

IRISH BUSINESS TIPPING POINT SURVEY RESULTS 2019

Employment perspectives from
business professionals in Ireland
today





Dear Reader,

In April 2018 PeopleSource conducted its second 'Tipping Point' survey of business professionals in Ireland.

We were delighted by the interest generated in our questions, which dealt with everything from career pathing to the relevance of education, future proofing of careers and the future of work as we know it.

Overall, we received over 1,400 individual responses to our thirty-five questions, and as you will see on the following pages, some of these replies were quite revealing.

Please don't hesitate to contact me with any questions or comments you might like to share on our findings.

Sincerely yours,

Rachel

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Overview

- In May 2019, PeopleSource issued a survey to over 20,000 business professionals in Ireland
- The goal of the survey was to discover the 'Tipping Points' that influenced people's day-to-day attitudes at work
- The 35 questions asked included aspects of longevity, working environment, career, education, and the future of work
- Over 1,400 responses to the survey were received, mainly from professionals in the Financial (59%) area
- Human Resources, Property, IT, Sales, Marketing, Engineering, Analytics, Operations and other disciplines were also represented in the survey results.

Summary of Findings

- Only 6 out of 10 respondents see a future with their current company, with just 27% indicating that they are happy in their current role
- Almost 60% of respondents are in their current roles less than two years, with 82% having less than five years service in their current role
- The vast majority of respondents (82%) would recommend their company as a good place to work
- While salary is the biggest concern among the 20-29 age group, older workers are focused more on working hours and role content.
- Flexible working hours are by far the biggest perceived benefit a company can offer

Summary of Findings (continued)

- Females (59% vs. 51% of males) are more inclined to stay with their current company when they receive a counter offer
- The majority of respondents (91%) would respond positively to an unsolicited approach for a job
- Males (46%) are slightly more inclined to return to a company for whom they worked previously than females (43%)
- Almost two thirds of survey respondents feel that they should be paid at least 10% more
- Over 30% of all respondents do not feel their company lives their values.

Summary of Findings (continued)

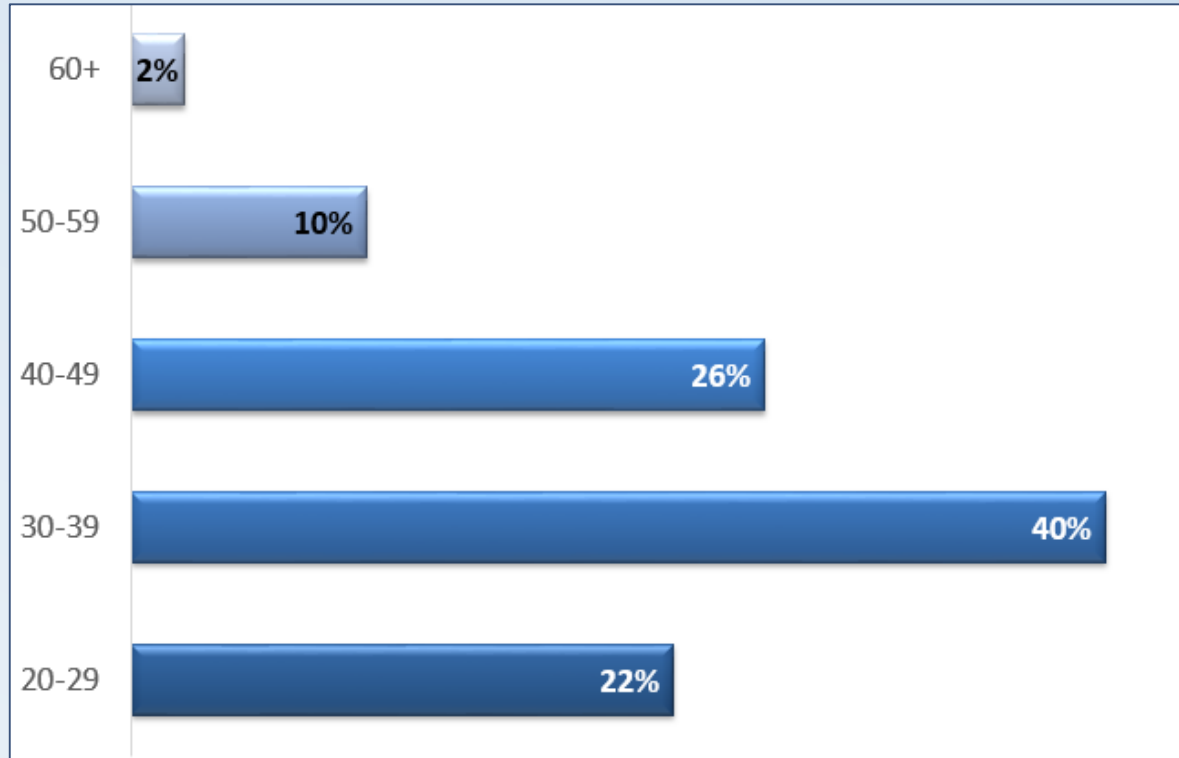
- According to respondents, crashing computers, pointless meetings and unnecessary emails constitute 52% of office bug bears
- Around three quarters of all respondents feel that their academic degree is relevant to both their role and career
- Almost half (47%) of all respondents outside of finance indicated that they would have taken an apprenticeship in lieu of the requirements for an academic degree
- While over half of respondents indicated that they are future proofing their careers, less than one third are being helped to do so by their companies.

Summary of Findings (continued)

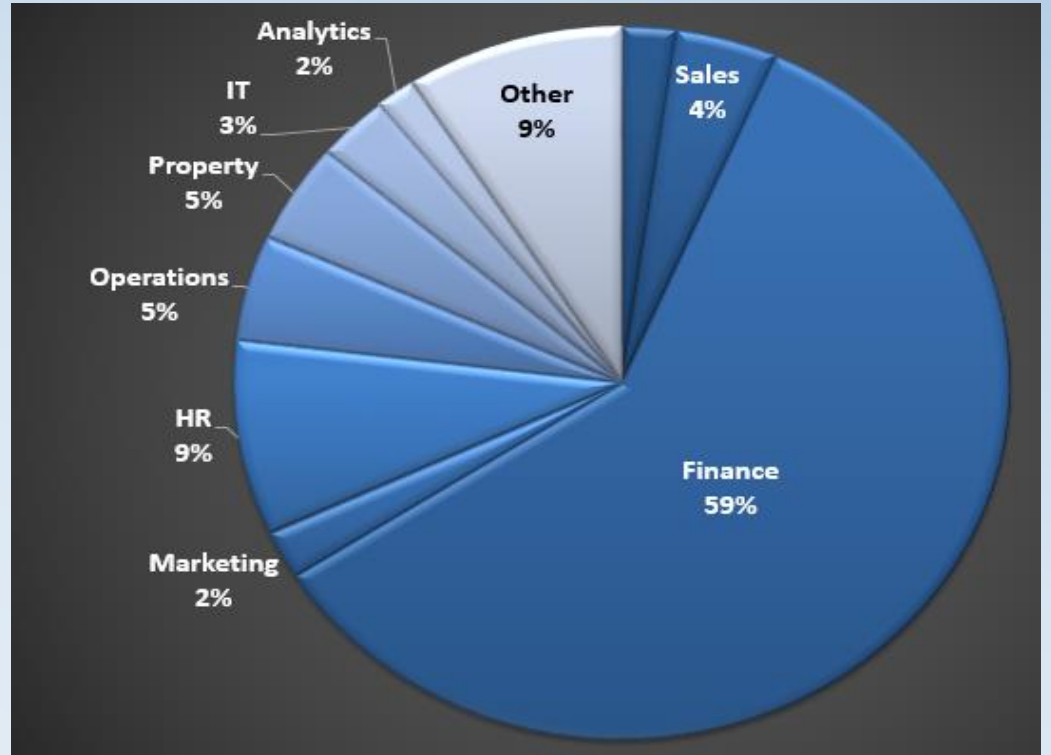
- 40% of all respondents do not see a future for themselves in their current company
- 45% of all respondents have not had an internal company discussion about career paths
- Over half of all respondents indicate that the biggest 'bug bear' with recruiting firms is that they contact candidates for the wrong type of role
- Significantly more females (36%) than males (24%) like a recruitment firm's ability to negotiate on their behalf, whereas more males (43%) than females (35%) like the choice of opportunities a recruitment firm offers.

Demographics - Survey Respondents

Age Brackets



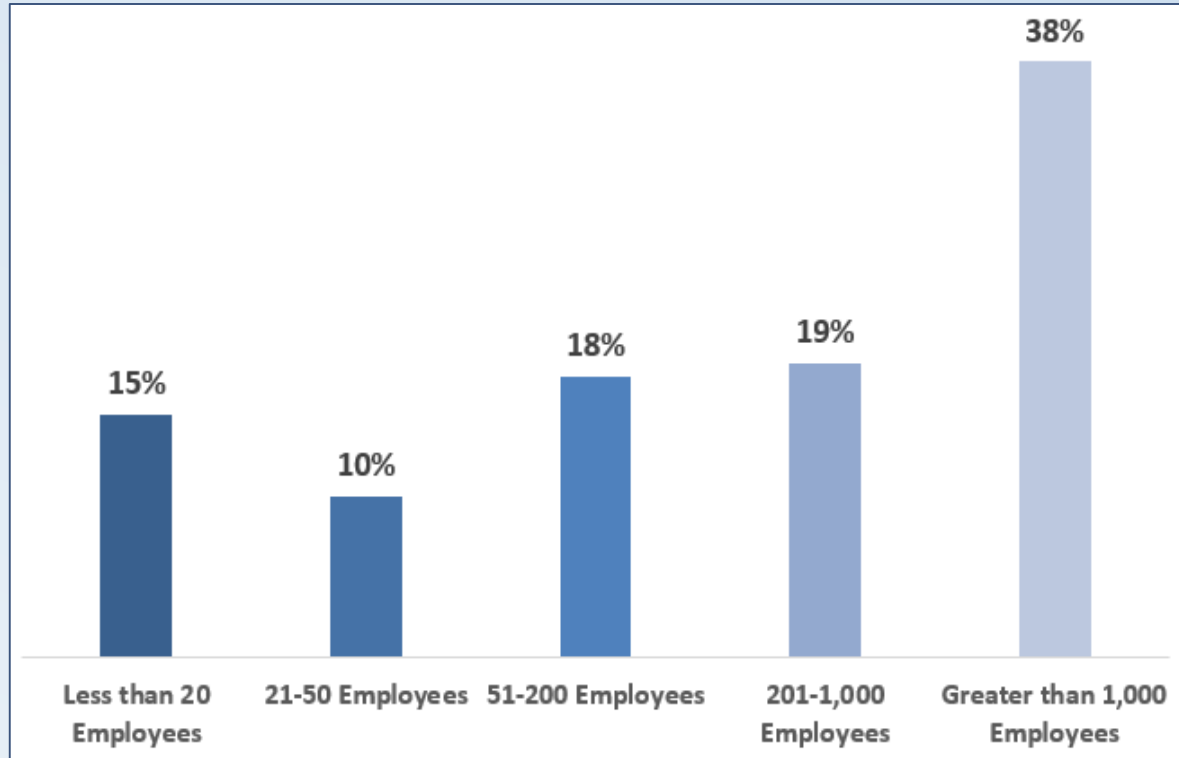
Professional Field



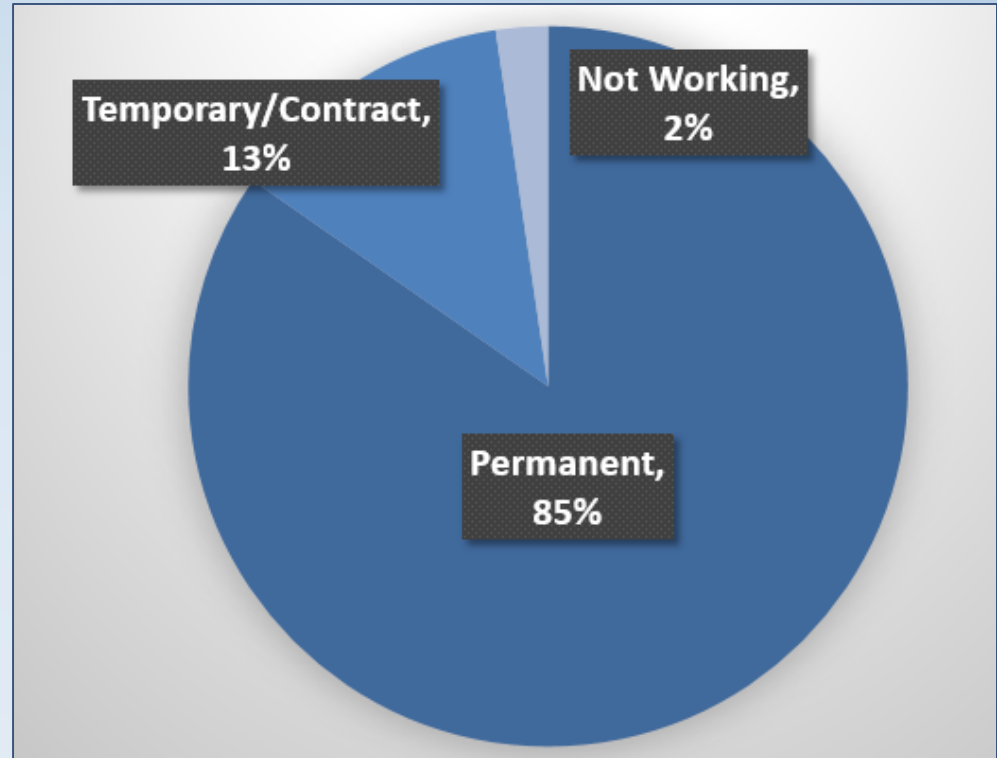
- 1,400+ survey respondents - 53% male / 47% female
- 94% of respondents live in Ireland

Company Size and Employment Status

Company Size



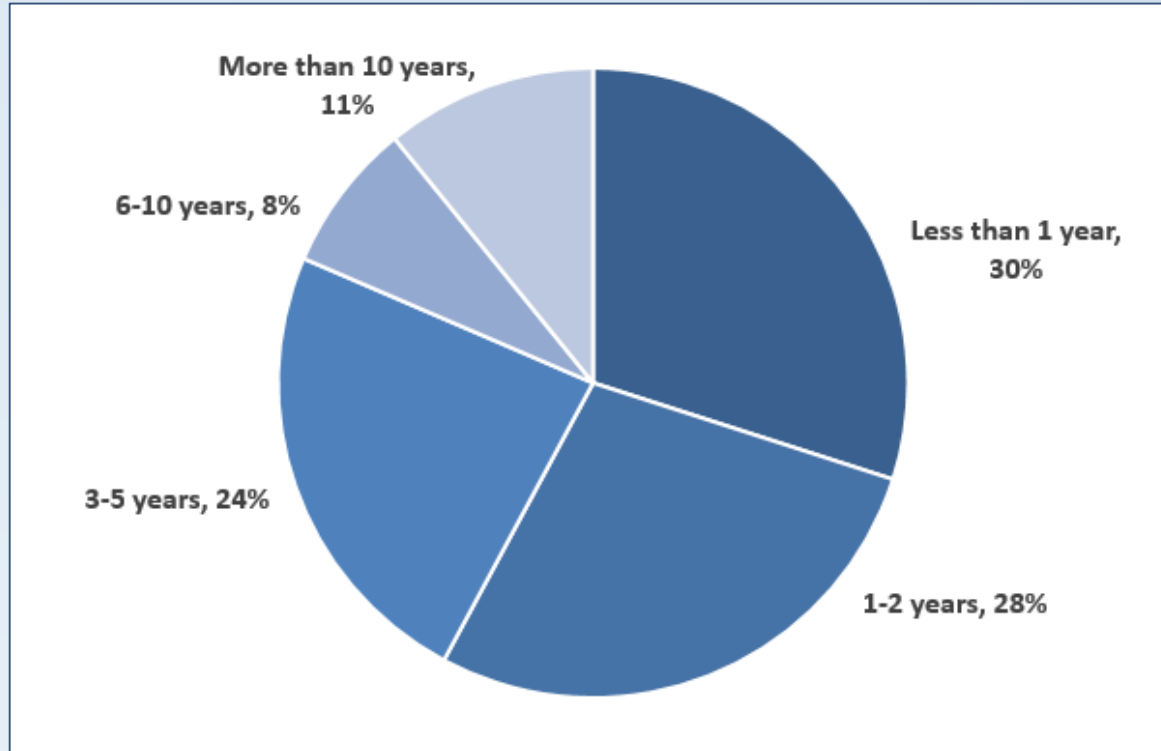
Employment Status



- The majority of survey respondents work for larger companies (>200 employees), and the vast majority (85%) are permanent employees.

Longevity

Question - How long have you been in your current role?

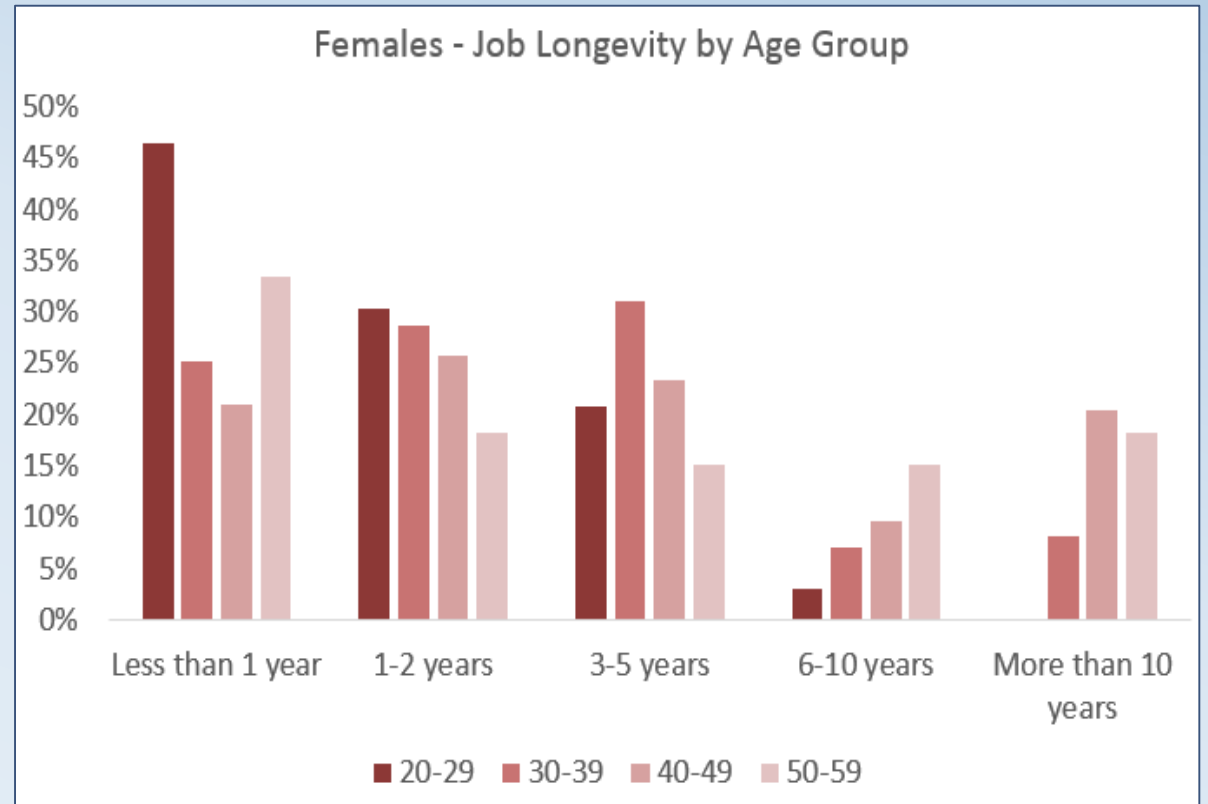
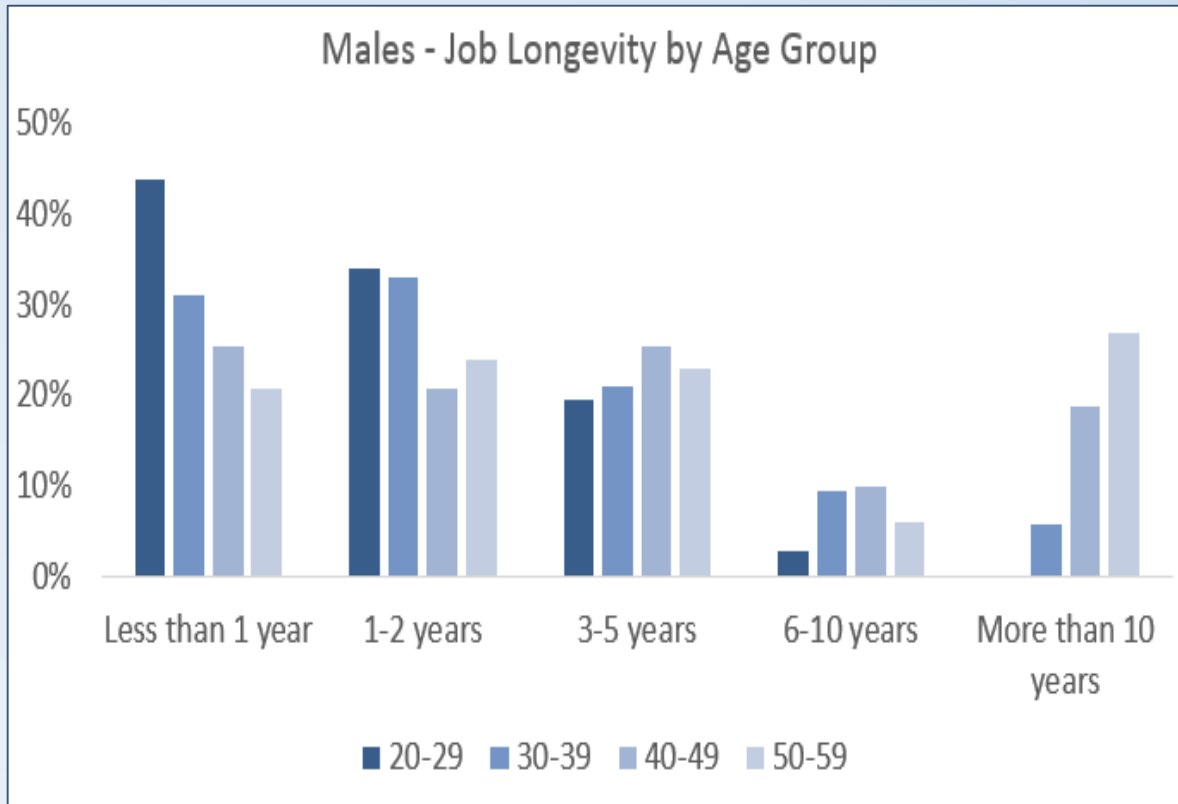


Period	Males	Females
Less than 1 year	30%	30%
1-2 years	28%	28%
3-5 years	22%	26%
6-10 years	8%	7%
More than 10 years	12%	10%

- Almost 6 out of every 10 respondents are in their current roles less than two years, whereas only 19% of respondents have stayed in their current role more than five years.
- There is no significant difference in longevity in terms of gender.

Longevity (continued)

Question - How long have you been in your current company?



- 80% of respondents are in their current company less than five years.

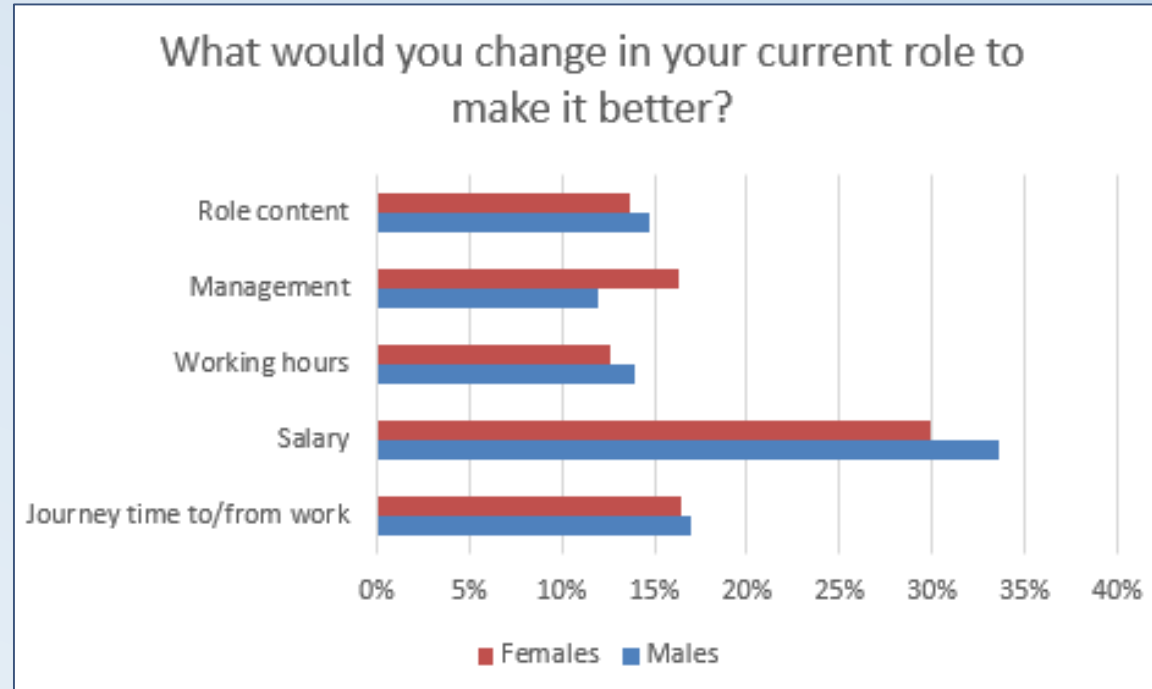
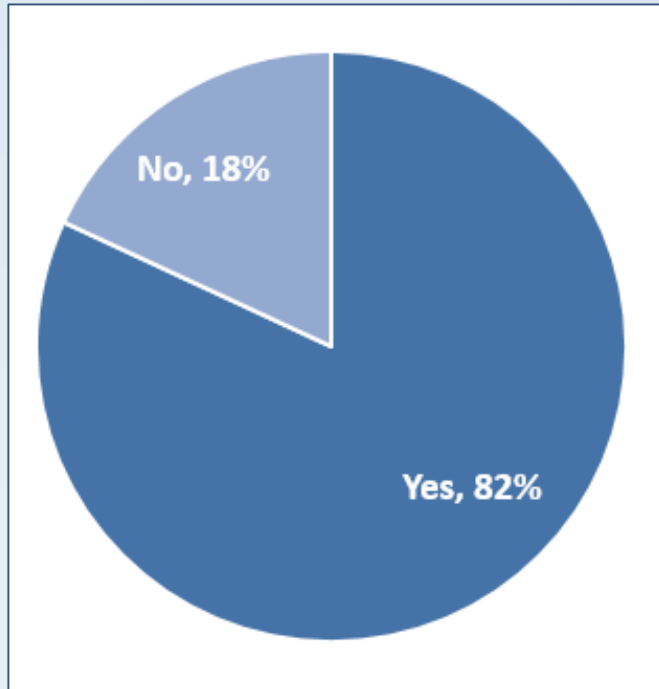
Working Environment

Potential Improvements, preferred benefits, dress code, salary



Working Environment

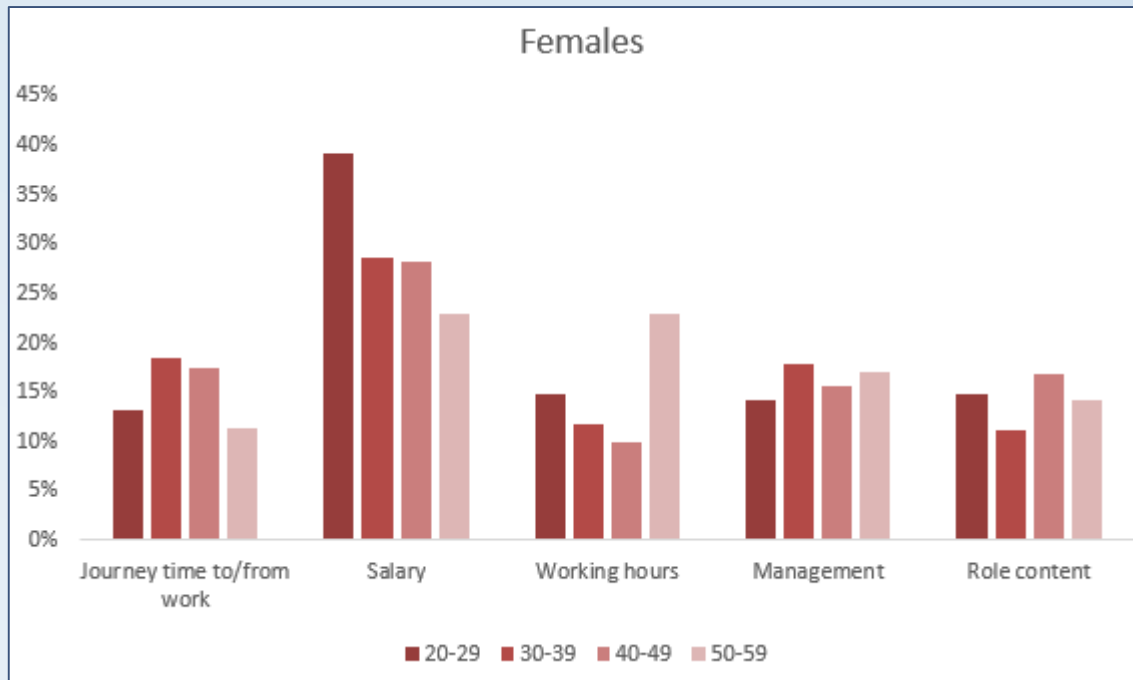
Question - Would you recommend your firm to others as a good place to work?



- While salary is the most popular choice in making current roles better, other variables are considered more important by over two thirds of all males and females.

Working Environment (continued)

Question - What would you change in your current role to make it better?

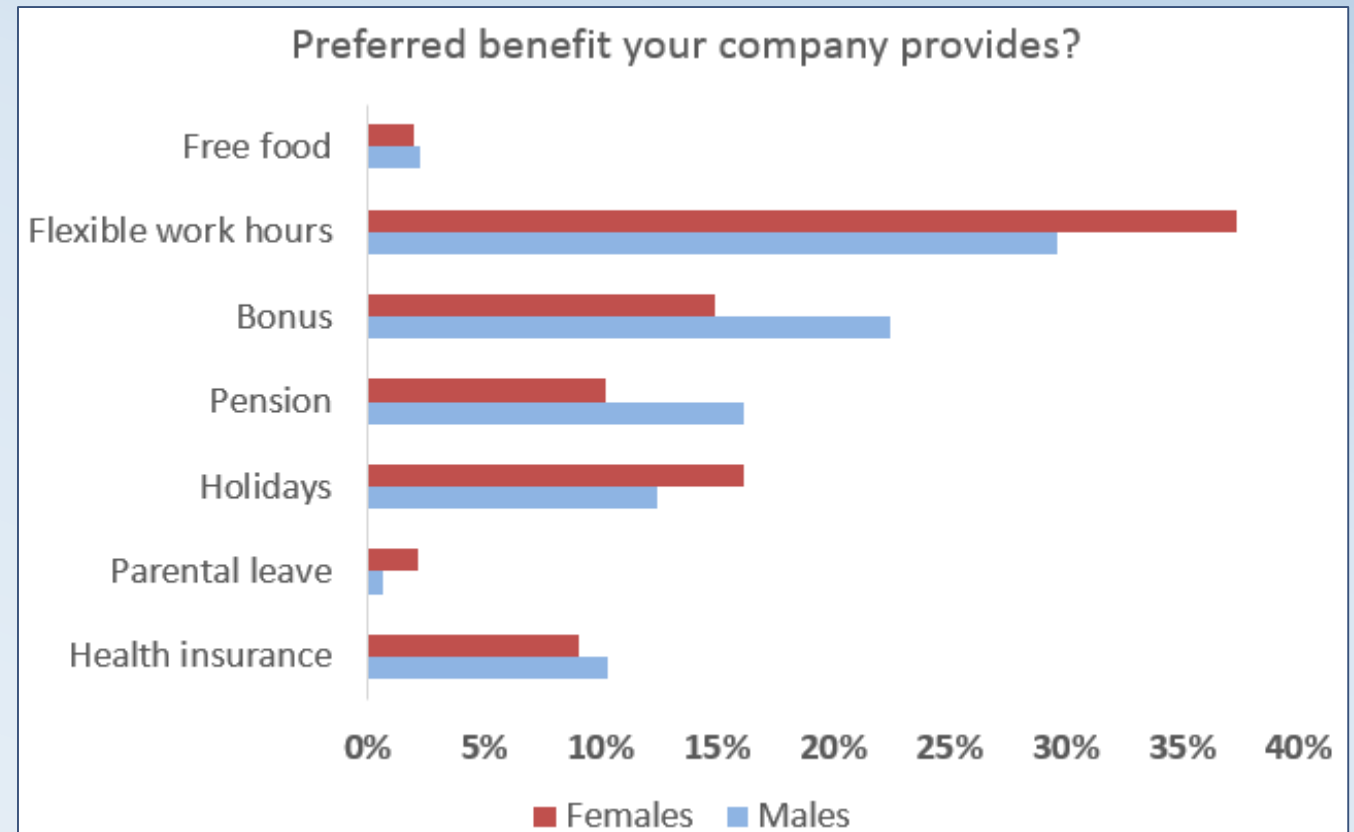


- Females in the 50-59 age group are much more inclined to favour a change in working hours than their male counterparts.
- Salary is by far the biggest candidate for change among males and females in the 20-29 age group.

Working Environment (continued)

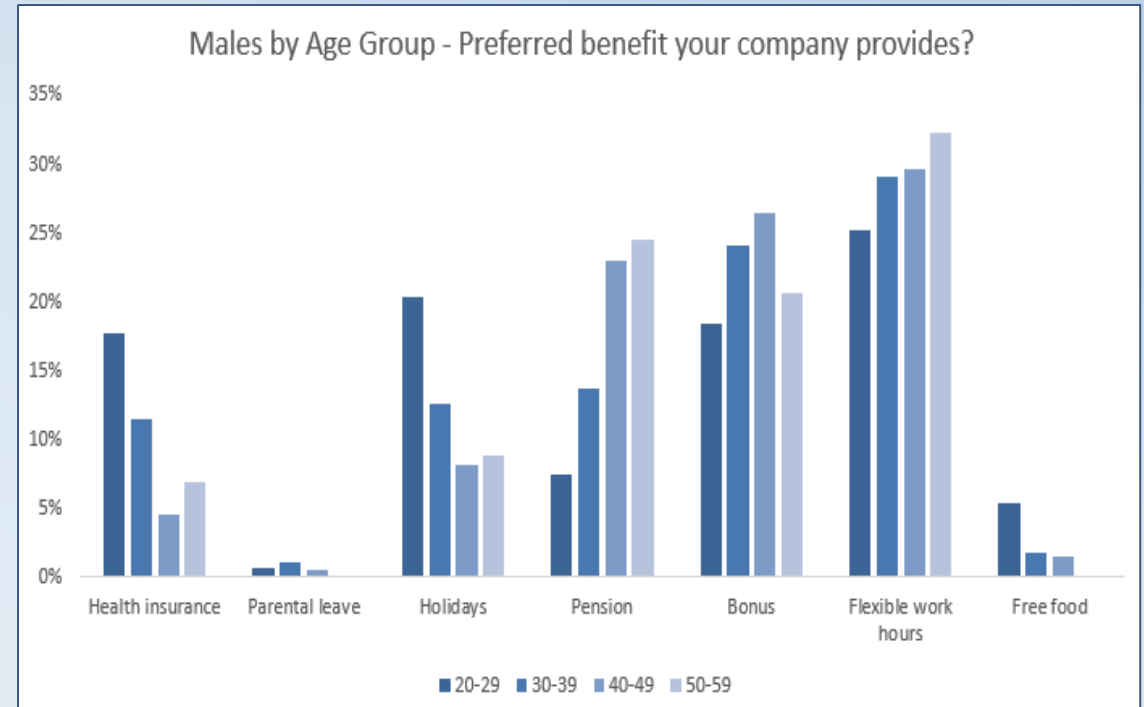
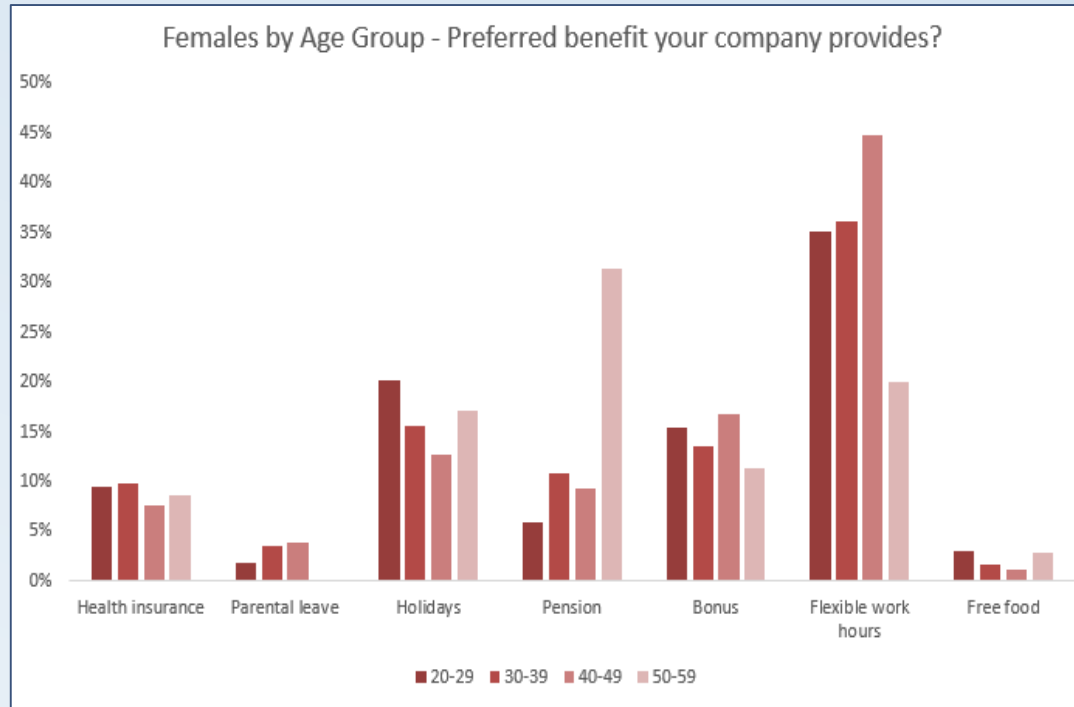
Question - What's your preferred benefit your company provides?

- Flexible work hours are the benefit most men and women prefer
- Almost 40% of females would prefer flexible work hours
- Males are more inclined to favour bonus and pension than females
- Females were more inclined to favour holidays and parental leave



Working Environment (continued)

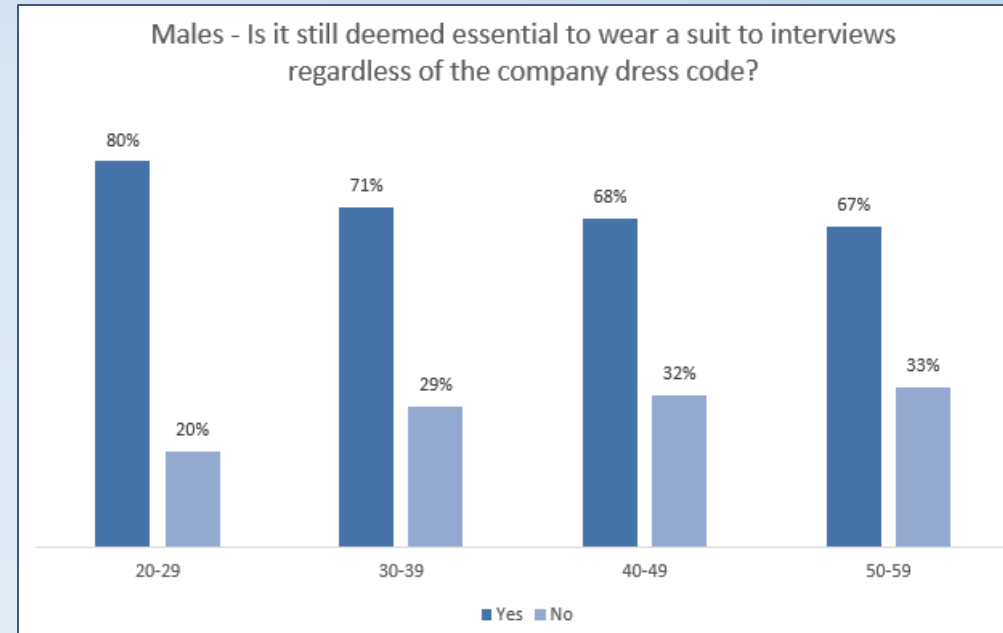
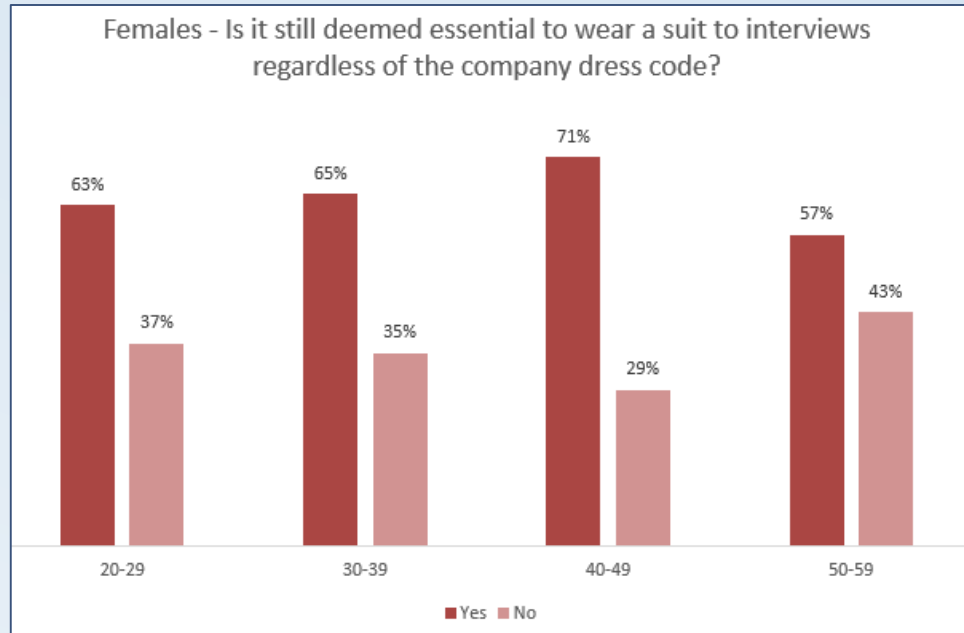
Question - What's your preferred benefit your company provides?



- These findings suggest that females early in their career focus on different benefits such as parental leave, holiday, and flex working, and only later focus on pension, while males tend to focus on this from the outset.

Working Environment (continued)

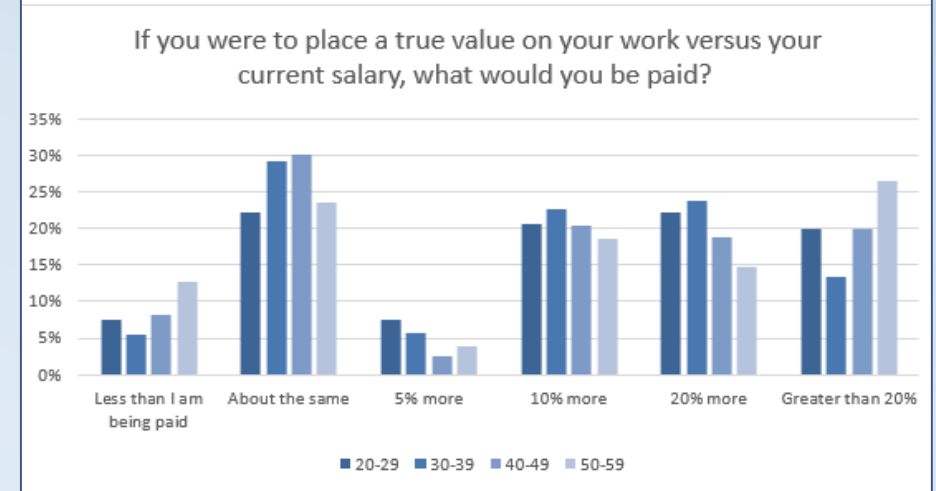
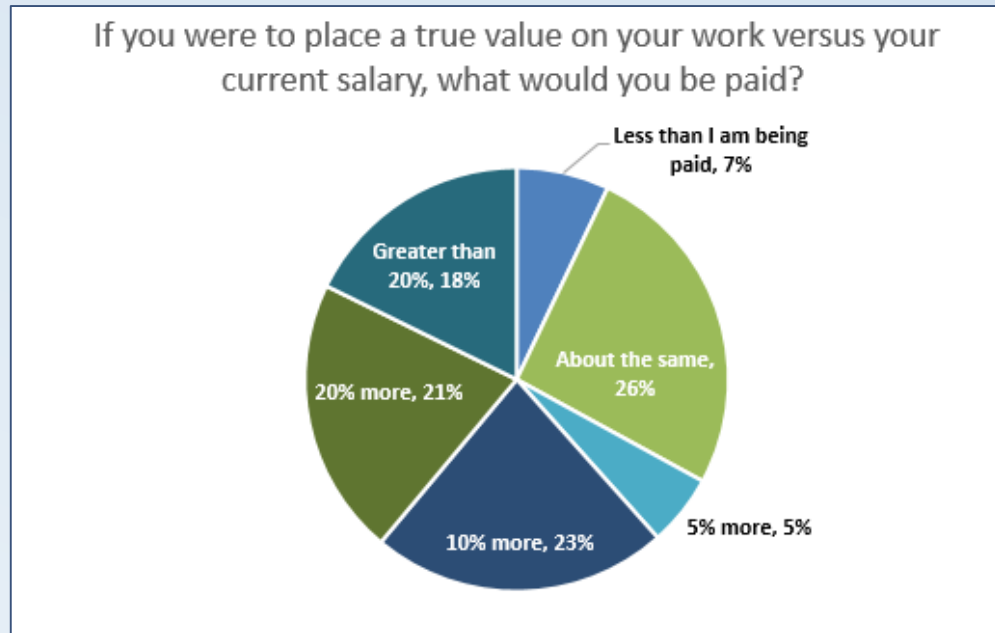
Dress Code



- 68% of all respondents felt it was essential to wear a suit to interviews regardless of the company dress code
- Significantly more males (80%) than females (63%) in the 20-29 age group feel that it is deemed essential to wear a suit to interviews.

Working Environment (continued)

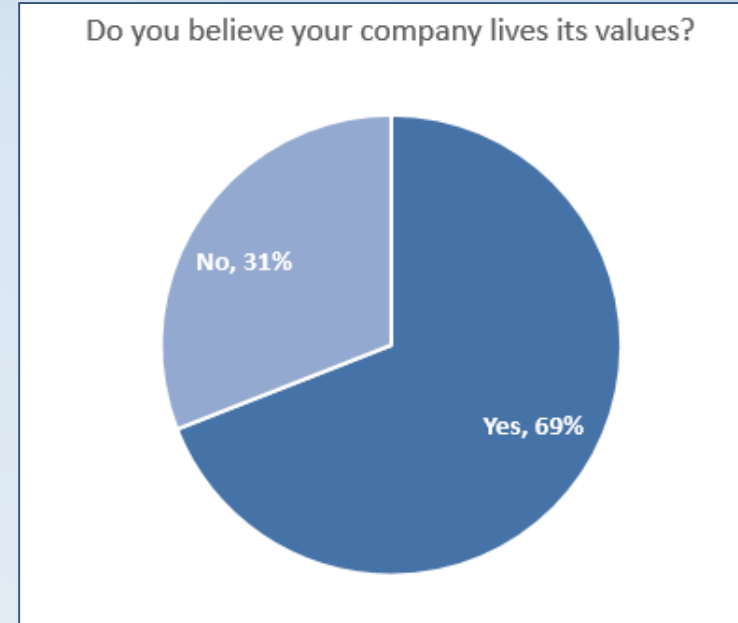
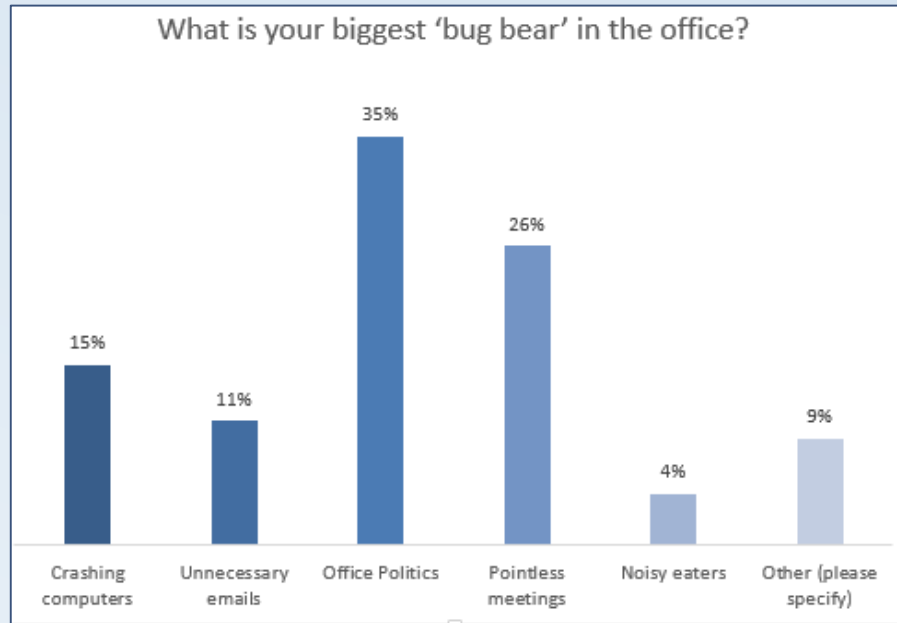
Work vs. Current Salary



- 33% of respondents are happy with their salary and 18% want more than 20% more, which leaves almost half (49%) wanting somewhere between a 5% to 20% increase.

Working Environment (continued)

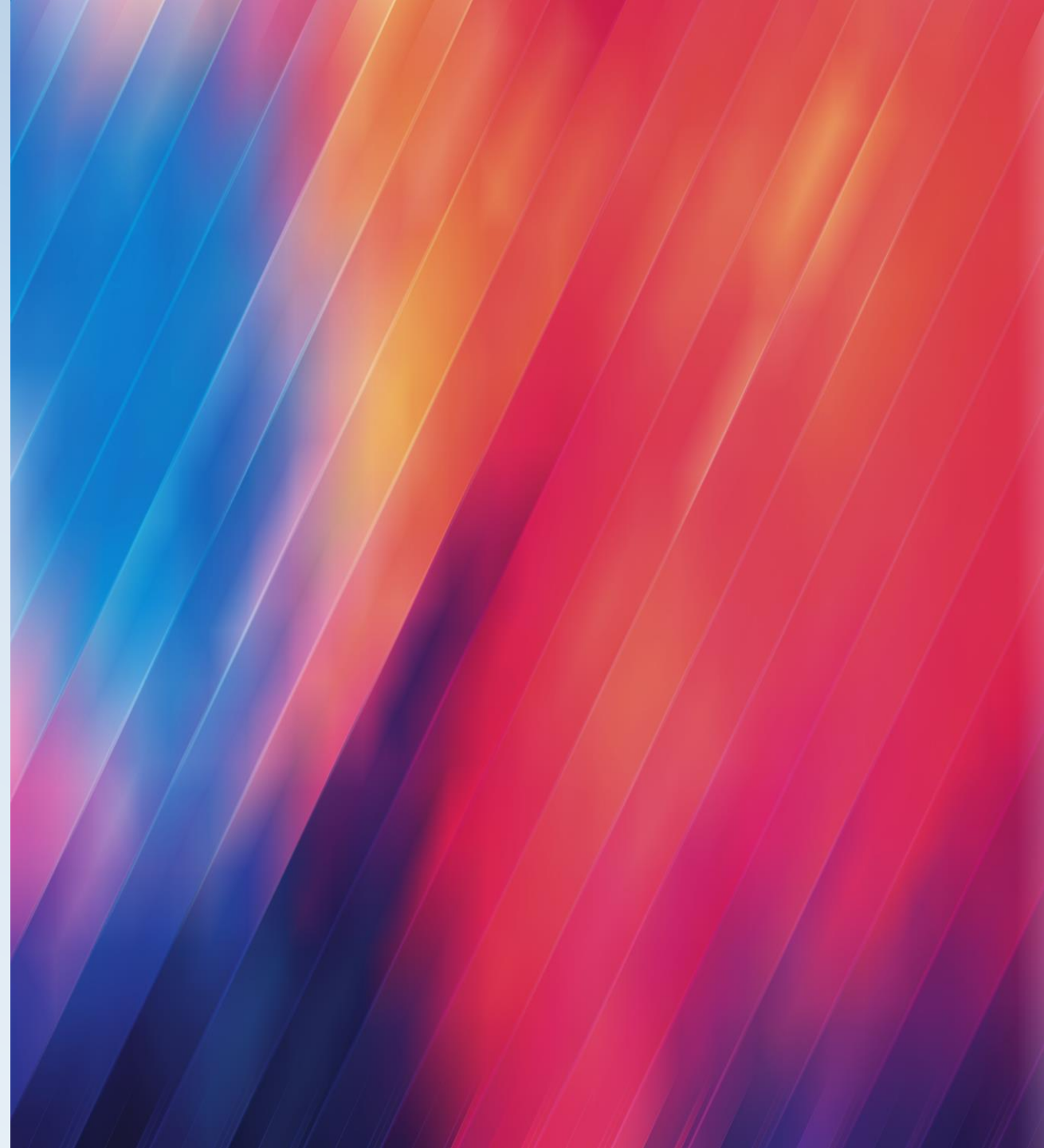
Office 'Bug Bears' and Company Values



- Office politics (35%) and pointless meetings (26%) account for over half of the biggest 'bug bears' in the office
- Almost a third (31%) of all respondents believe that their company does not live its values.

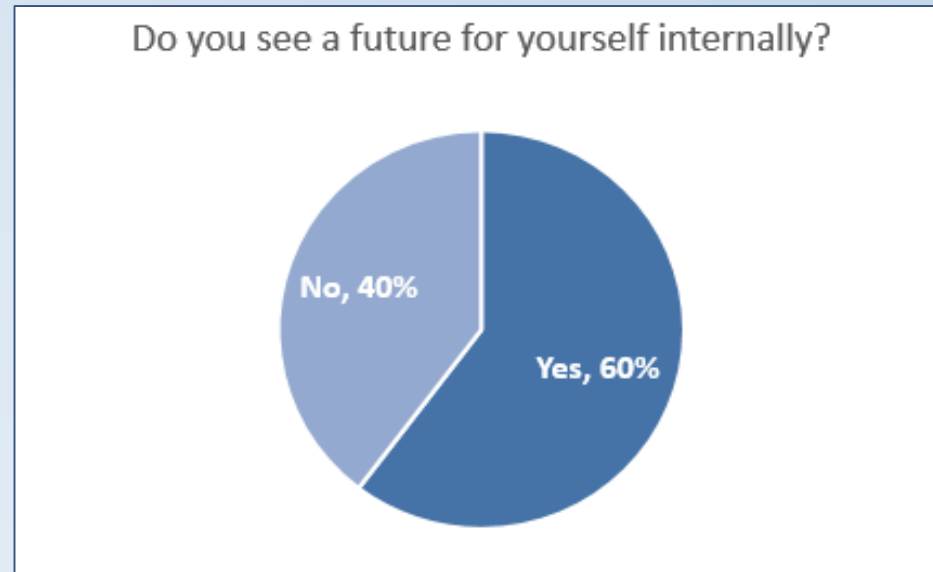
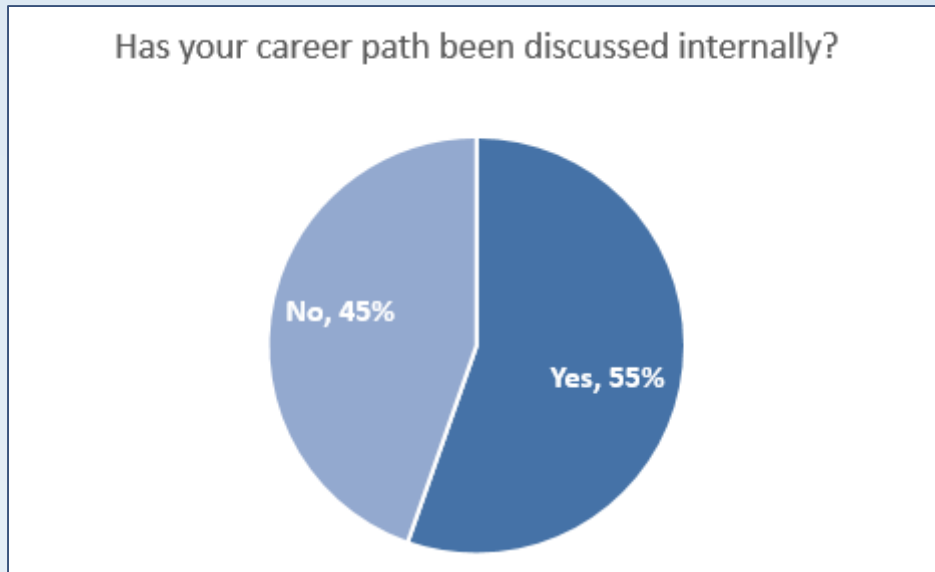
Career

Career paths, prospects, job searches,
recruitment



Career

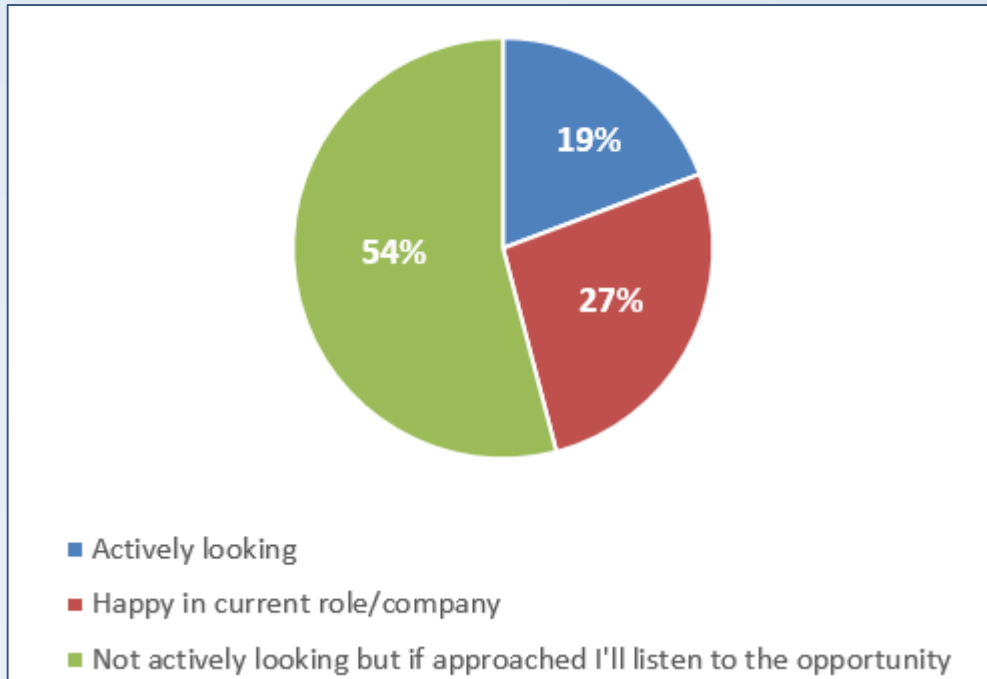
Career paths and future prospects



- A small majority of respondents indicated that their respective companies had discussed career paths, while only 6 out of 10 respondents saw a future with their current company.

Career (continued)

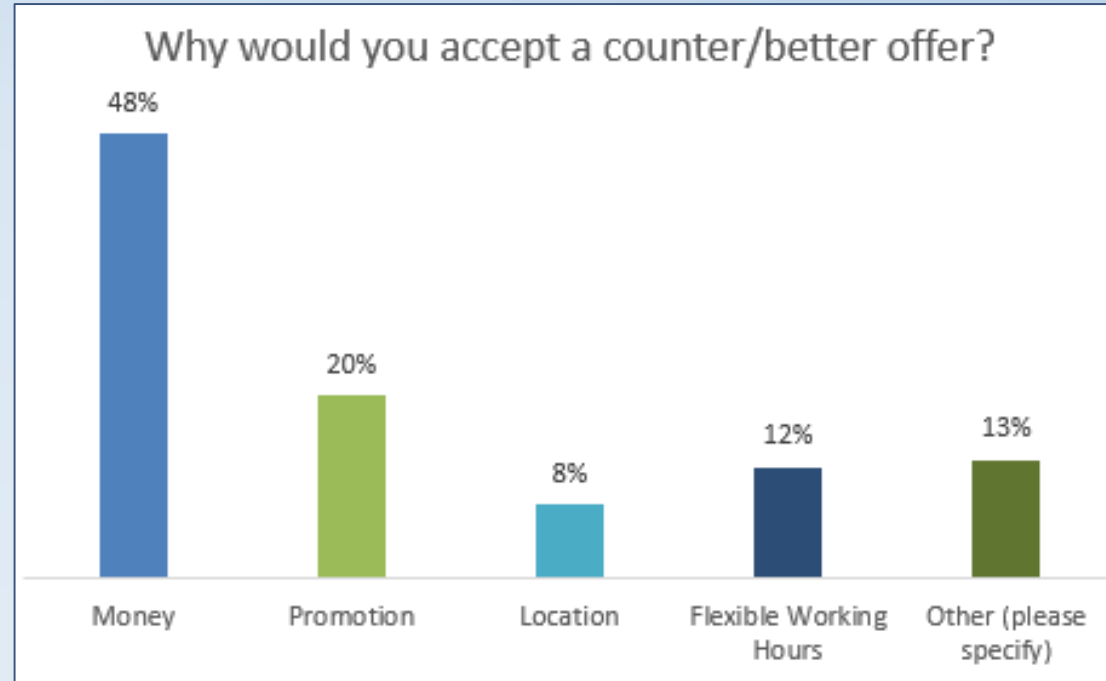
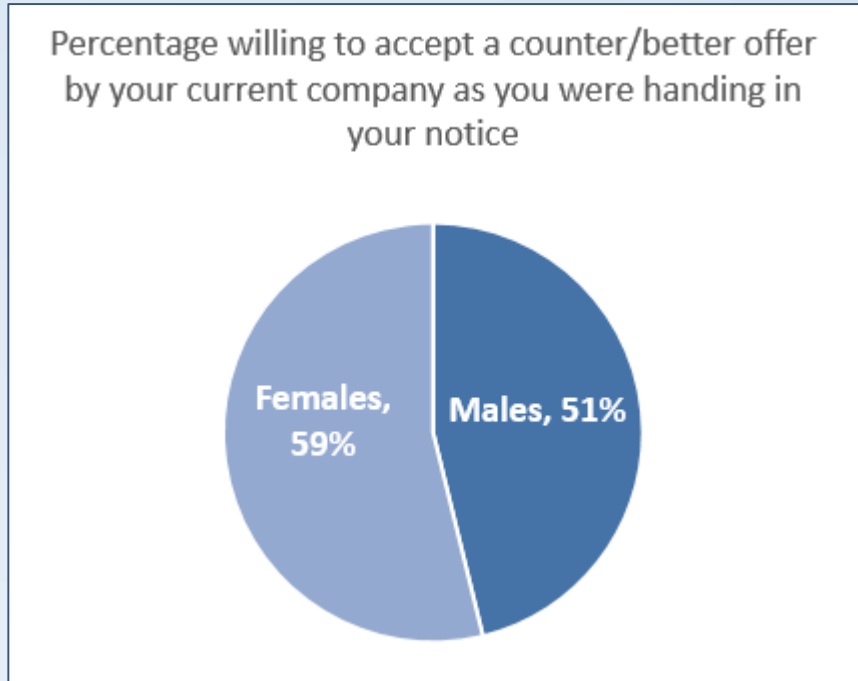
Question - Are you actively looking for a new role outside of your company or are you happy in your current role/company?



- Just over a quarter of all respondents indicated that they are happy in their current role and company
- Twice as many respondents suggested they are not actively looking but willing to listen to new opportunities
- Just under 1 in 5 respondents are actively looking for new work.

Career (continued)

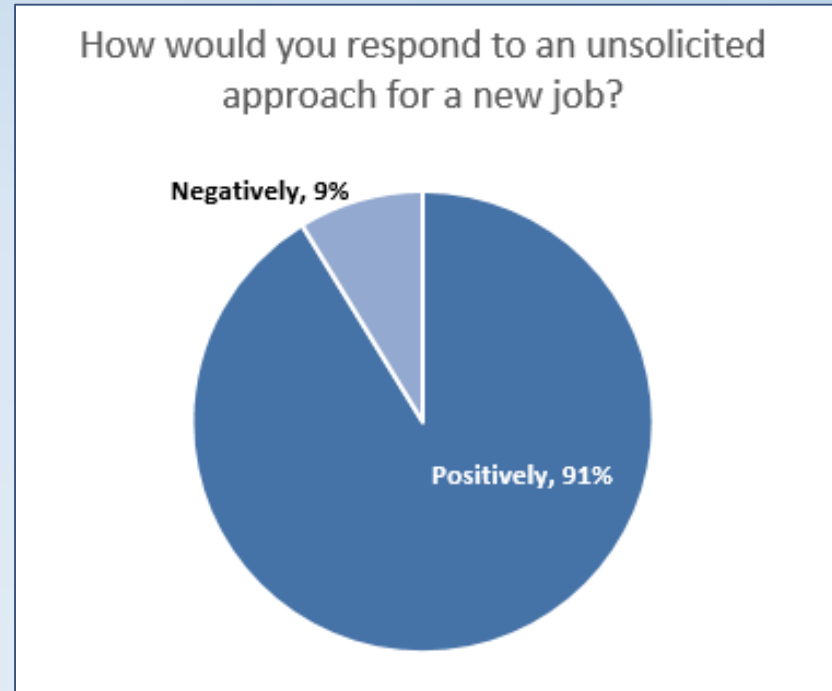
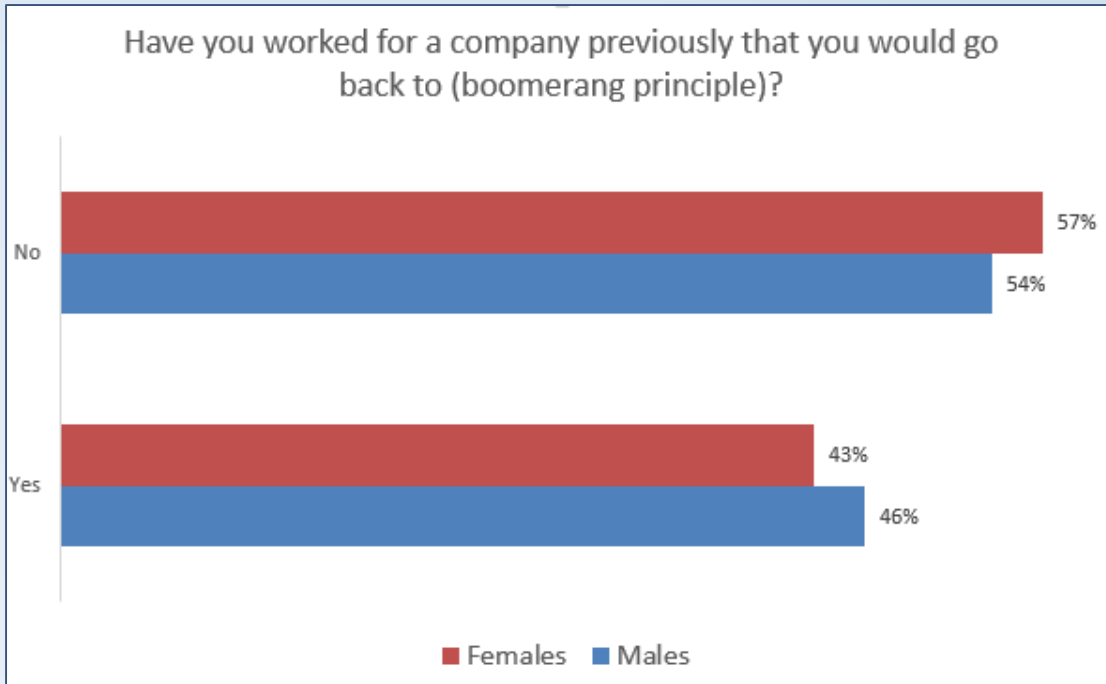
Counter/Better Offers



- Females are more likely to accept a counter/better offer from their current companies as they are handing in their notice
- Almost half of all respondents indicated that this would occur as a result of a financial offer, while 1 in 5 respondents would accept a promotion in lieu of leaving the company.

Career (continued)

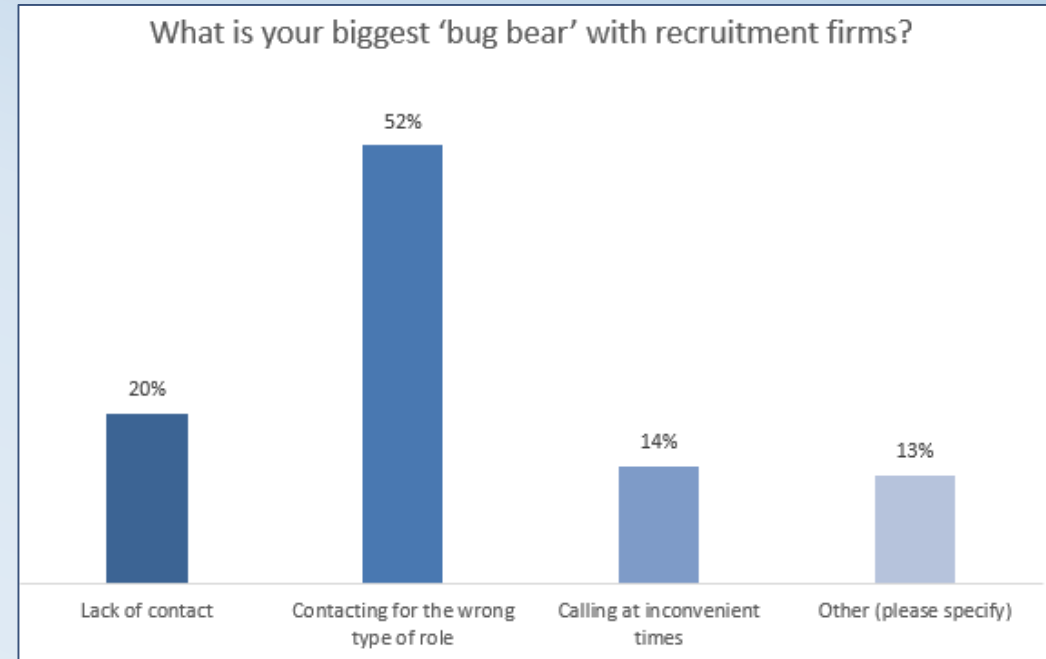
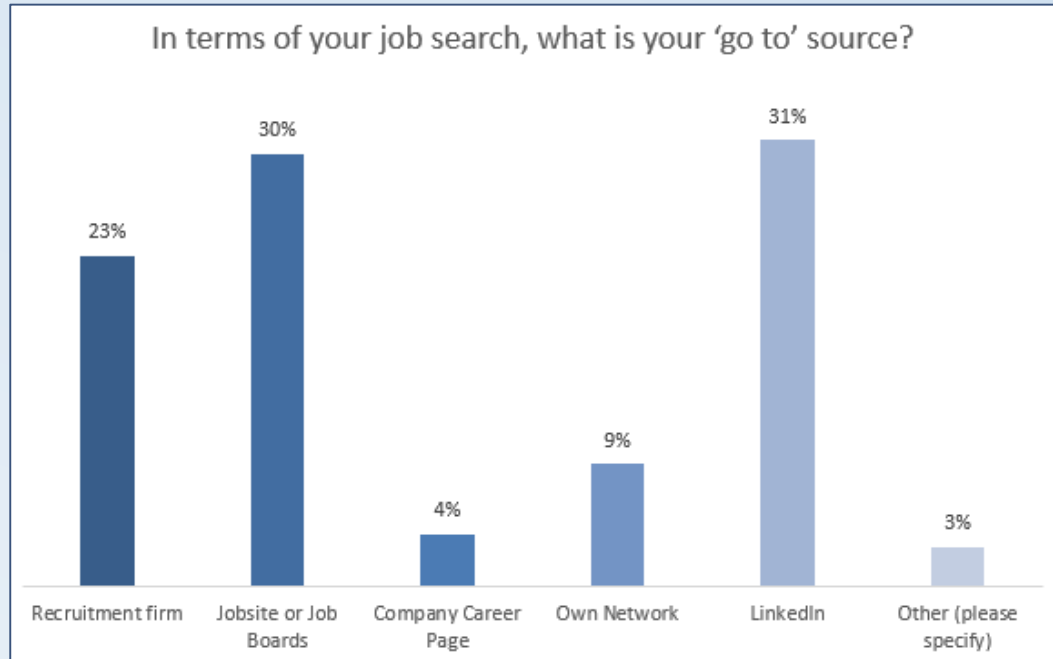
Boomerangs and Unsolicited Approaches



- More females (57%) than males (54%) would turn down an opportunity to work for a previous employer
- Nine out of ten respondents would respond positively to an unsolicited approach for a new job.

Career (continued)

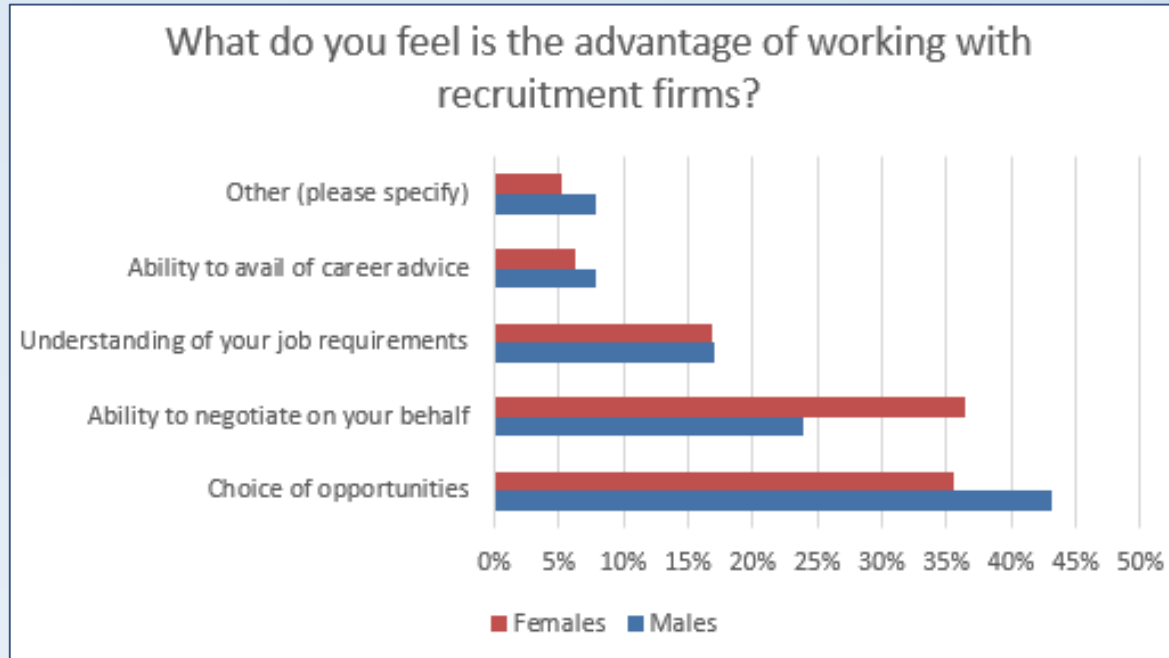
Job Searches and Recruitment Firms



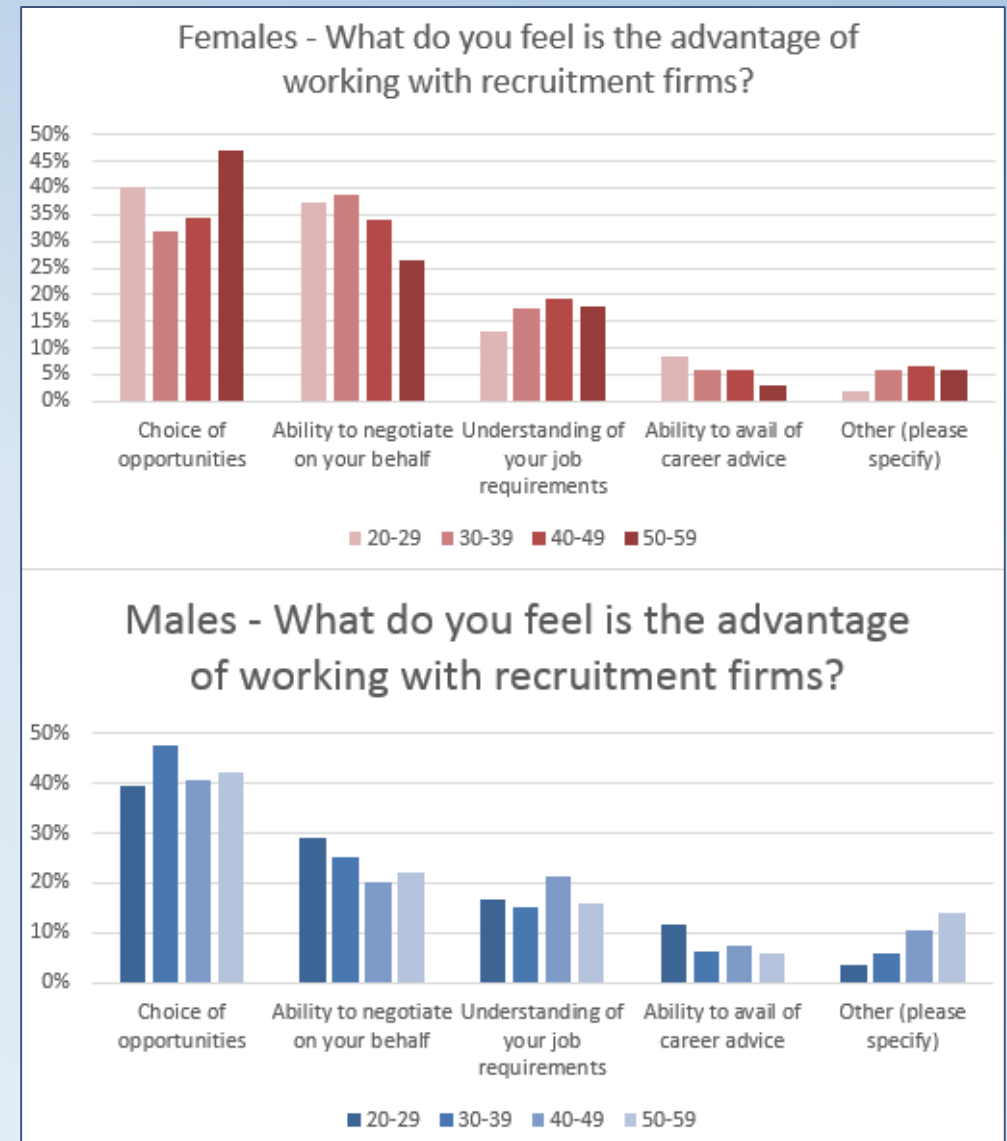
- The majority of survey respondents use either LinkedIn or job sites/job boards as their 'go to' source, with a slightly smaller percentage favouring recruitment firms
- Over half of all respondents indicate that the biggest 'bug bear' with recruiting firms is that they contact candidates for the wrong type of role.

Career (continued)

Recruitment Firms



- Significantly more females (36%) than males (24%) like a recruitment firm's ability to negotiate on their behalf, whereas more males (43%) than females (35%) like the choice of opportunities a recruitment firm offers
- These differences were particularly evident in the 30-39 age group.



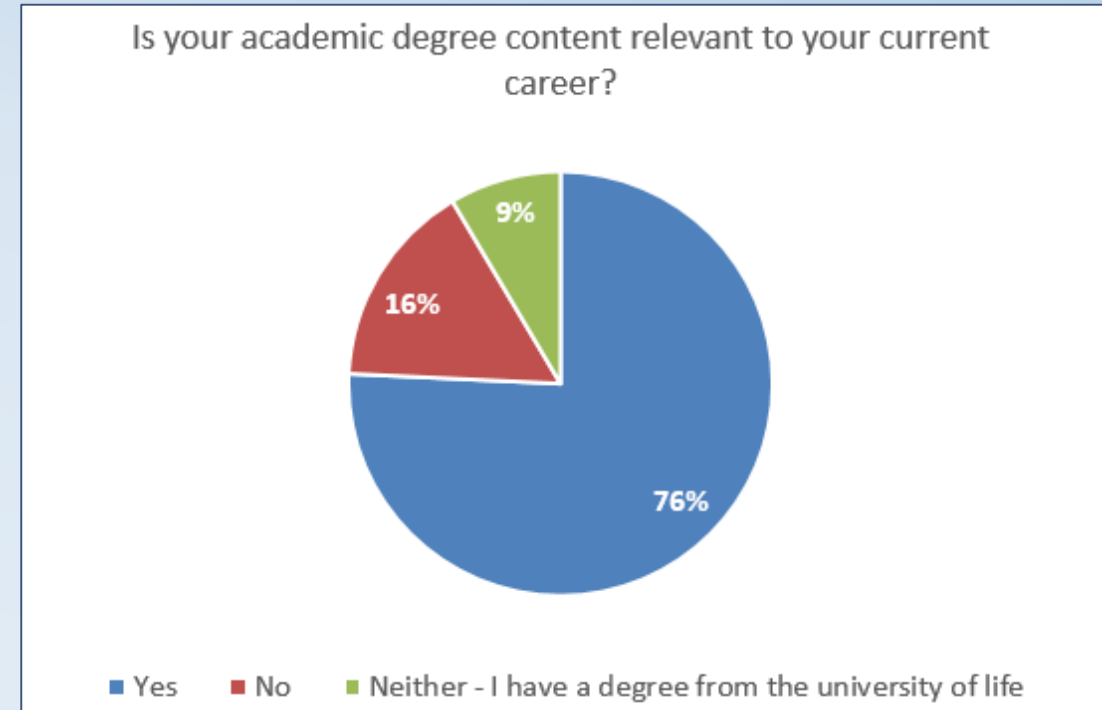
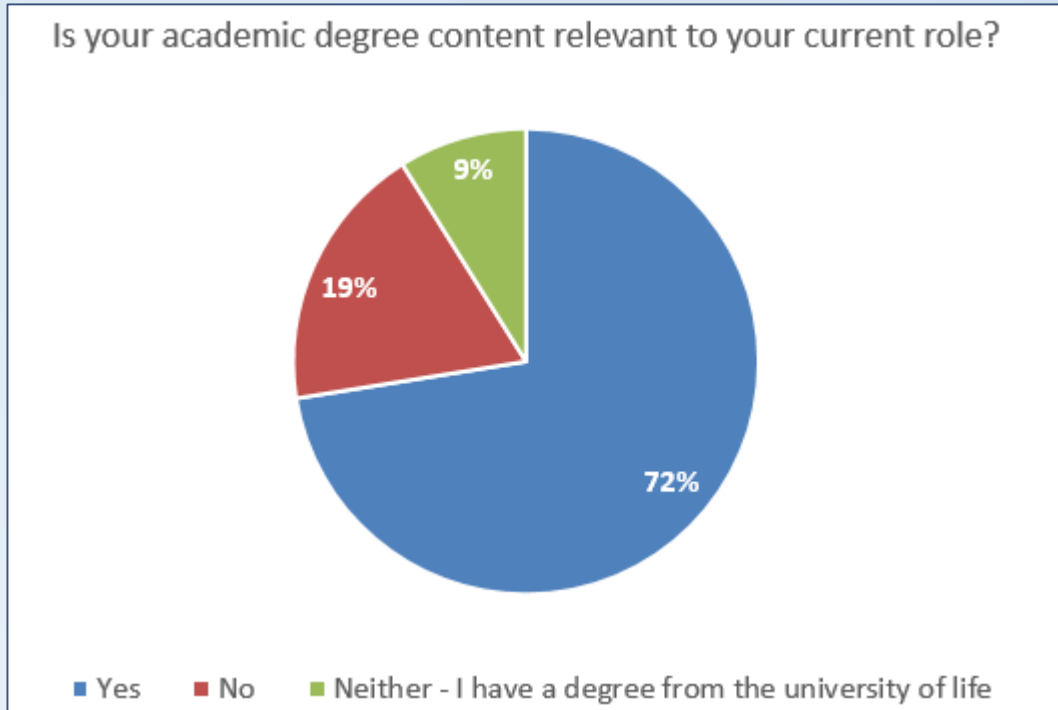
Education

Degree relevance,
third level education v. apprenticeships



Education

Degree relevance to role and career

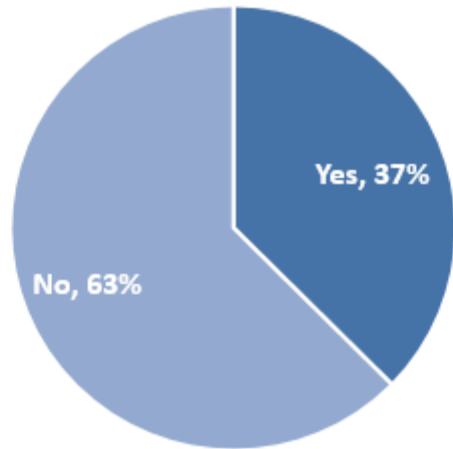


- A slightly higher percentage of respondents feel that their academic degree is more relevant to their current career than their current role.

Education (continued)

Apprenticeships v. Third Level Education

Some companies are offering school leavers apprenticeships, removing the requirement for third level education. Would you have taken this option?



- Almost two thirds of survey respondents indicate that they would not have taken the option of a school leaver's apprenticeship if it was offered
- This opinion is true of 69% of respondents engaged in finance v. 53% of all others.

The Future of Work

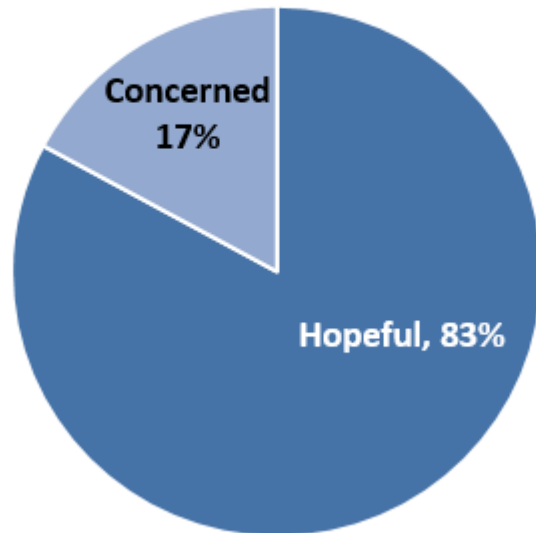
Digital disruption, work automation,
future proofing



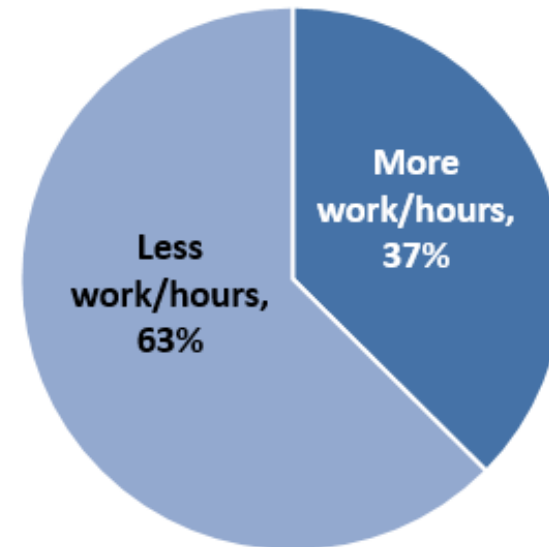
The Future of Work

Digital Disruption and Work Hours

Are you hopeful or concerned about digital disruption in the future workplace (i.e., AI, Machine Learning, etc.)?



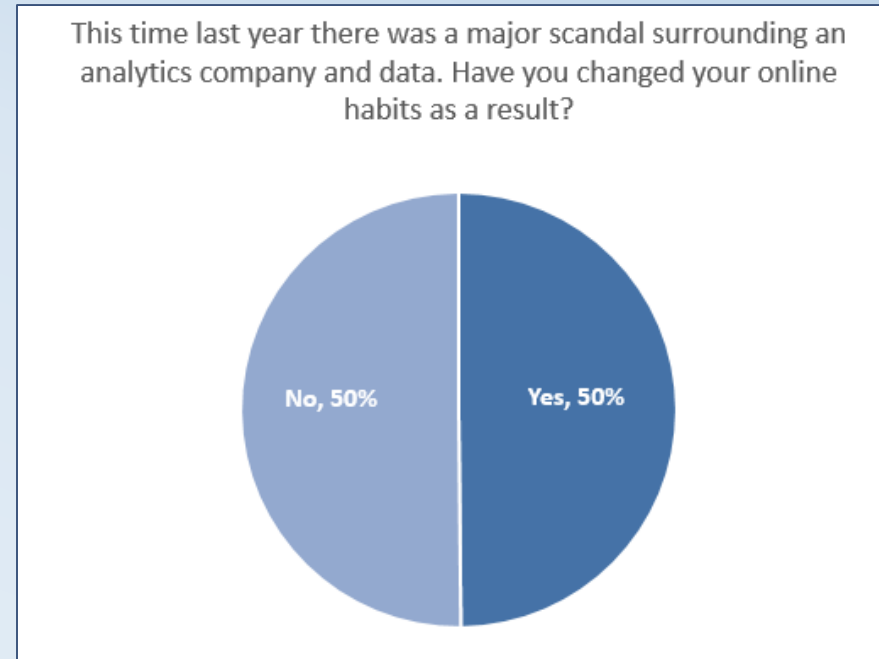
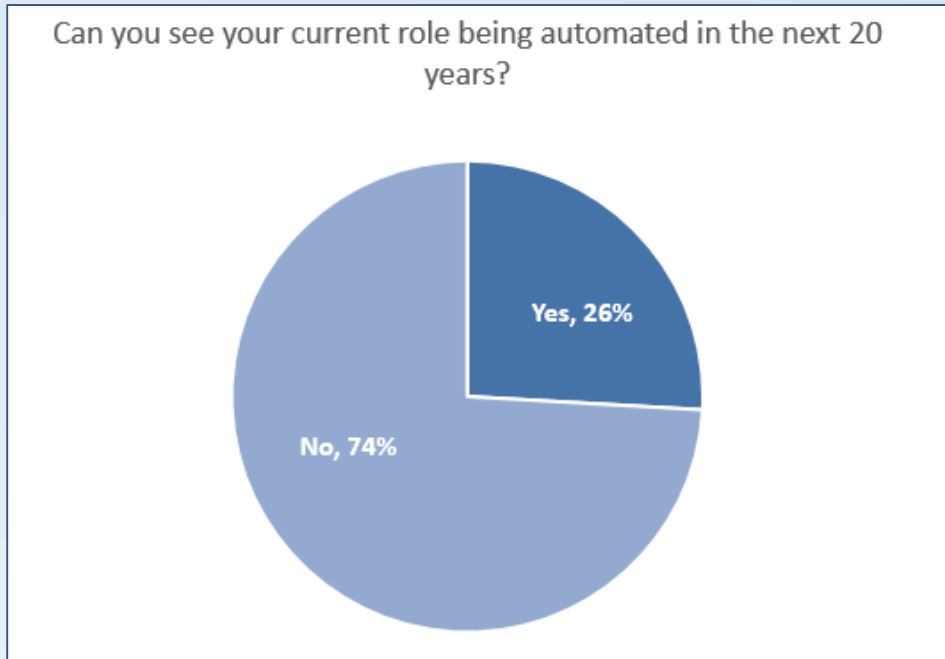
Do you think the future of work means more work and longer hours or less of both?



- The majority of respondents are hopeful about the digital disruption in the future workplace, while almost two thirds of respondents believe that the future of work means less work/hours.

The Future of Work (continued)

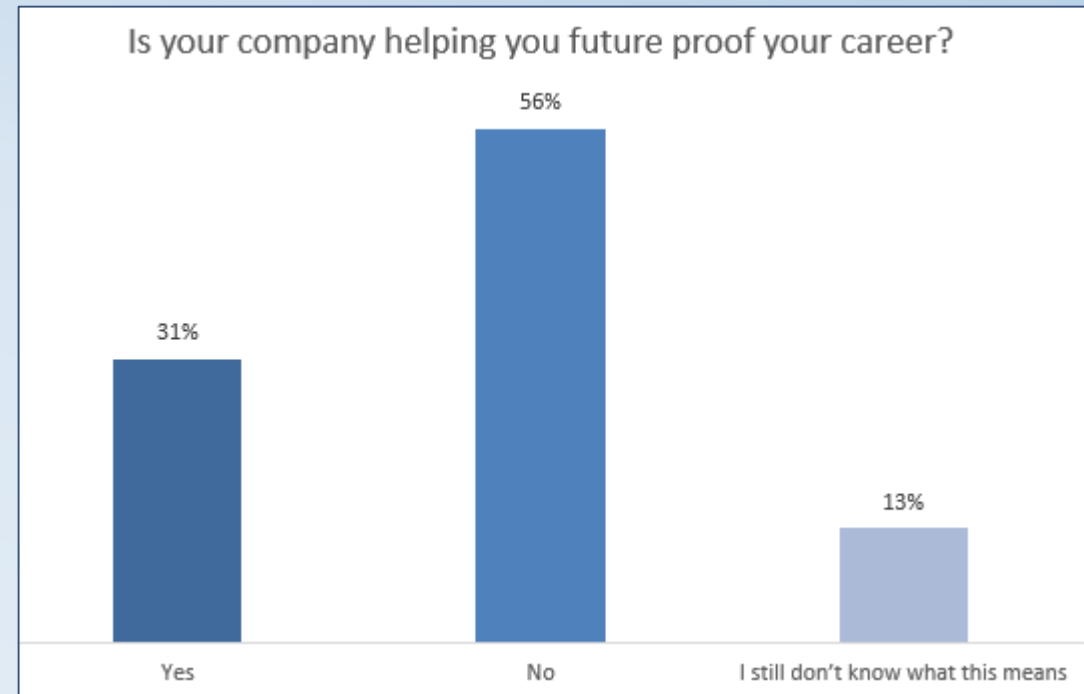
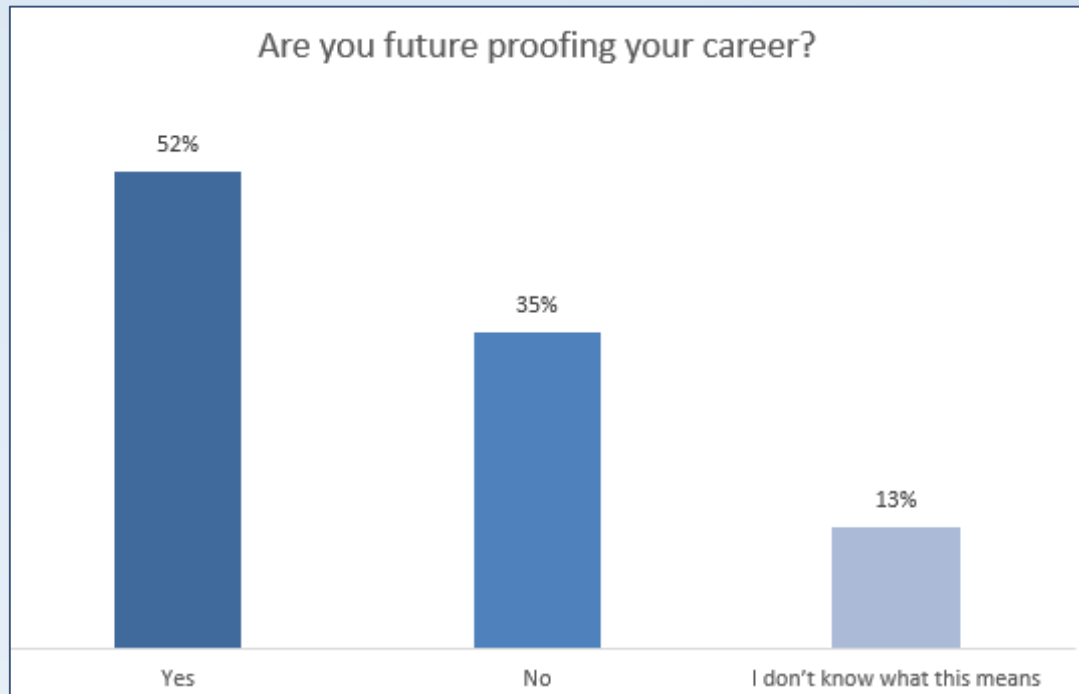
Work Automation and Online Habits



- Most respondents do not see their current role being automated in the next twenty years, although this belief was much less pervasive for finance (67%) than all other industries (84%)
- Despite the scandal regarding an analytics company last year, only 50% of respondents have changed their online habits.

The Future of Work (continued)

Future Proofing



- While over half of respondents indicated that they are future proofing their careers, less than one third are being helped to do so by their companies.

For further information, please
contact us directly.

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