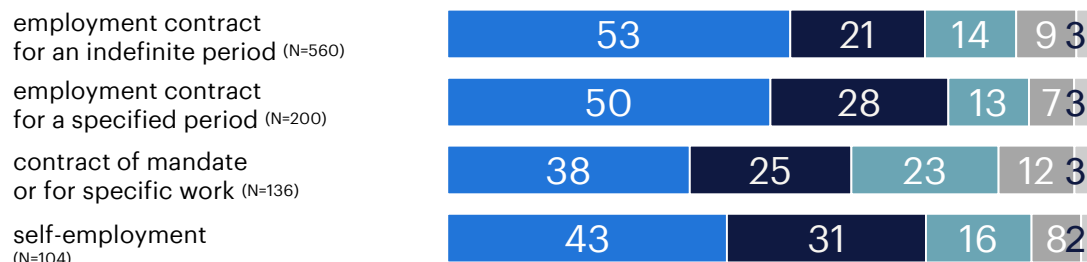
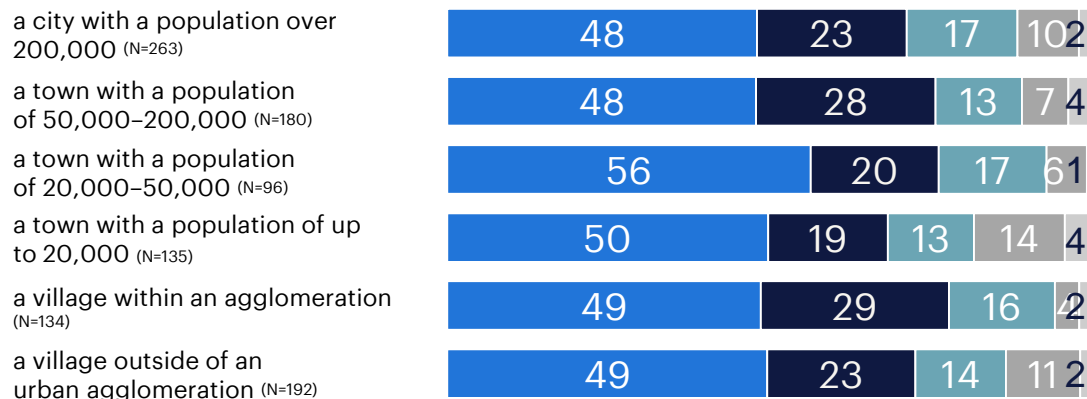
## gender, age, education



If you could choose, would you prefer in-office or online training?

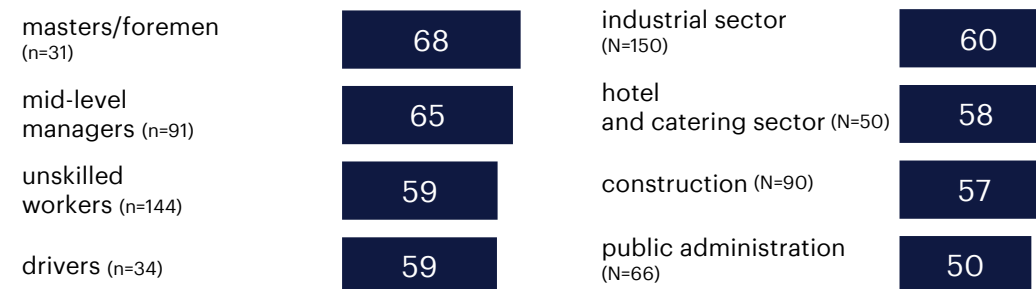
# preferred training modes: in-office vs. online

## employment type, location type, positions, sectors

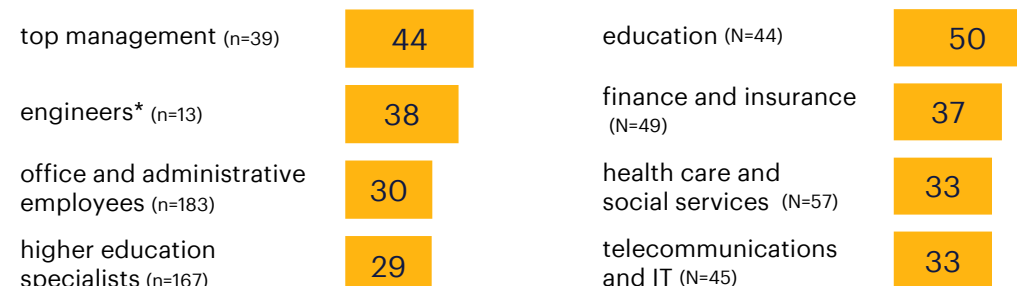


■ in-office  
 ■ online  
 ■ it depends  
 ■ it doesn't matter to me  
 ■ I don't know/It's hard to tell

### positions in which in-office training is preferred the most often



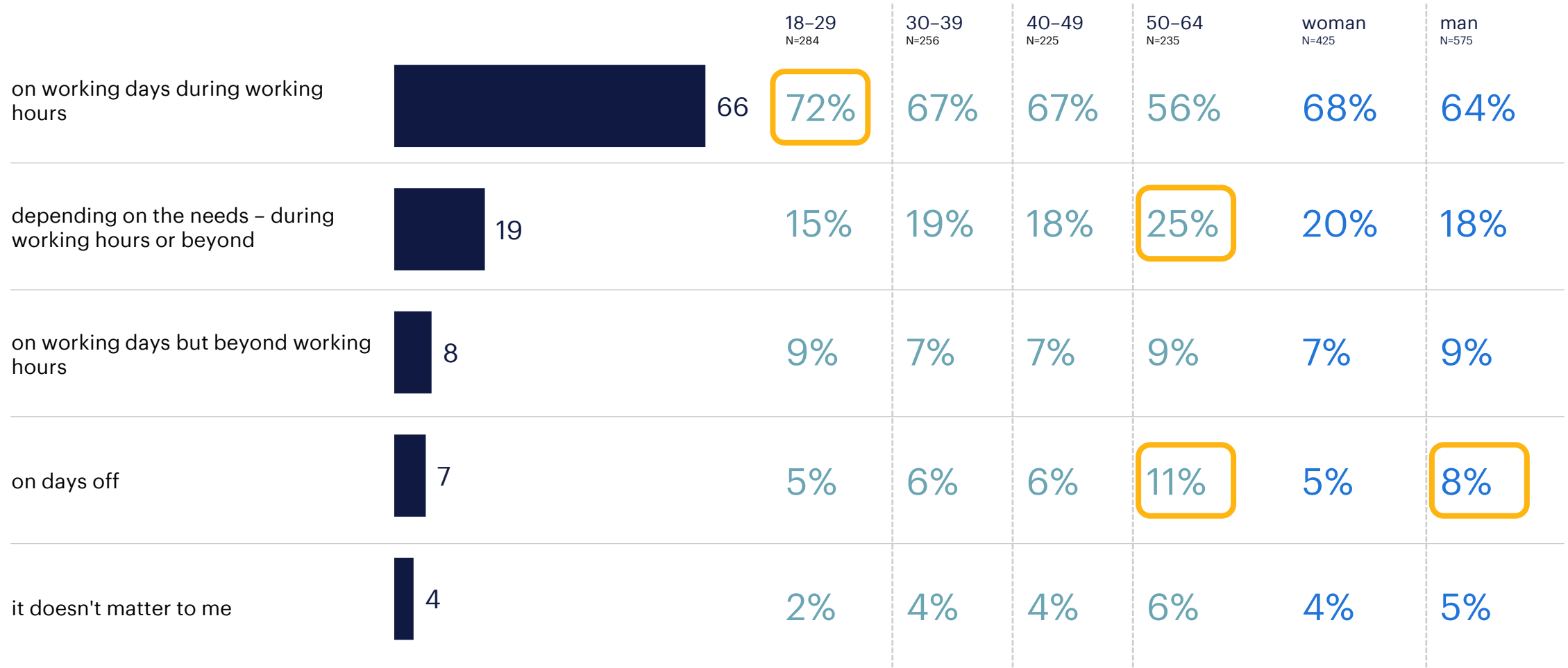
### positions in which online training is preferred the most often



If you could choose, would you prefer in-office or online training?

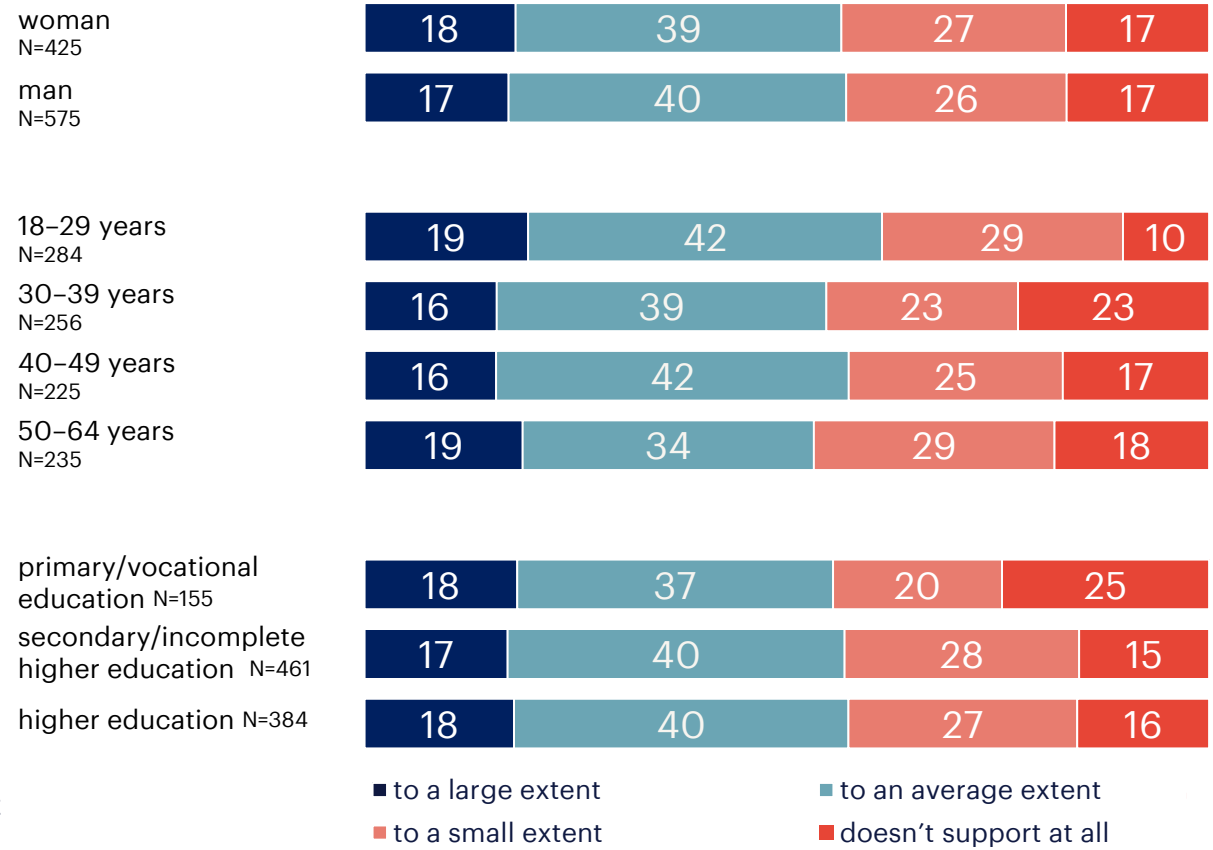
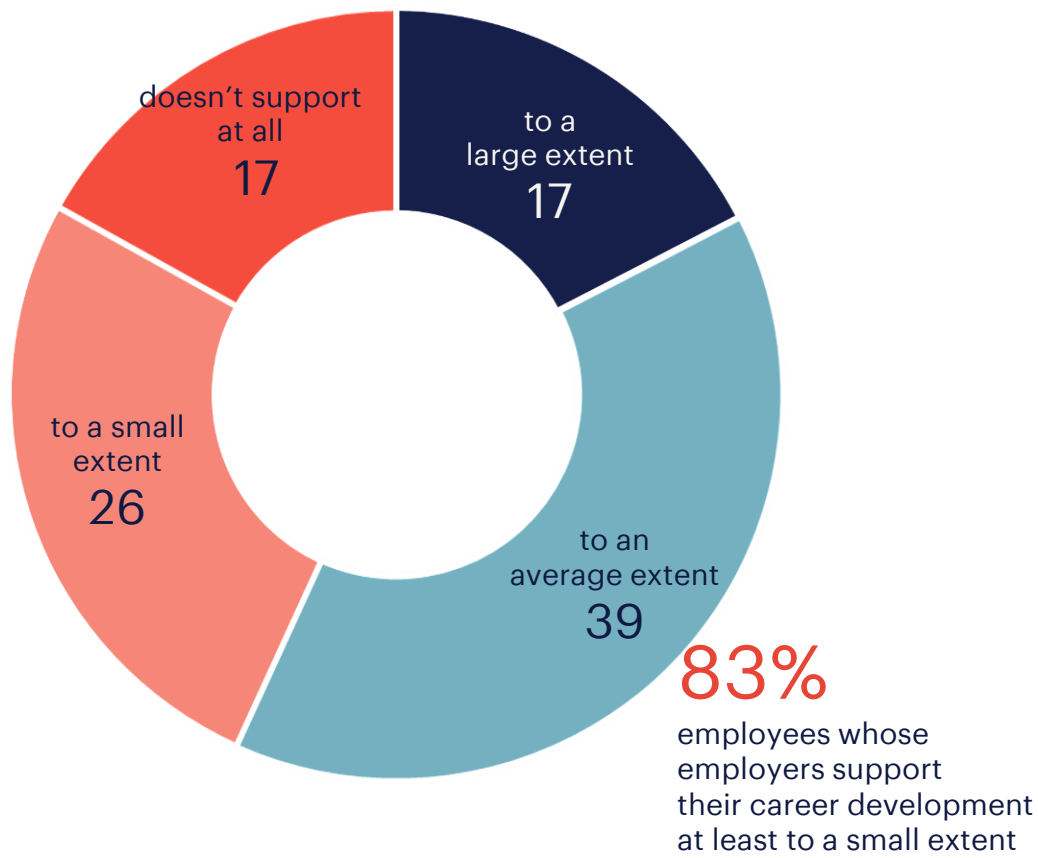


# when do employees prefer receiving training?



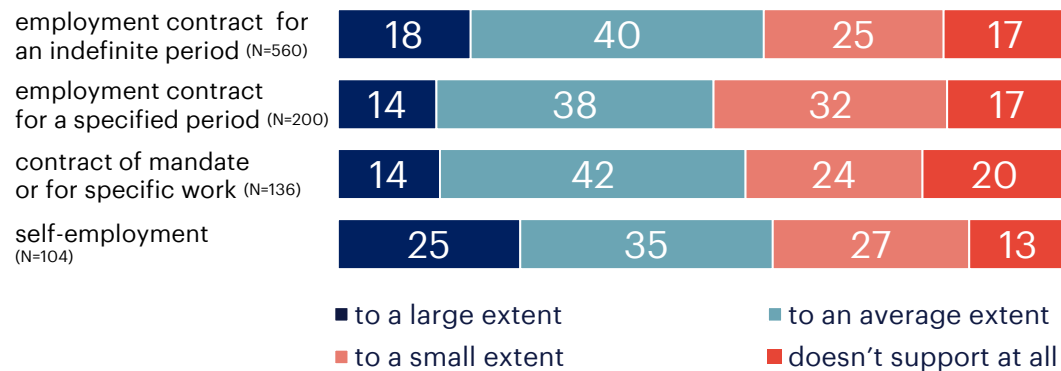
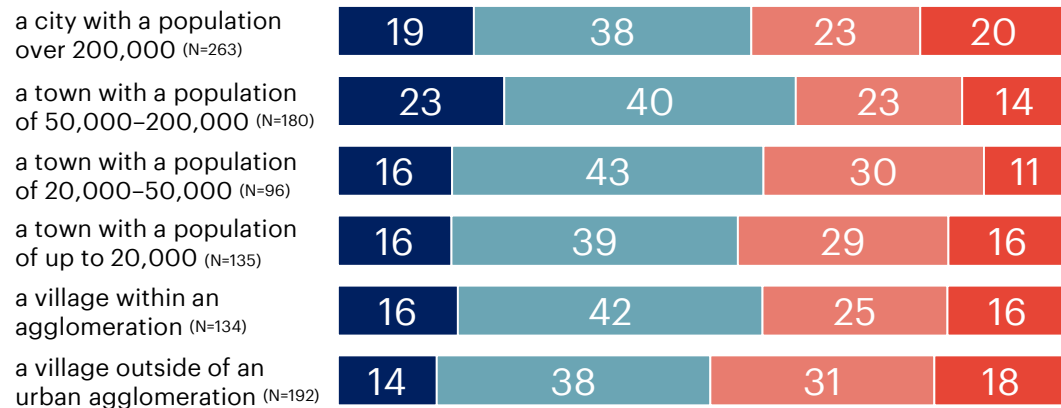
What time would you prefer your training to take place? You can indicate multiple responses.

# all means of development: do employers support the development of their employees? gender, age, education.

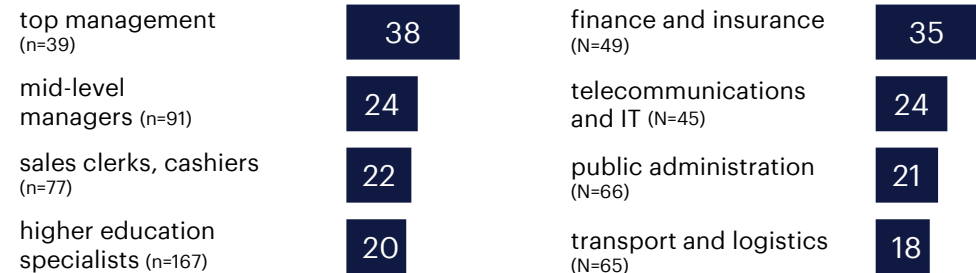


How do you evaluate your company's support of your career development, regardless of whether it is training, assigning new tasks or a career path and the like?

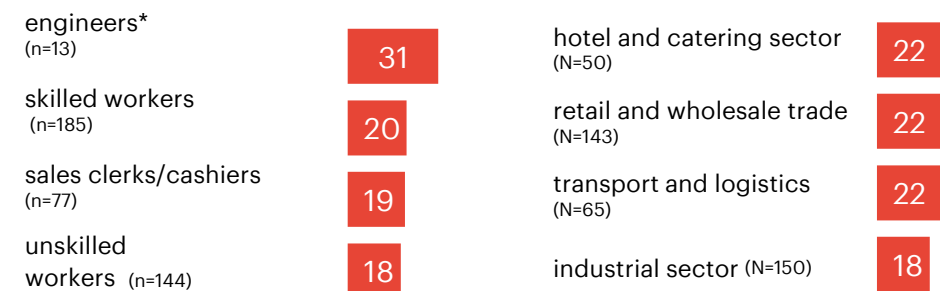
# all means of development: do employers support the development of their employees? **employment type, location type, positions, sectors**



## positions in which employers most often support the development to a large extent



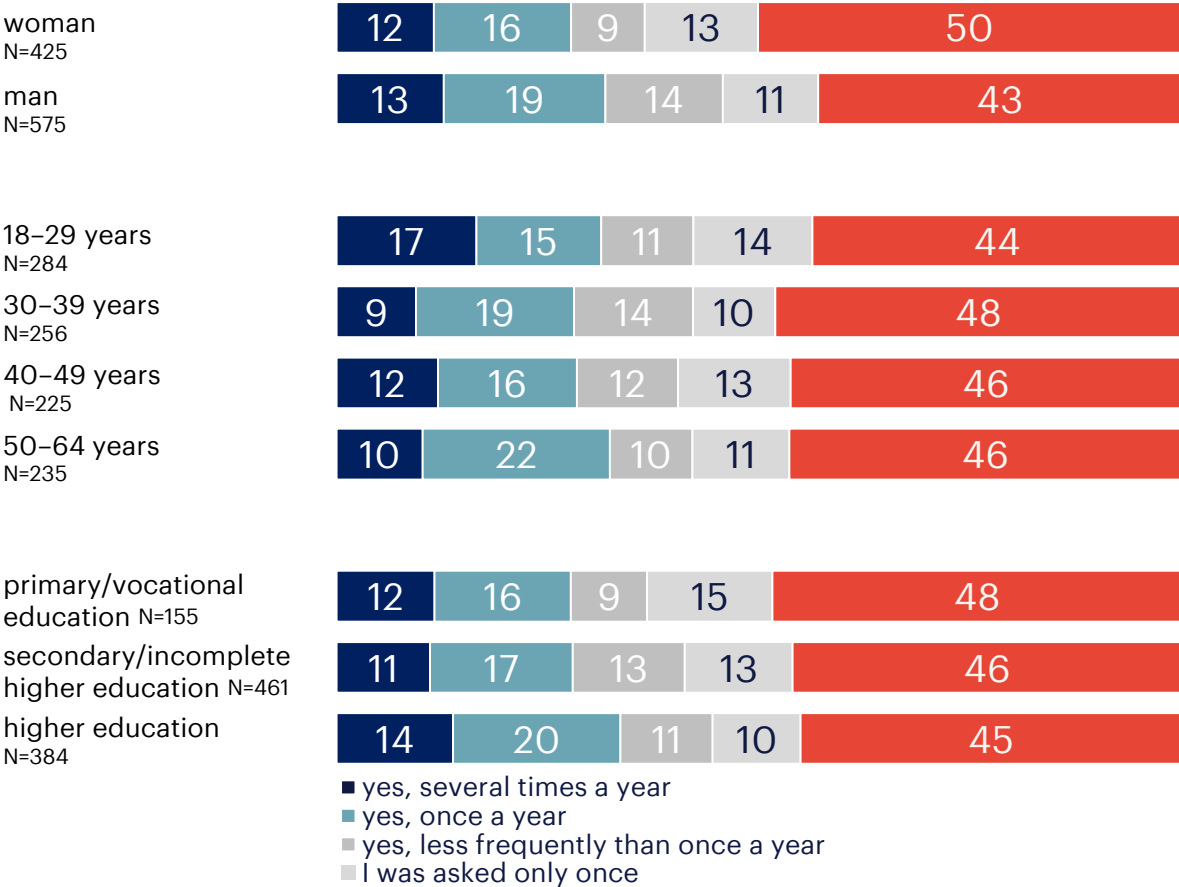
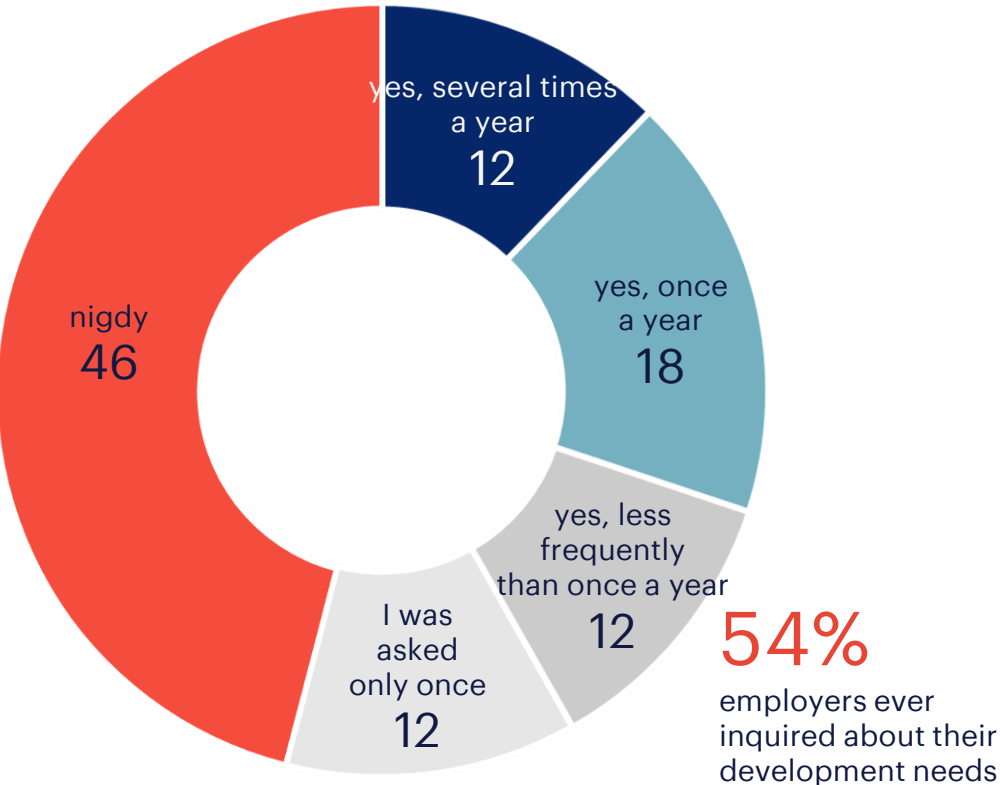
## positions in which employers most often do not support the development at all



How do you evaluate your company's support of your career development, regardless of whether it is training, assigning new tasks or a career path and the like?

# recognition of development needs by the employer

## gender, age, education

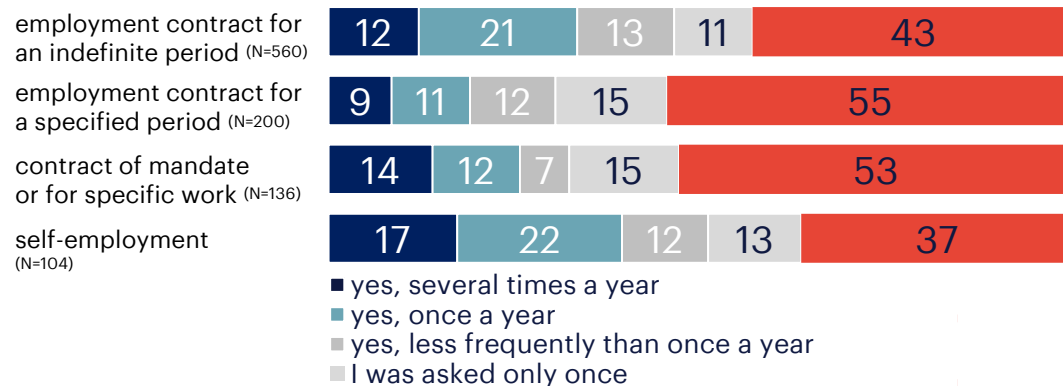
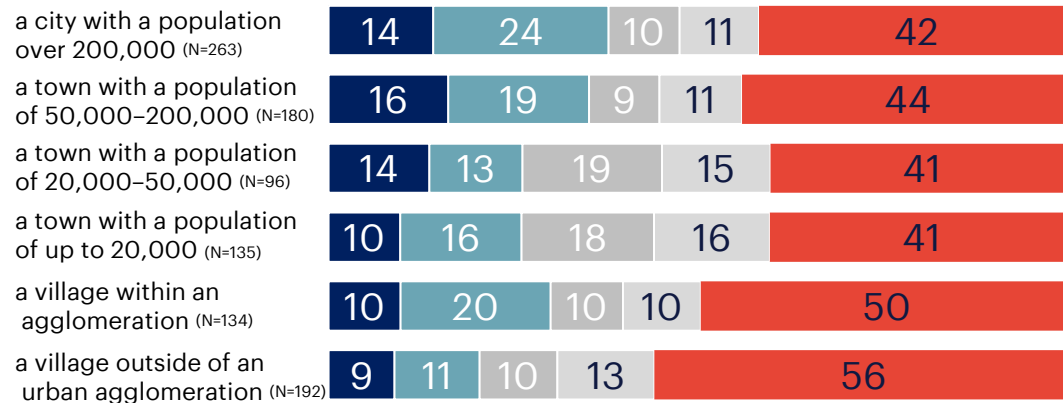


Are you inquired by your organization/leaders/HR department about your development needs?



# recognition of development needs by the employer

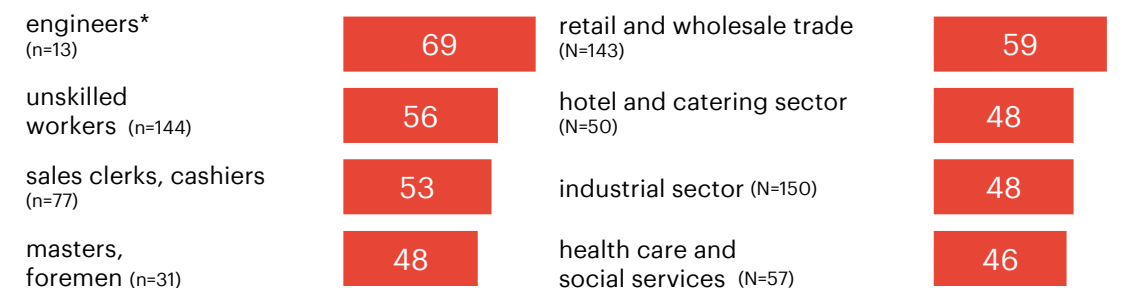
## employment type, location type, positions, sectors



### positions in which employers most often recognize the needs a few times a year



### positions in which employers most often do not recognize the needs at all

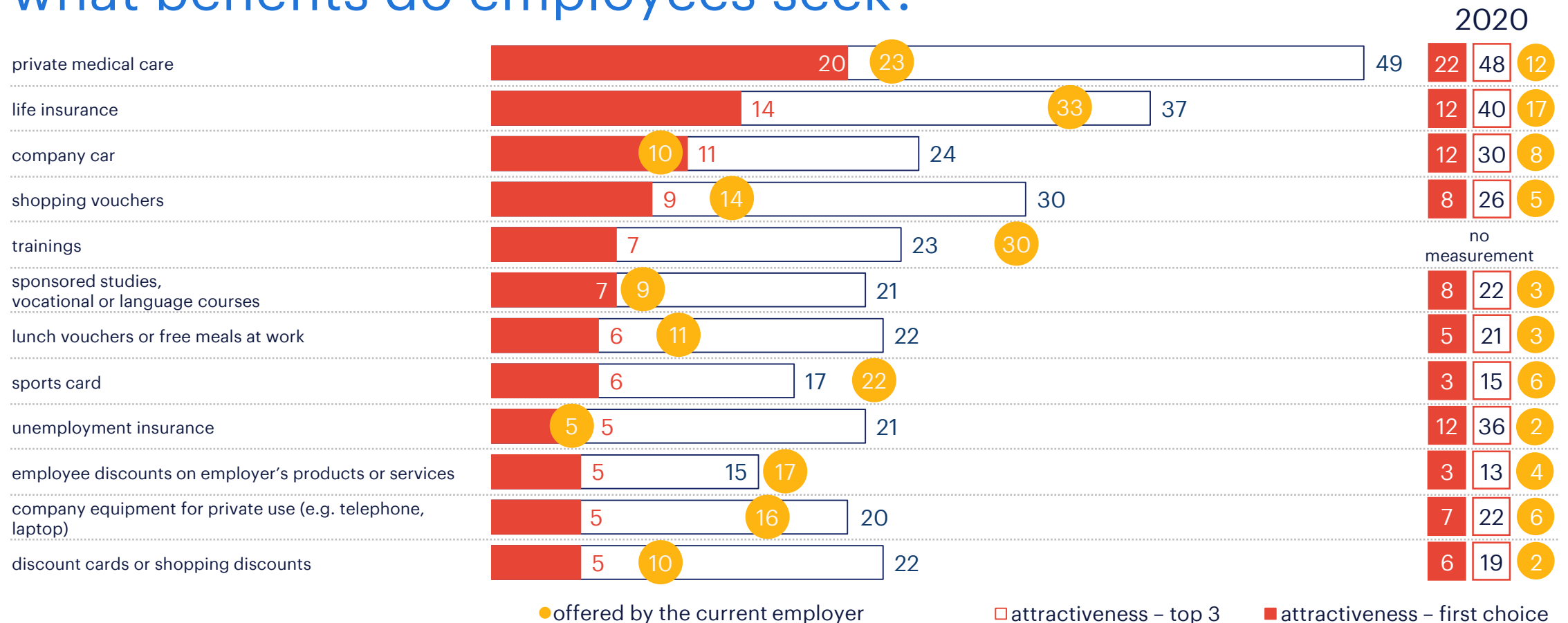


Are you inquired by your organization/leaders/HR department about your development needs?

survey results:  
social and other  
benefits.

# what benefits do employers offer?

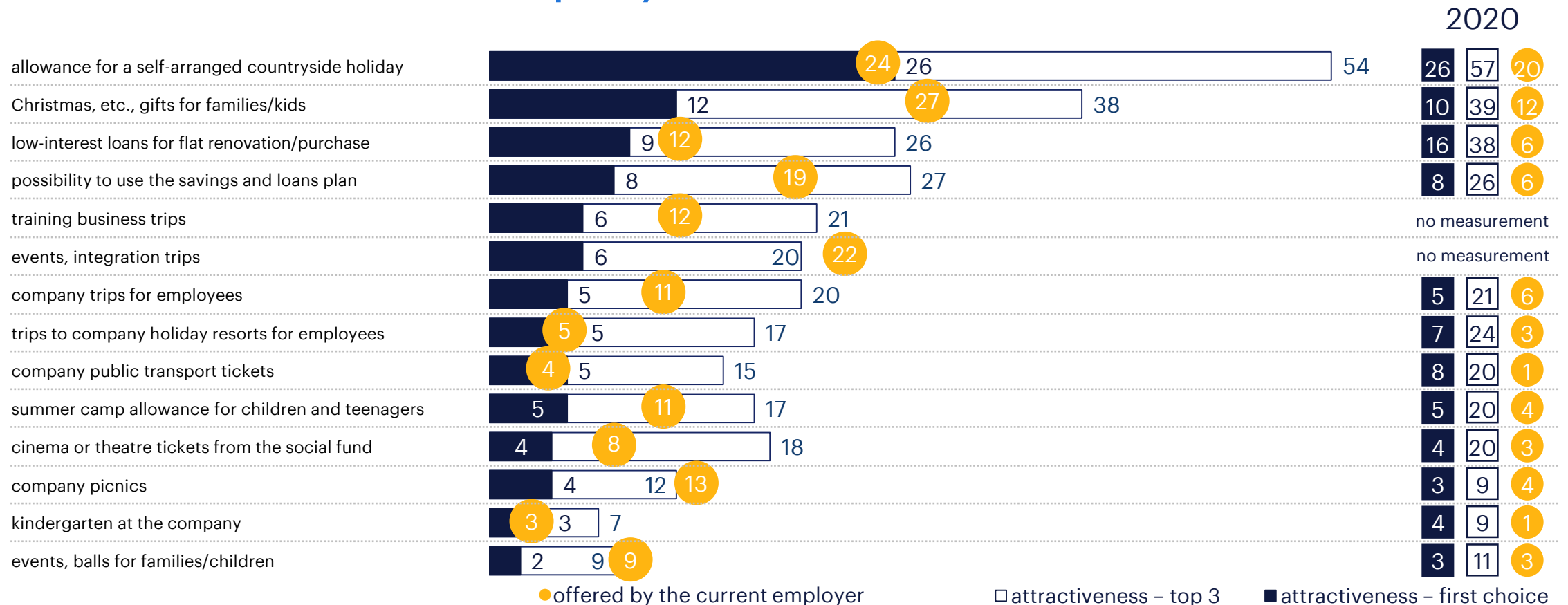
## what benefits do employees seek?



Below is a list of initiatives and benefits that employers can offer. Please choose 3 that you like the most, in the order from the one that you like the most; Does your company offer...

# what benefits do employers offer?

## what benefits do employees seek?



Below is a list of initiatives that employers can offer. Please choose 3 that you like the most, in the order from the one that you like the most; Does your company offer...

survey results:  
summary of the  
results.

# summary of the results (1/3)

- 17% of employees changed jobs within the last six months – a decrease by 3 pp as compared to the previous quarter ■ the change of employer is more frequently declared by the youngest respondents aged 18–29 (26%), people with higher education (20%), residents of cities with a population of over 200,000 (23%), employees working under specified period employment contracts (34%) and under contracts of mandate or specific task contracts (33%), sales clerks and cashiers (26%), drivers (24%) as well as those working in retail and wholesale trades (25%)
- consistently, the most indicated reason for changing one's job is higher remuneration with a new employer (44%) and a desire to develop one's career (44%) ■ in the current quarter, employees much less frequently indicate a change of their jobs due to dissatisfaction with their previous employer (38% vs. 30% in Q1)
- the average time spent on looking for a job amounts to 2.7 months and is the same as in the previous quarter ■ the time spent on looking for a job has significantly shrunk in the case of residents of the towns with a population of up to 50,000 and residents of the central region. ■ an increased time spent on looking for a job is declared by persons above the age of 50, residents of the towns with a population between 50,000 and 200,000, residents of the northern and eastern regions
- A job satisfaction level is highly comparable to the one in the previous quarter – 73% of employees are satisfied with their jobs (vs. 75% in Q1 2022) ■ a higher satisfaction level is declared by the residents of the eastern region (77%), employees from the towns with a population between 50,000 and 200,000 (79%), residents of villages within agglomerations (78%), people employed under indefinite period contracts (76%) or self-employed (84%), employees in management positions (92%), mid-level managers (80%) and people working in the financial and insurance sectors (84%)
- in Q2 2022, 8% of employees were actively seeking a job (as compared to 9% in Q1). ■ people more frequently seeking a job are the youngest employees aged 18–29 (13%), higher educated employees (11%), those employed under specified period employment contracts (11%), contracts of mandate or specific task contracts (12%) and people working in sectors such as finance and insurance (18%) as well as transport and logistics (17%)
- employees' fear of losing their jobs in Q2 2022 is at the level similar to that at the beginning of the year – 8% of employees have serious concerns (vs 9% in the last quarter), 20% have moderate concerns (vs 20% in the first quarter of this year) ■ those more worried about losing their job are people with higher education (11% have serious concerns), people working under specified period employment contracts (15% have serious concerns) or under contracts of mandate and specific task contracts (21% have serious concerns) and engineers (23% have serious concerns)

# summary of the results (2/3)

- assessment of the chances of finding a new job within the next six months in Q2 2022 is on a level similar to the previous quarter (88% vs 87%)
  - men (91%), employees at the age of 30–39 (93%) and 40–49 (92%), working under the indefinite term contract (90%), drivers (97%), masters and foremen (92%), skilled workers (92%), specialists with higher education (92%) and the health care social services sector (93%) are more confident about finding a new job
- 66% of employees believe that they would find the job that is as good as the current one or better than (decrease by 2 pp) ■ employees at the age of 30–39 (75%), living in cities with more than 200,000 inhabitants (71%) and in villages in large agglomerations (71%), top management (77%), masters and foremen (77%) and employees of the telecommunications and IT sector (78%) are more often convinced of this

## remote and hybrid work

- a great majority of employees perform entirely in-office work: as many as 70%, 9% declare to work entirely online, and 14% – a mixed model ■ people at the age of 30–39 (14%), with higher education (13%), from the largest cities (12%), being self-employed (26%), in the following positions: management staff (18%), specialists with higher education (17%), engineers (15%), employees (13%) as well as people from such sectors as: telecommunications and IT (31%), finance and insurance (20%), retail and wholesale trade (8%), transport and logistics (8%) more often perform fully remote work

## career development and training

- 67% of employees declare that in the period before the coronavirus pandemic, their employer supported their career development through training,
  - of which to a large extent 17%, to an average extent 25% and to a small extent 24% ■ 13% of people who declared that the employer supports their development by training, admit that now the employer's support has increased, 67% say that the employer supports it to the same extent, 13% believe that the employer supports it less, and 7% that the employer doesn't support it at all ■ 70% of people whose employers did not support their development by training before the pandemic, confirm that the situation has not changed, and only 5% declare that their employer currently supports their development, 25% of respondents claim that the employer does it in different manner

# summary of the results (3/3)

- the most preferred form of training is group in-office meetings – as many as 60% of responses ■ other forms are less liked: group online training is indicated by 31%, individual in-office training with a trainer by 27%, and individual online training by 24%
- a great majority of employees would like the training to take place on working days during working hours – 66% of responses
- when employees were asked about their employers' support for development through various forms such as: training, assigning new tasks or career path, a great majority (83%) declare that such activities are undertaken, with only 17% claiming that the employer supports their development to a large extent, 39% that the employer does it to an average extent, and 26% that the employer does it to a small extent
- 54% of employees claim that they have ever been asked about their development needs, 12% of respondents declare that the employer does it several times a year, 18% that the employer does it once a year, 12% that it happens less than once a year, 12% have been asked only once

## social and other benefits

- the most desired benefits offered by the employer, as in Q2 2020, are: private healthcare (49% vs 48% of responses in 2020) and life insurance (37% vs 40%) ■ those benefits are also most often named as the most attractive ones (identified in the first place) ■ the bonuses most frequently offered to employees include: life insurance (33%), training (30%), private healthcare (23%) and a sports card (22%)
- among social benefits funds, also the same as two years ago, the most desired are allowance for a self-arranged countryside holiday (54% vs 57% in 2020) and Christmas packages/gifts for families and children (38% vs 39% in 2020) ■ the initiatives most often offered by employers include: Christmas packages/gifts for families and children (27%), allowance for a self-arranged countryside holiday (24%) as well as integration events and trips (22%)

# Randstad in numbers

17,600

employees hired by  
us go to work every  
day

107

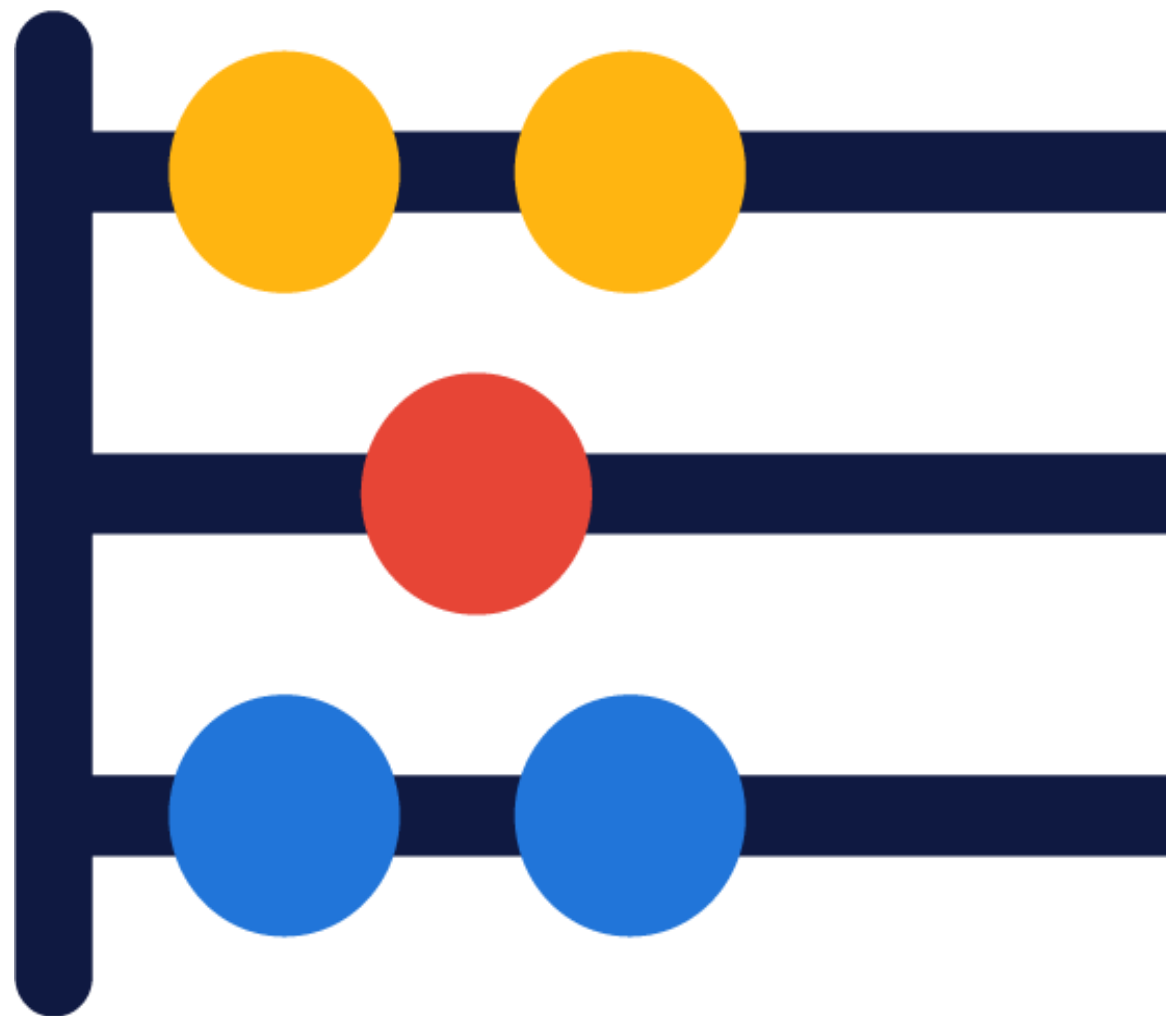
offices in Poland

2,754

recruitments  
annually

1,485

customers



randstad  
human forward.

