

global report

Randstad Workmonitor wave 3, 2014

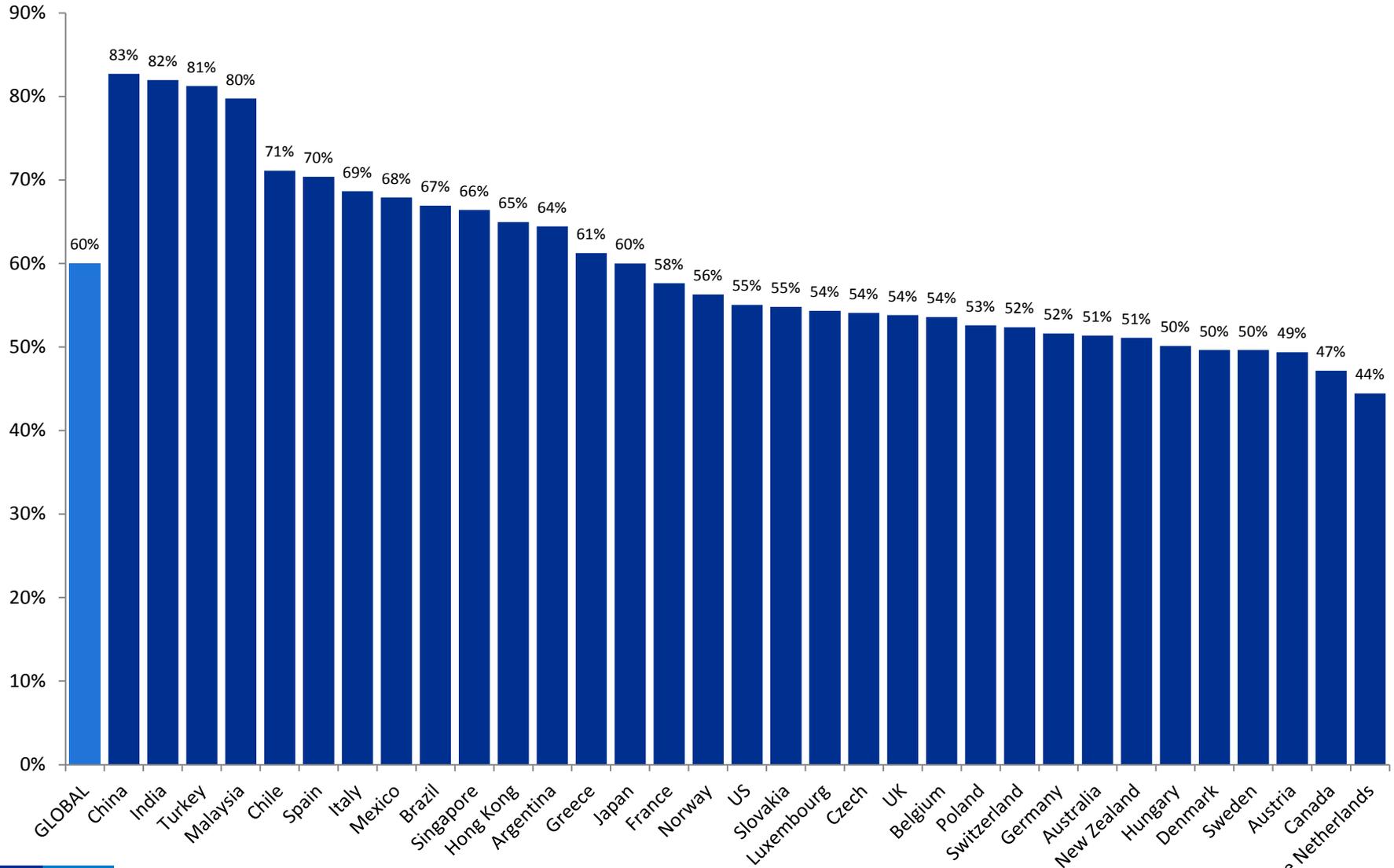
incl. quarterly mobility, job change and job satisfaction

Group communications
Randstad Holding nv
September 2014

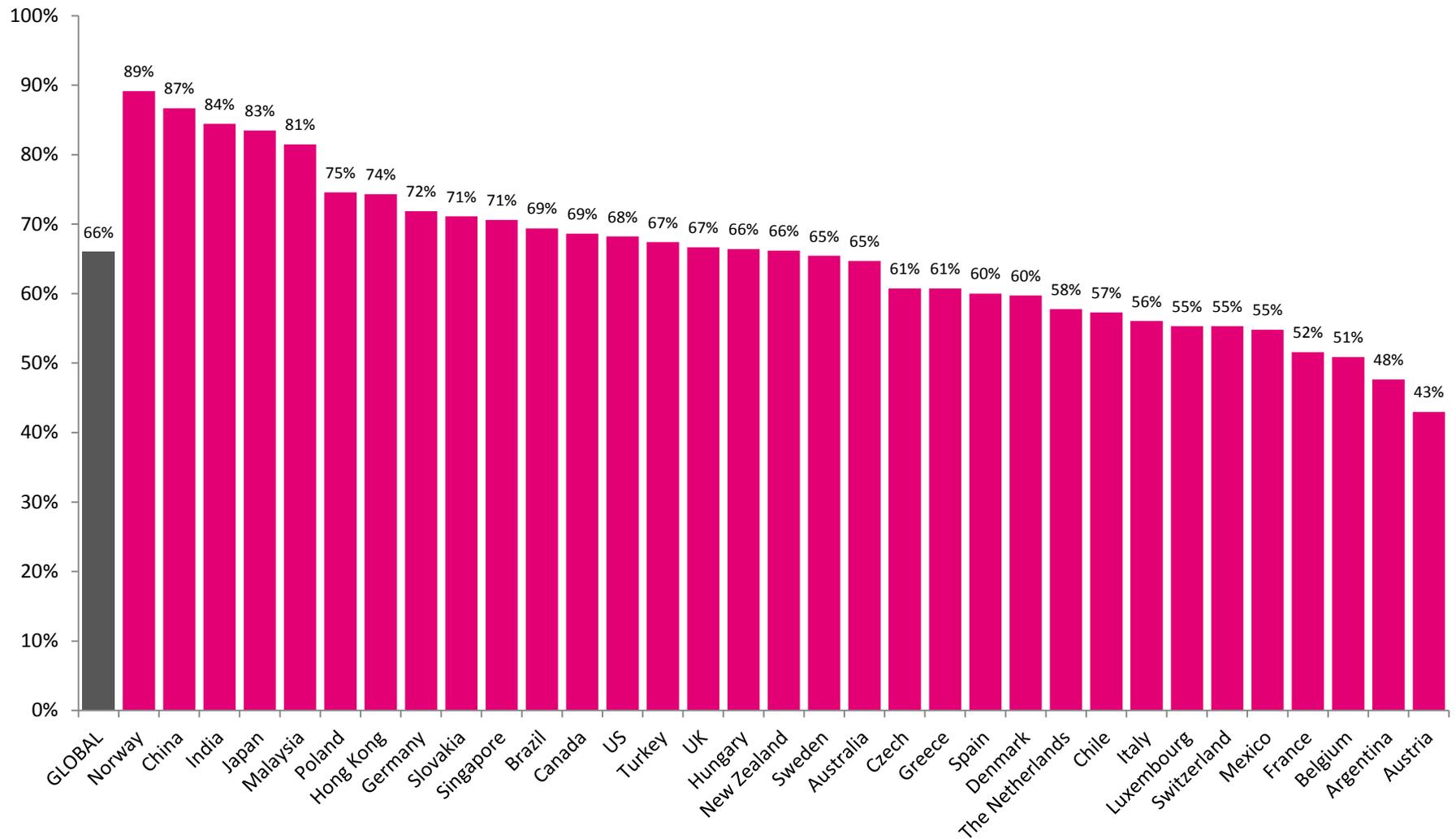


COLLABORATION AT WORK

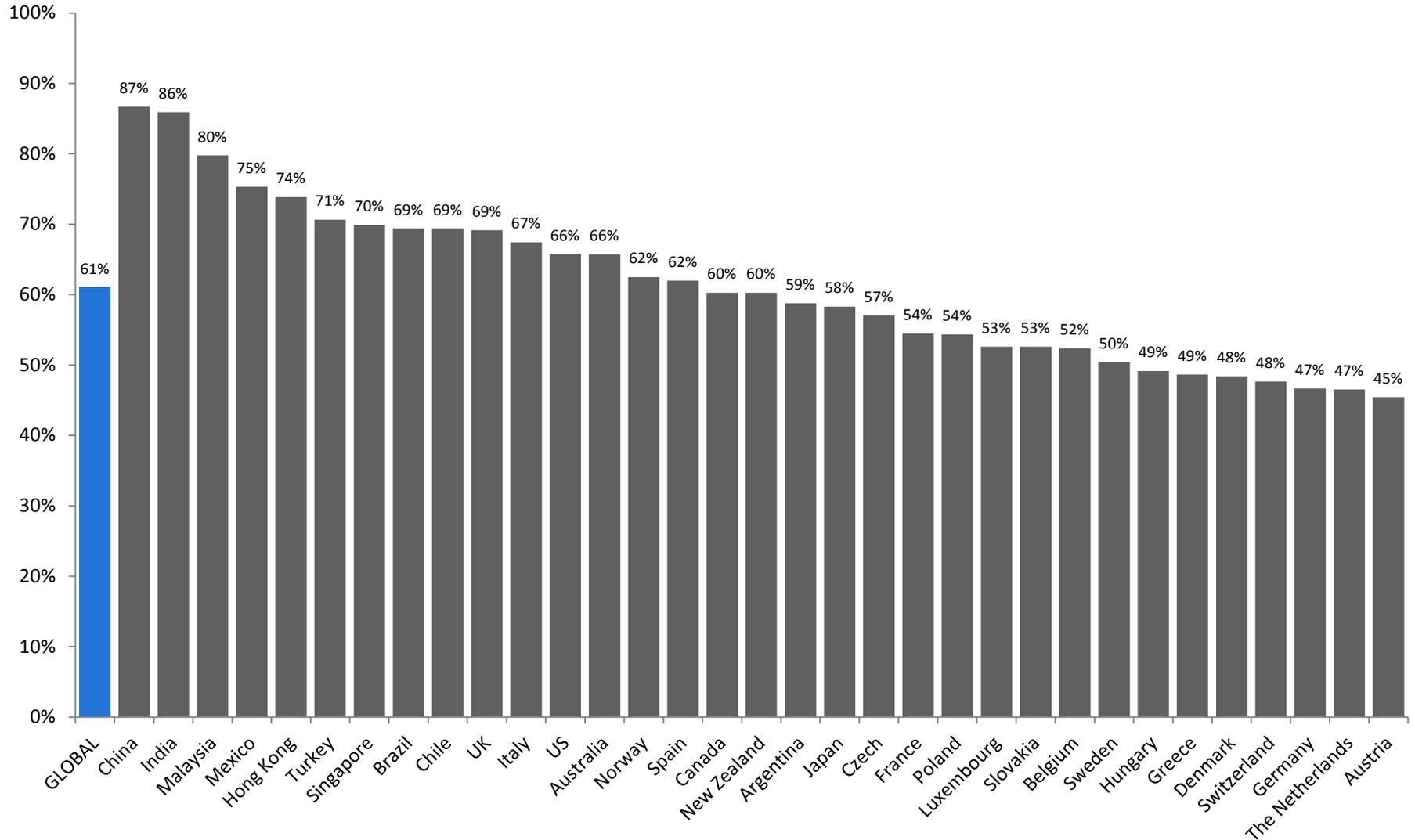
I perform better in a team than when I work individually (60% agrees)



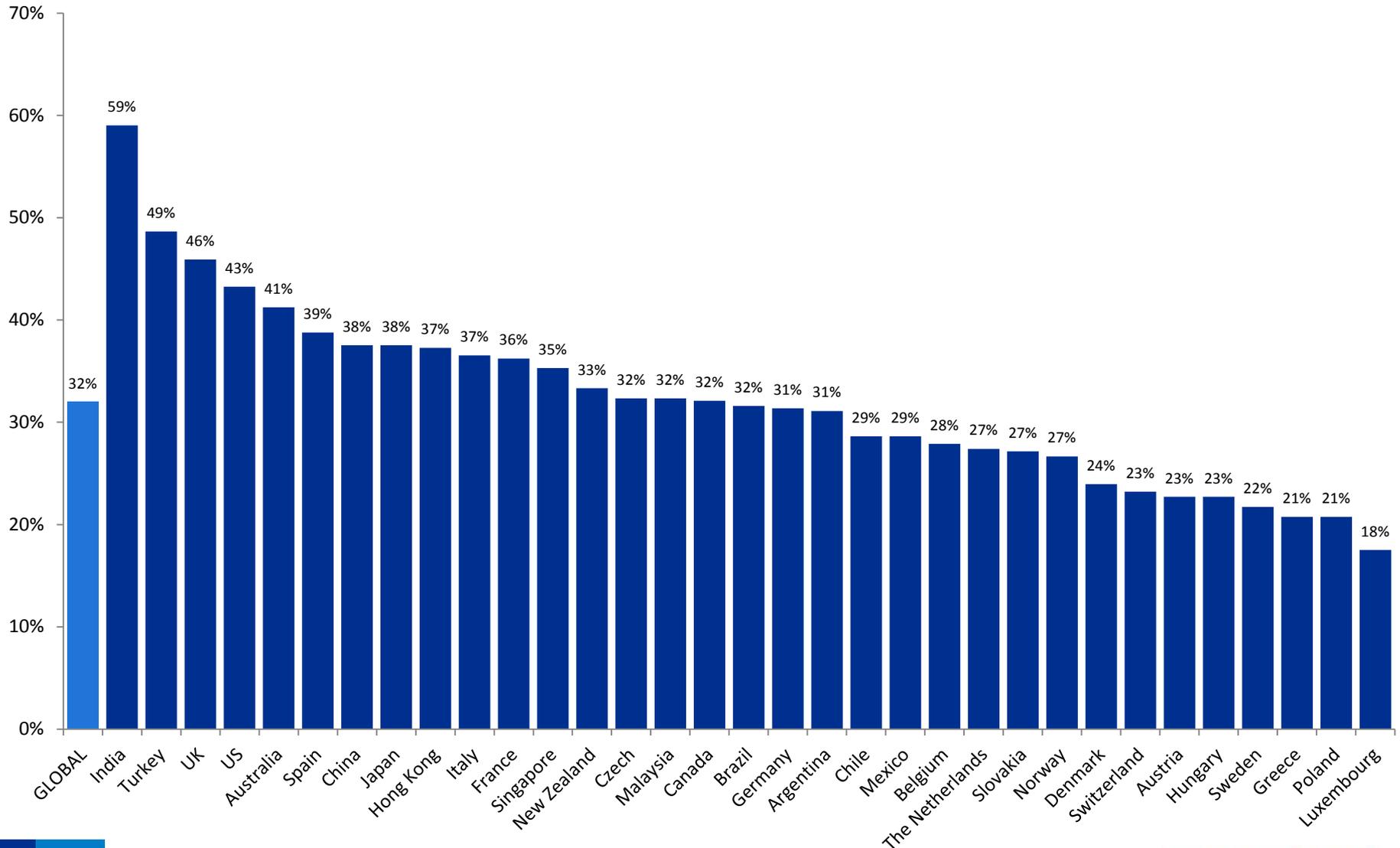
people are innately collaborative (66% agrees)



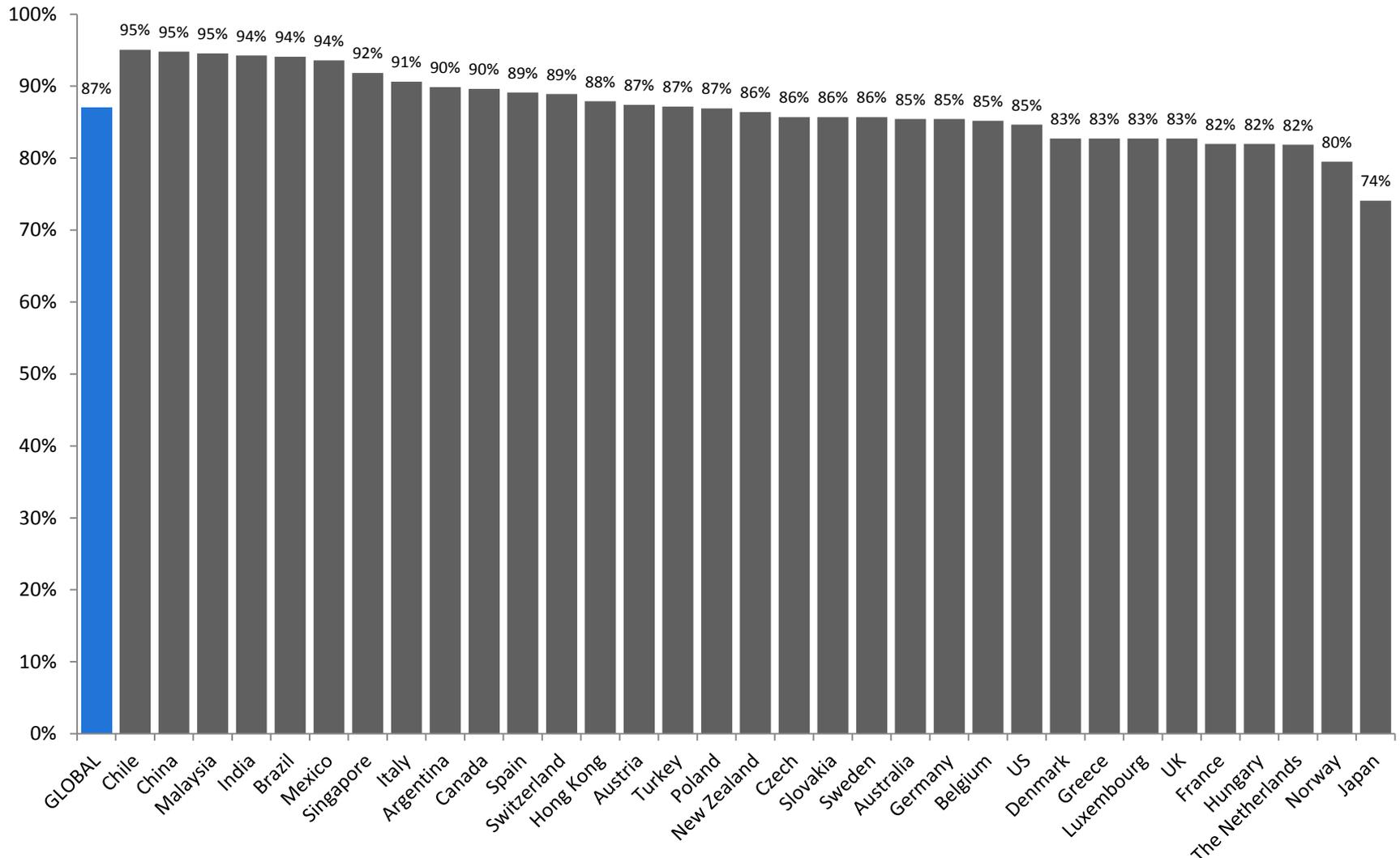
I now spend more time collaborating with colleagues than I did 5 years ago (61% agrees)



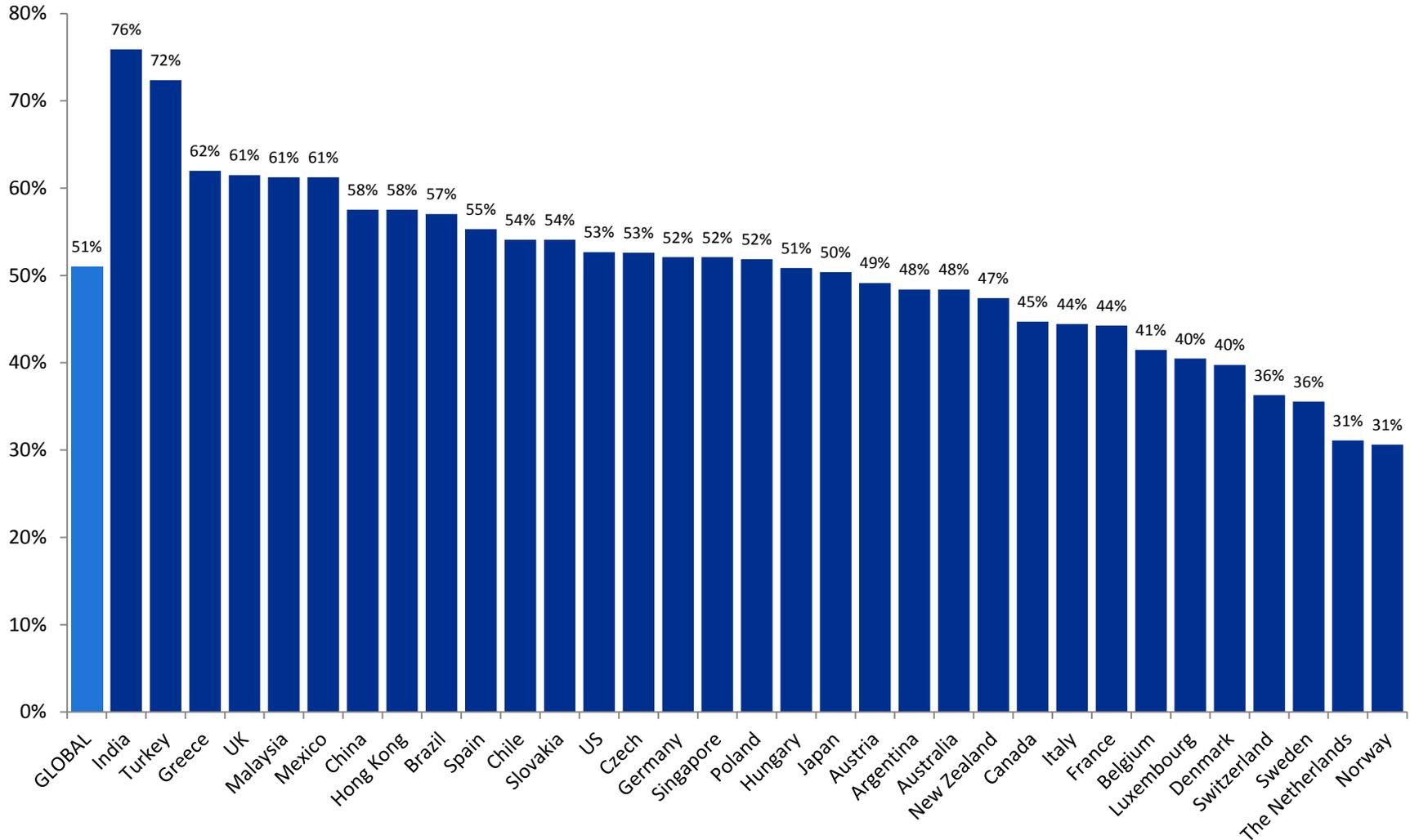
in my line of work collaboration is not required (32% agrees)



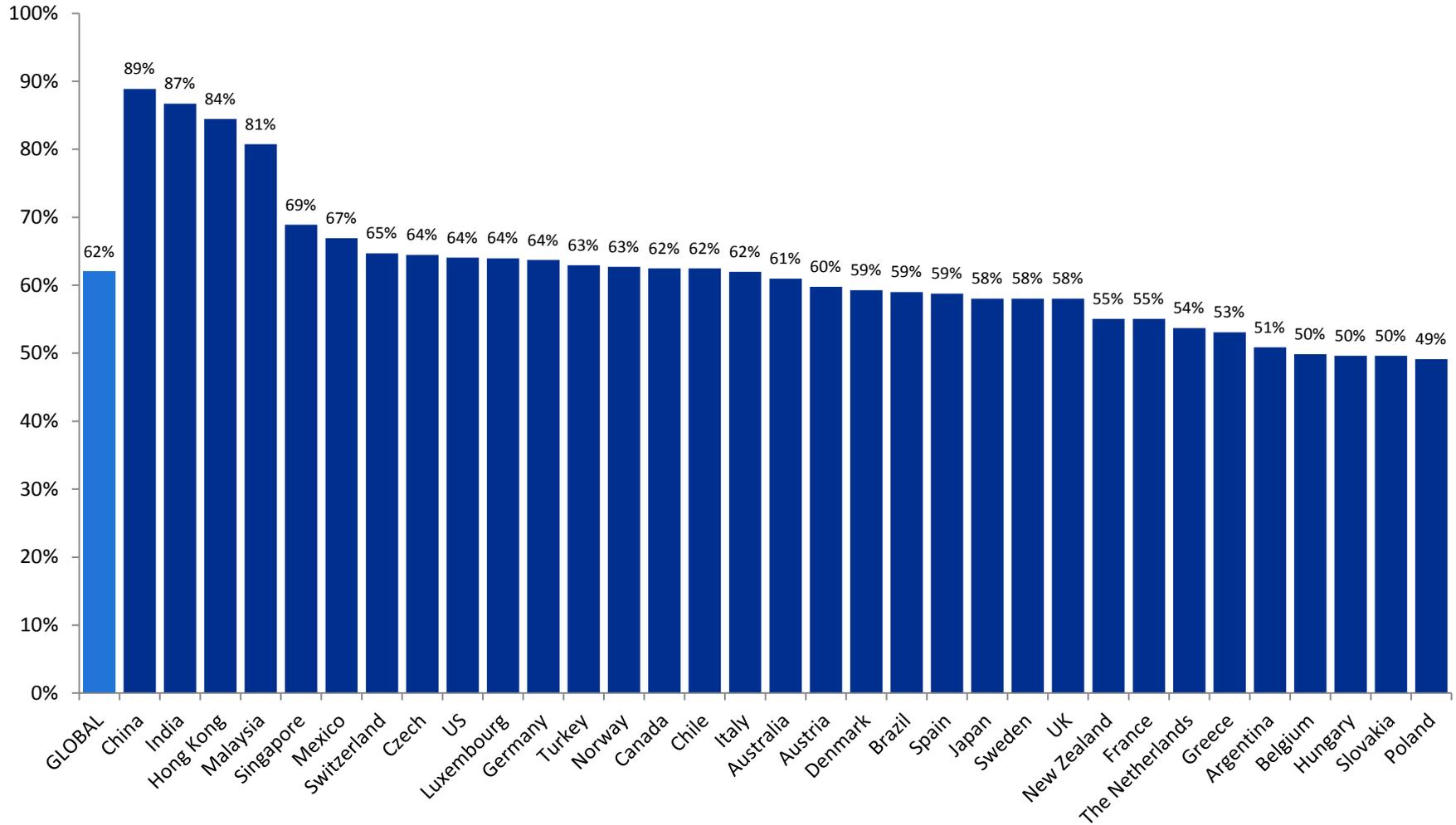
I believe collaboration is increasingly important with the advancement of technology (87% agrees)



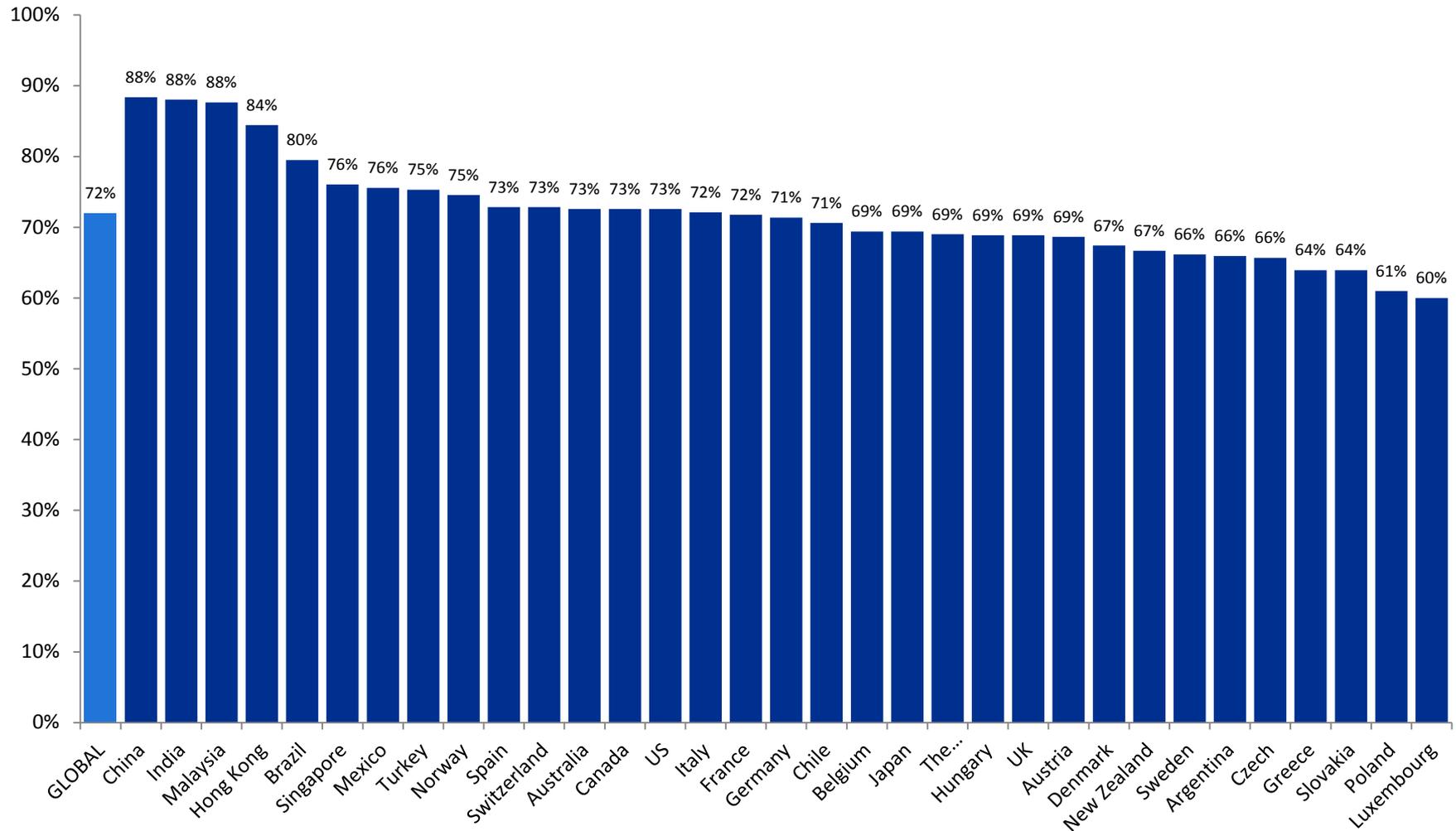
as long my appraisals are based on individual performance,
there is no added value in collaboration (51% agrees)



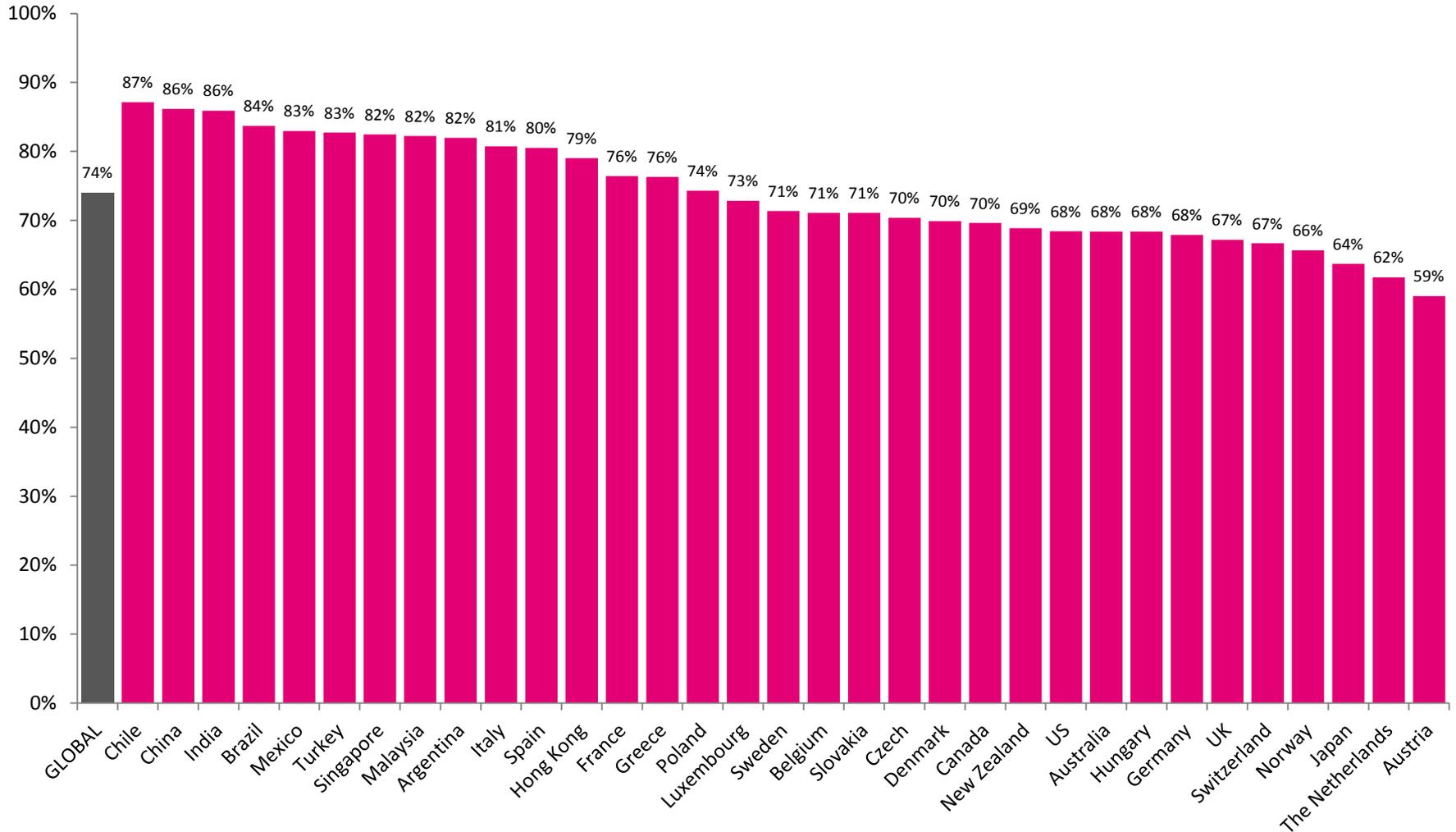
collaboration is recognized and rewarded in my organization (62% agrees)



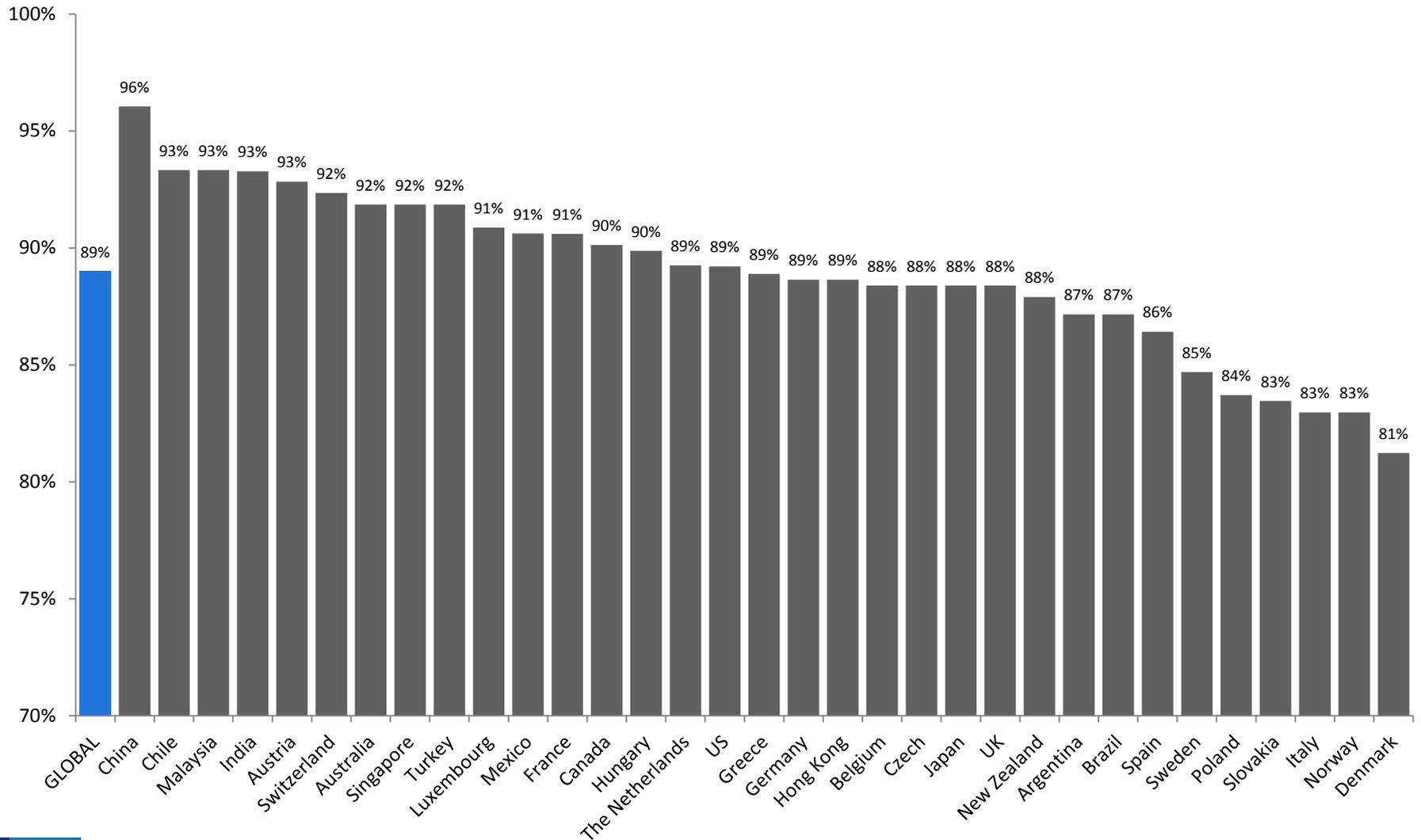
the processes and practices of my organization encourage collaboration instead of individual competition (72% agrees)



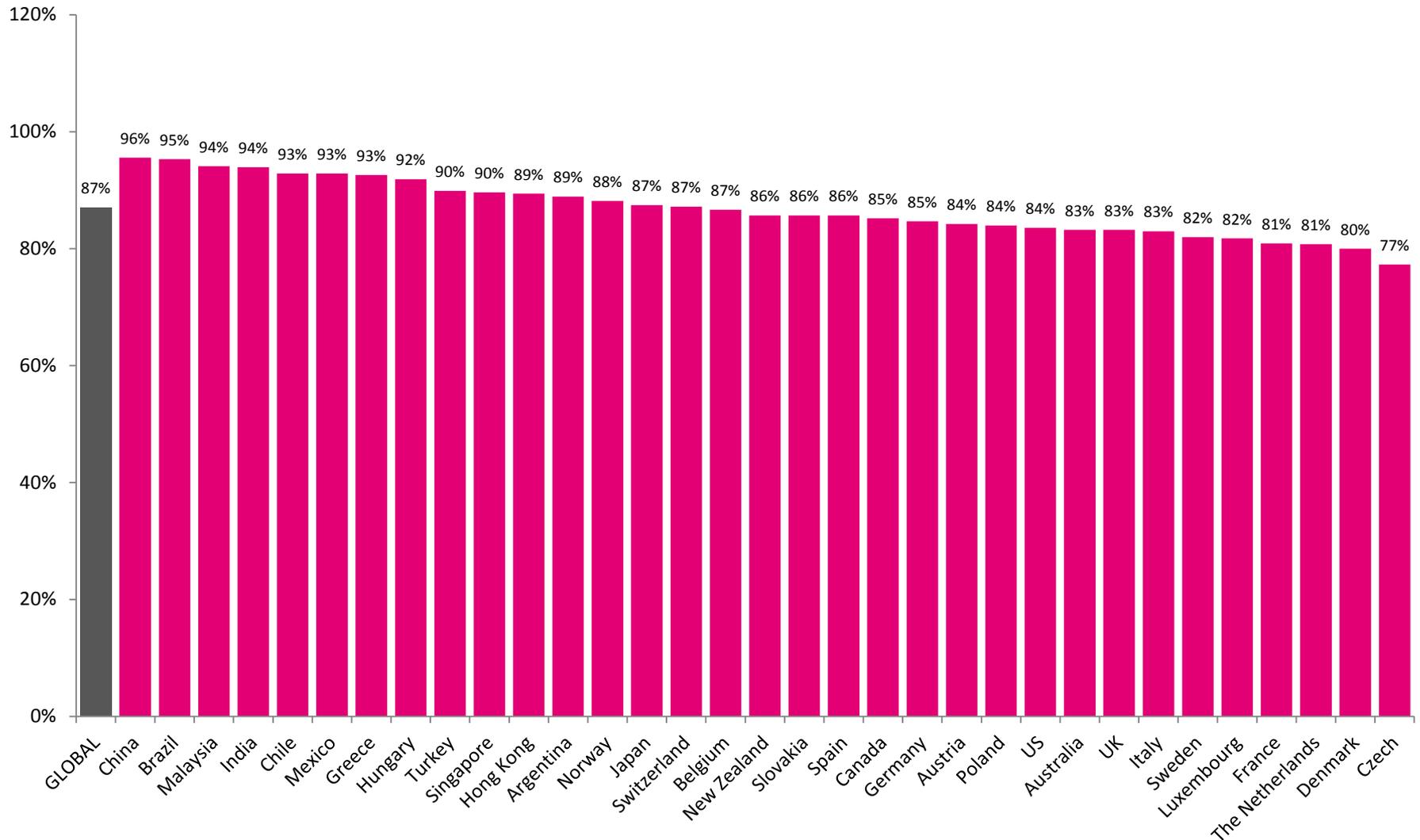
my employer should spend more time on promoting collaboration (74% agrees)



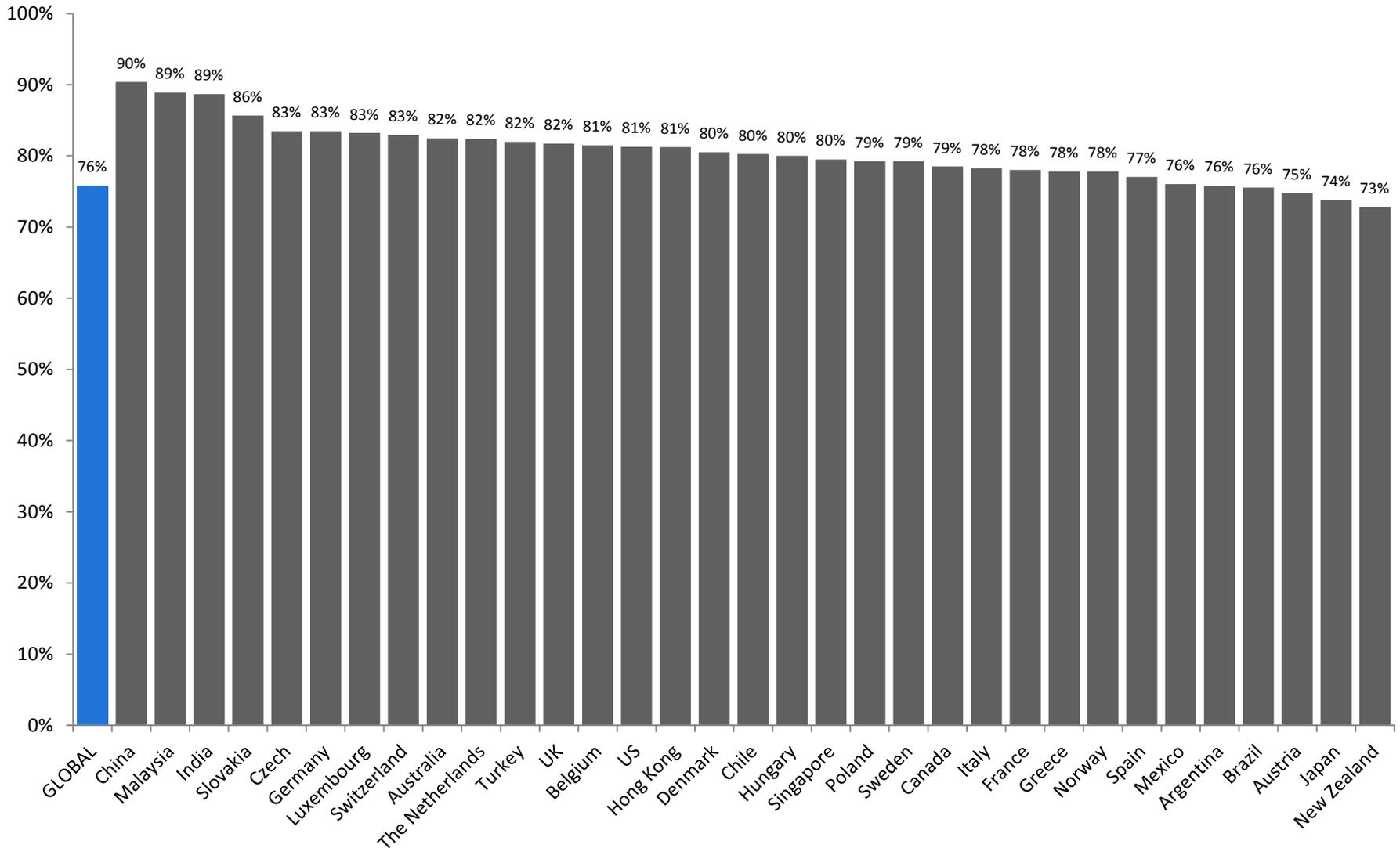
working in teams requires specific social skills (89% agrees)



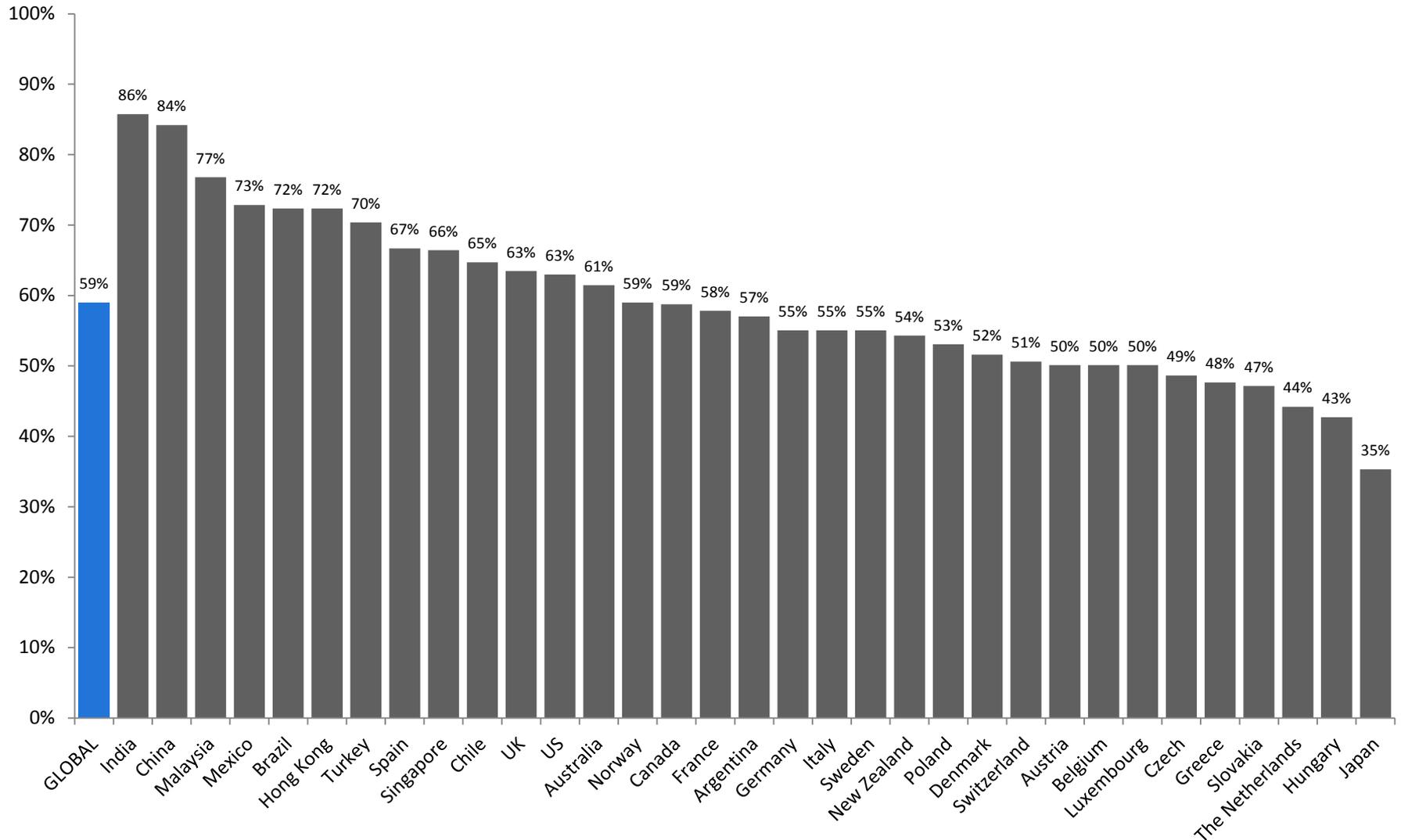
knowing what motivates and drives my colleagues is essential to make collaboration work (87% agrees)



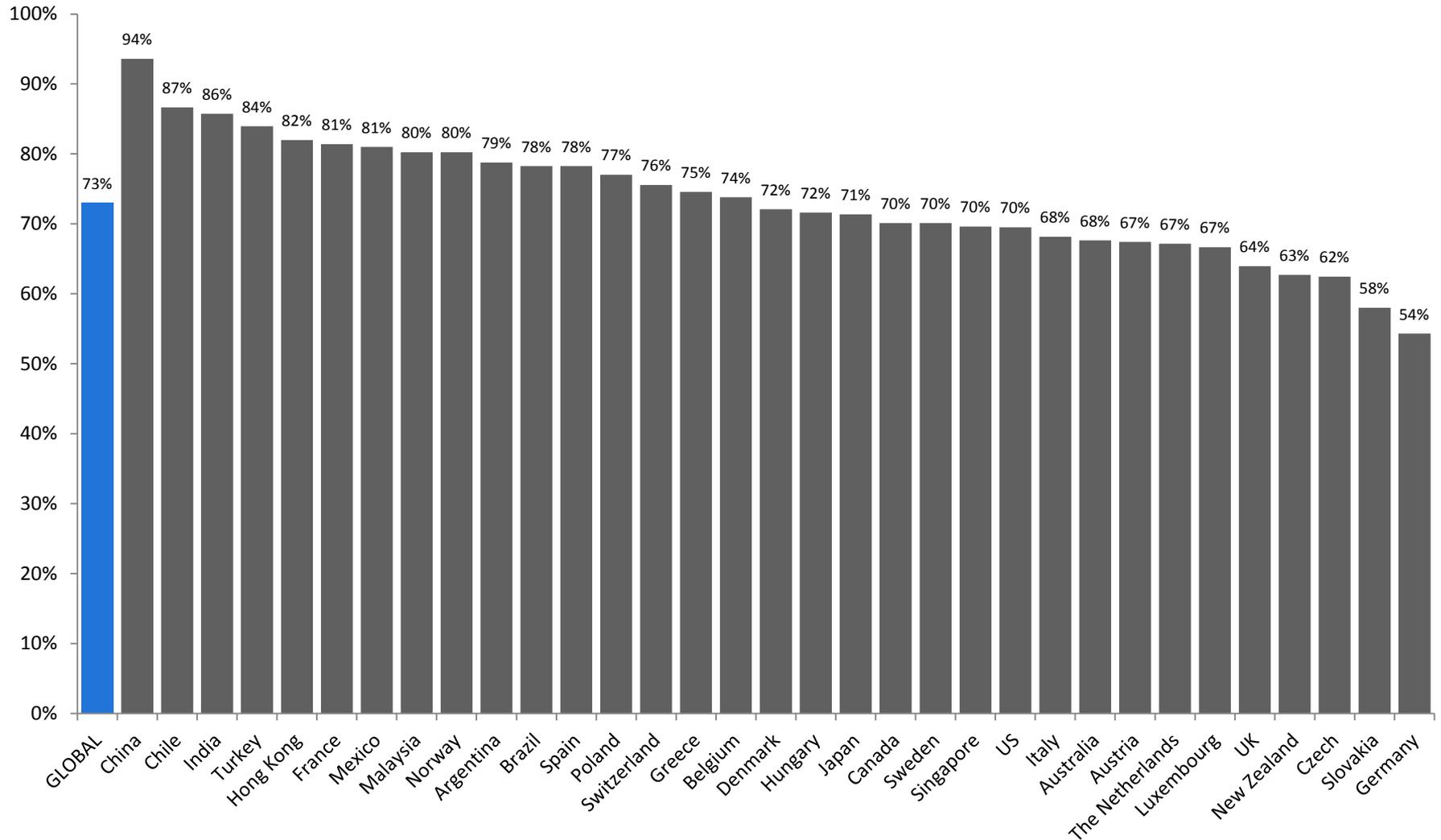
collaboration works better face-to-face than in virtual teams - with colleagues in different locations (76% agrees)



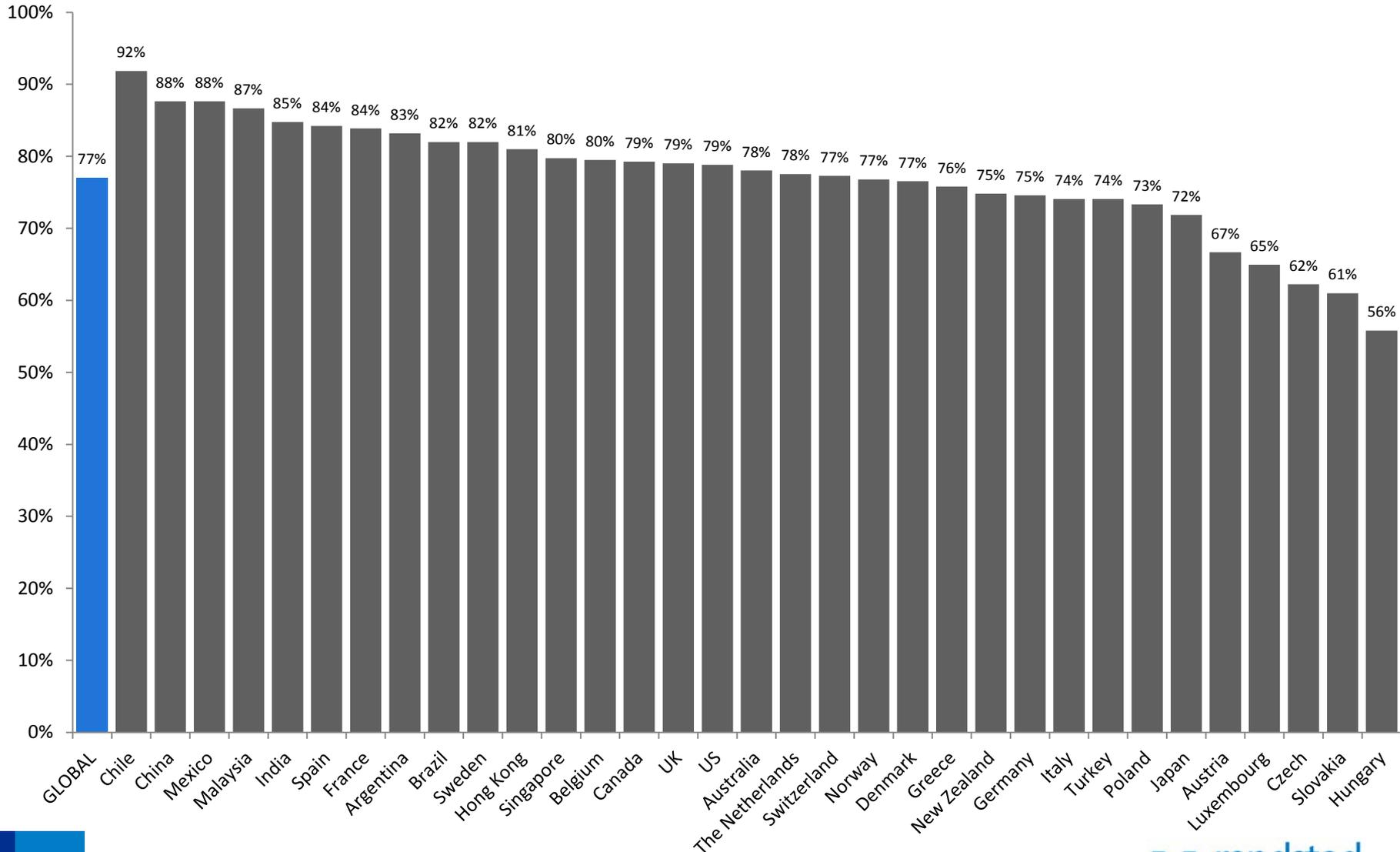
my employer provides tools & training to facilitate working in virtual teams (59% agrees)



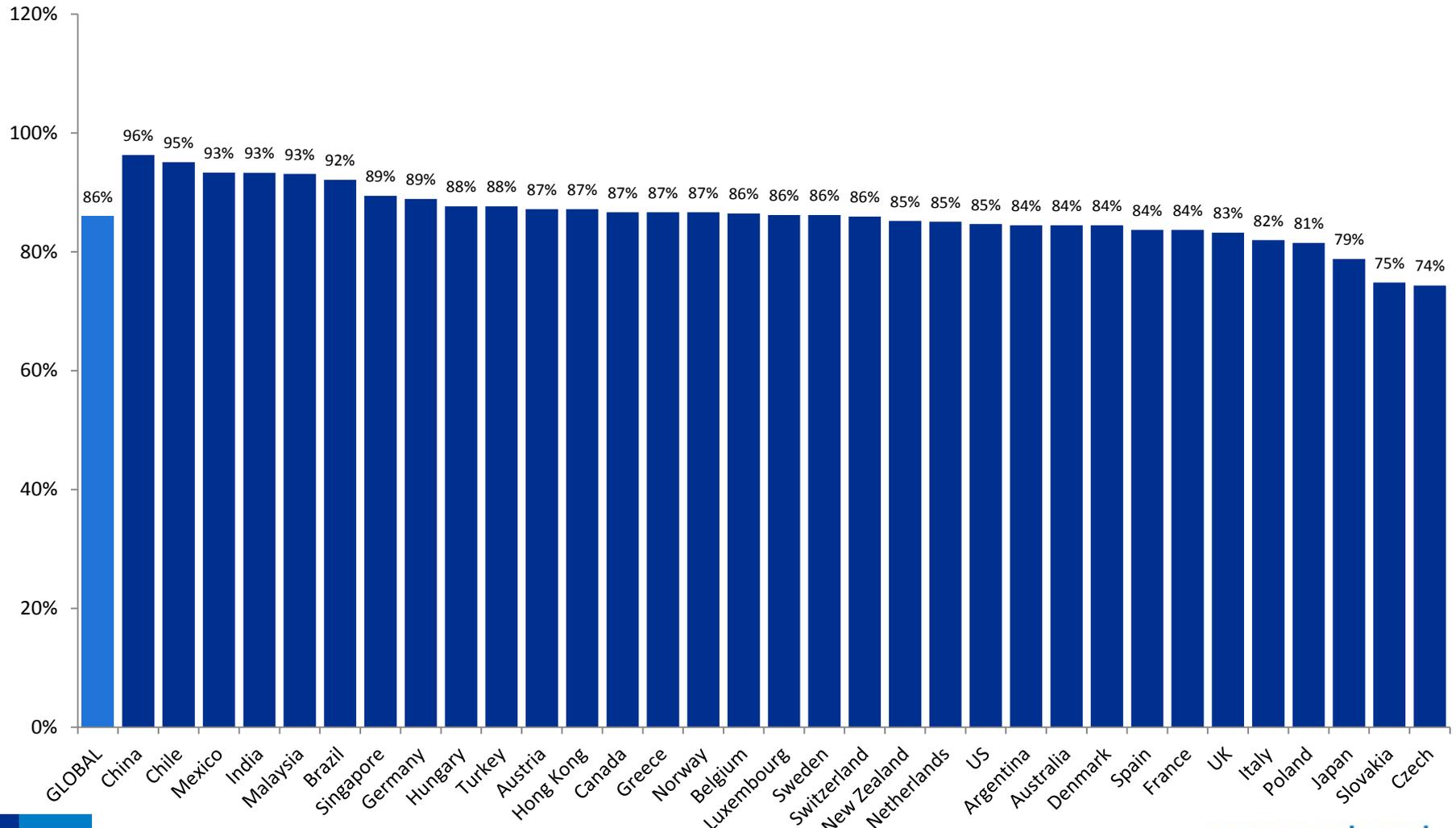
diverse teams always outperform teams with similar members (73% agrees)



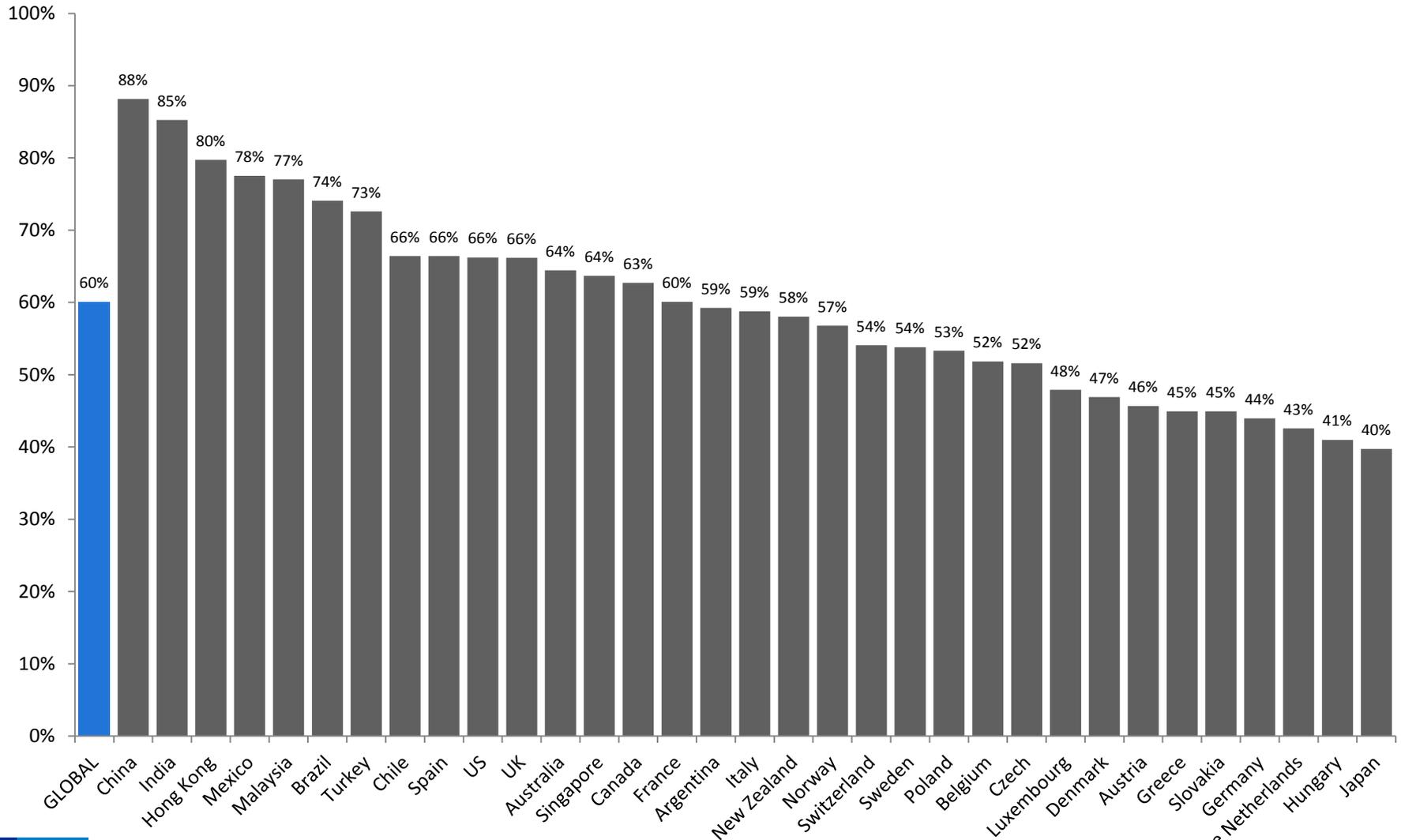
diversity is having team members differ in age, gender and cultural background (77% agrees)



diversity is having team members with varied work experience, competences and skills (86% agrees)

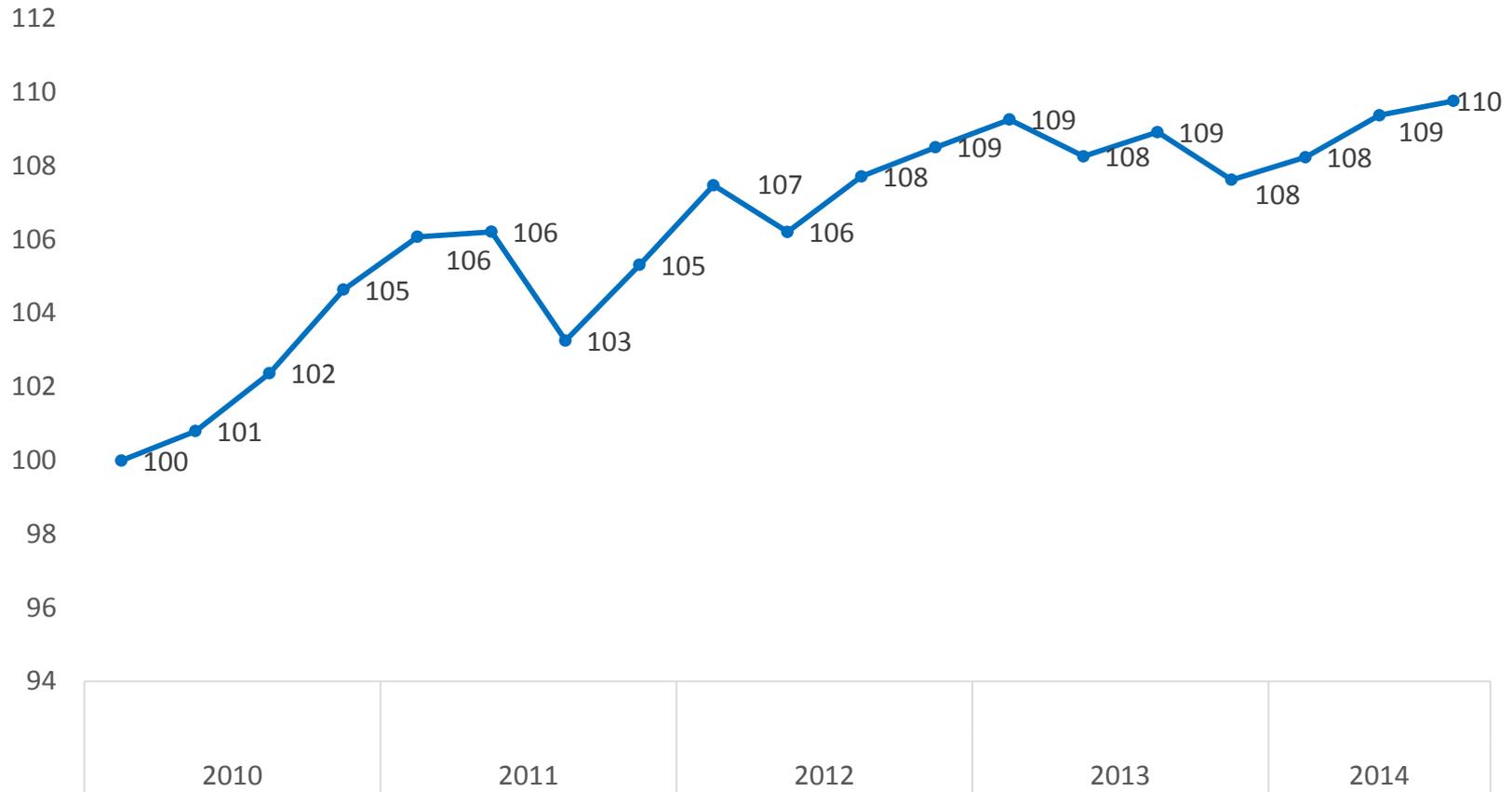


my employer provides tools & training to facilitate working in diverse teams (60% agrees)



MOBILITY INDEX

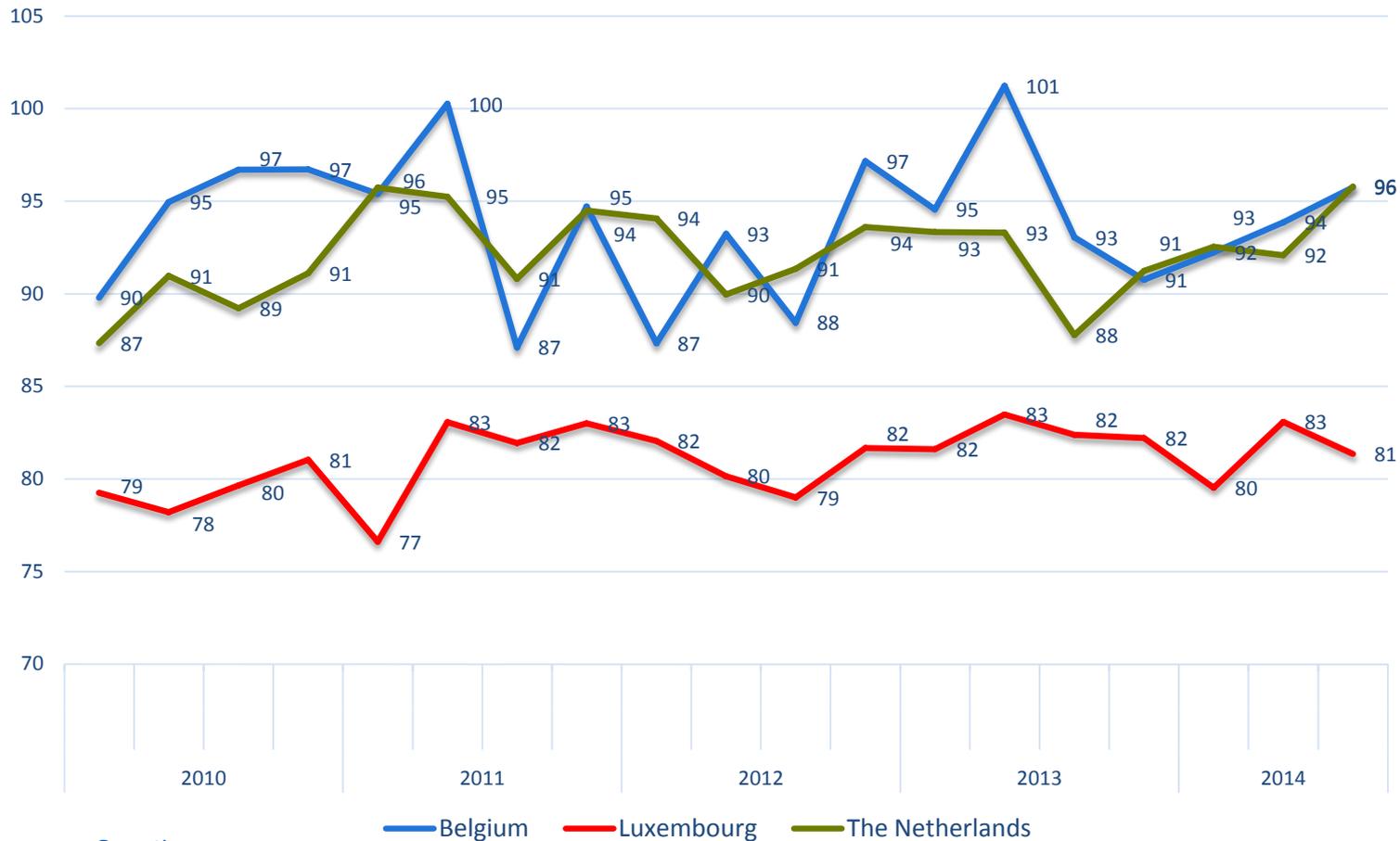
the global Mobility Index increases in the long term



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?

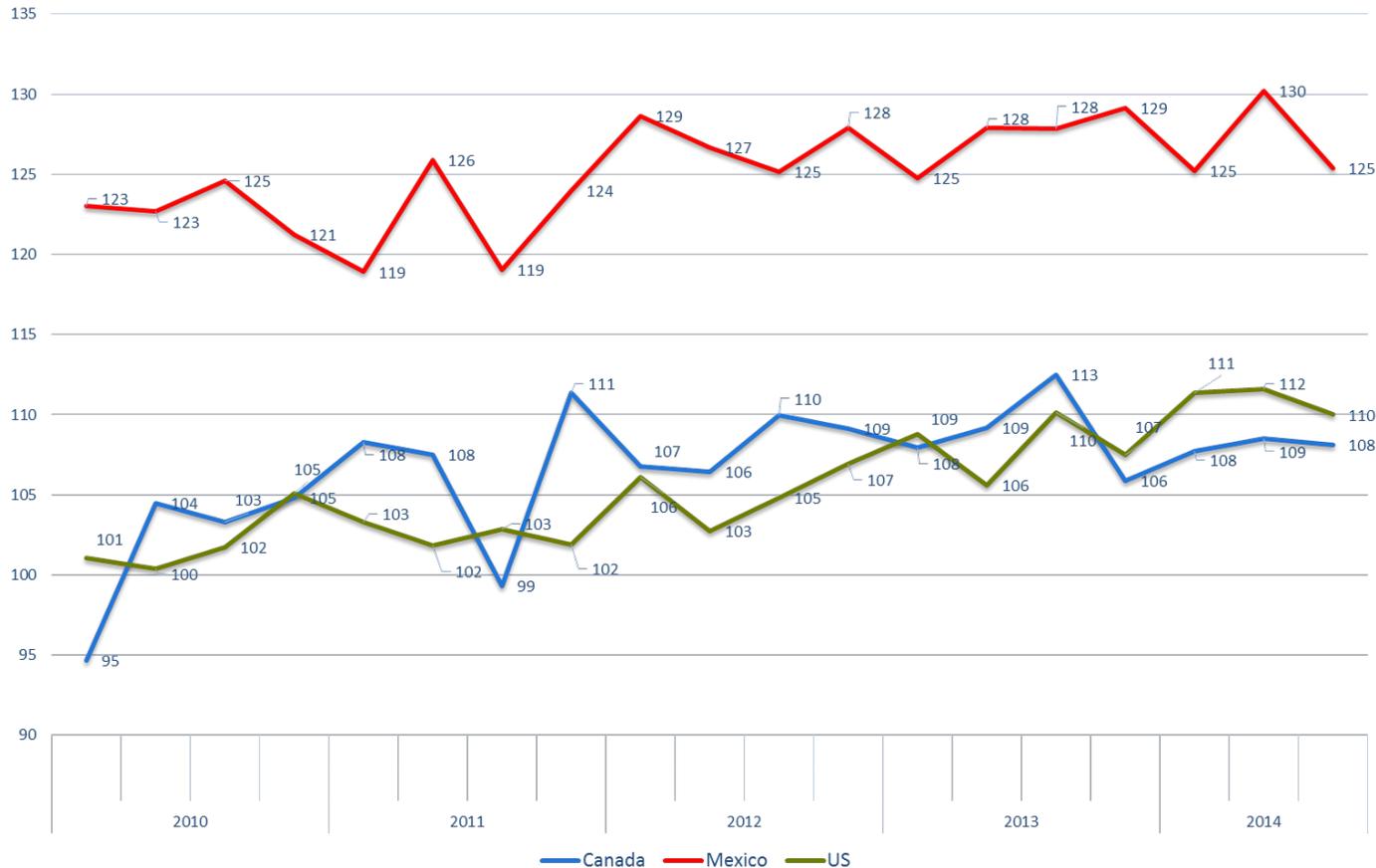
mobility Belgium and The Netherlands increasing; Luxembourg slightly down



Question:

- Do you think you will be doing *the same or comparable work for a different employer* within the next 6 months?
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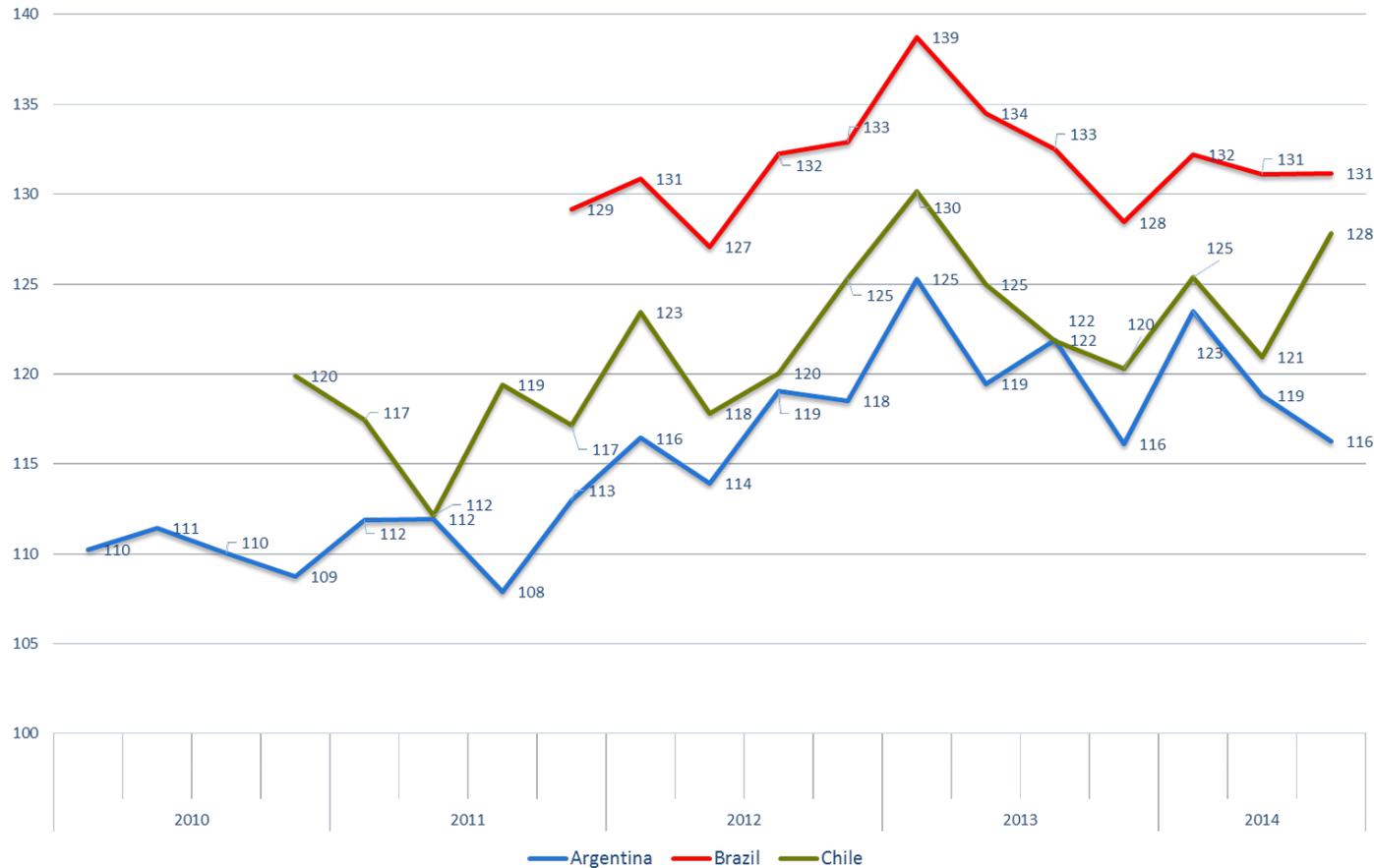
mobility US increasing long-term; in Mexico mobility dropped; Canada flat



Question:

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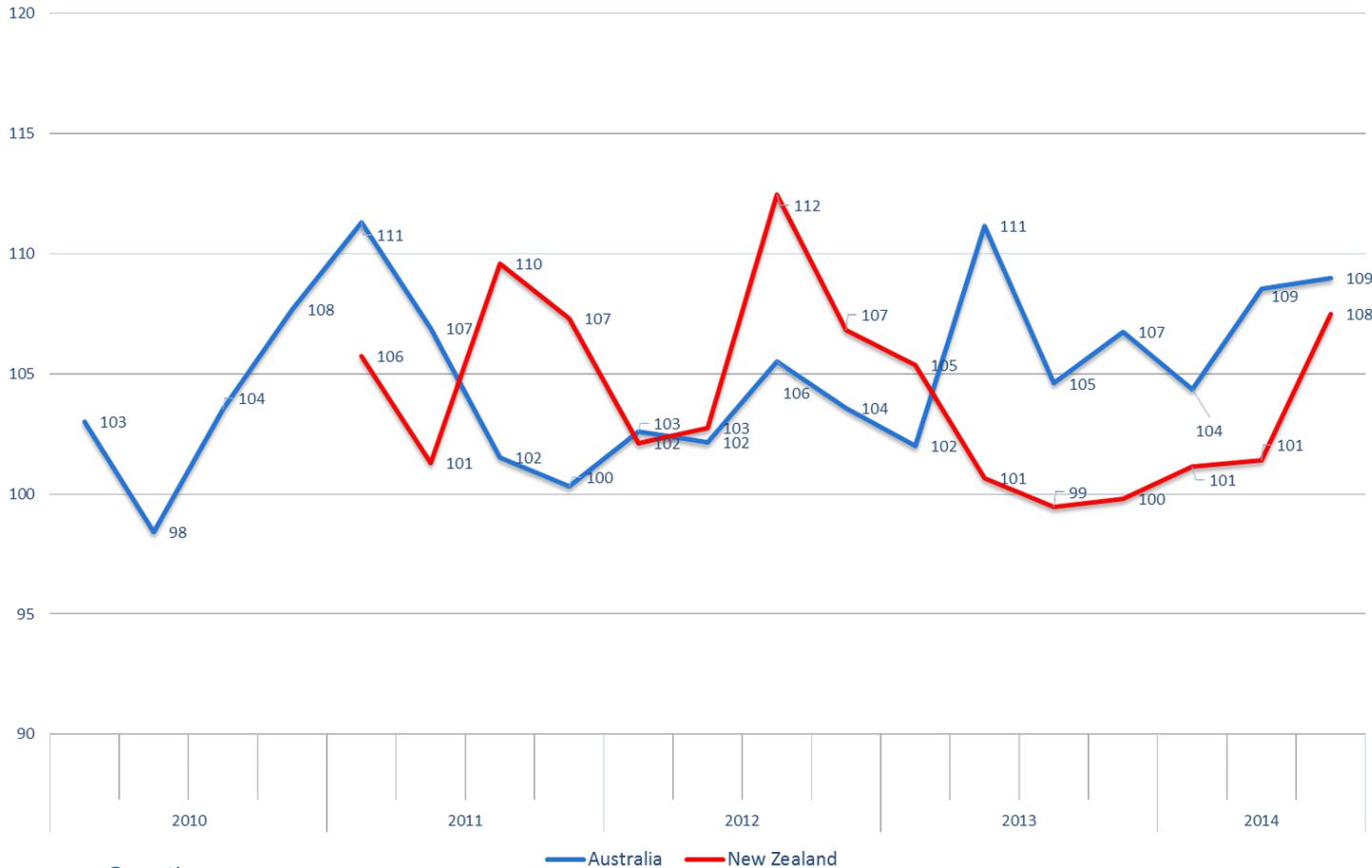
mobility Chile up; Argentina slightly down; Brazil flat



Question:

- Do you think you will be doing *the same or comparable work for a different employer* within the next 6 months?
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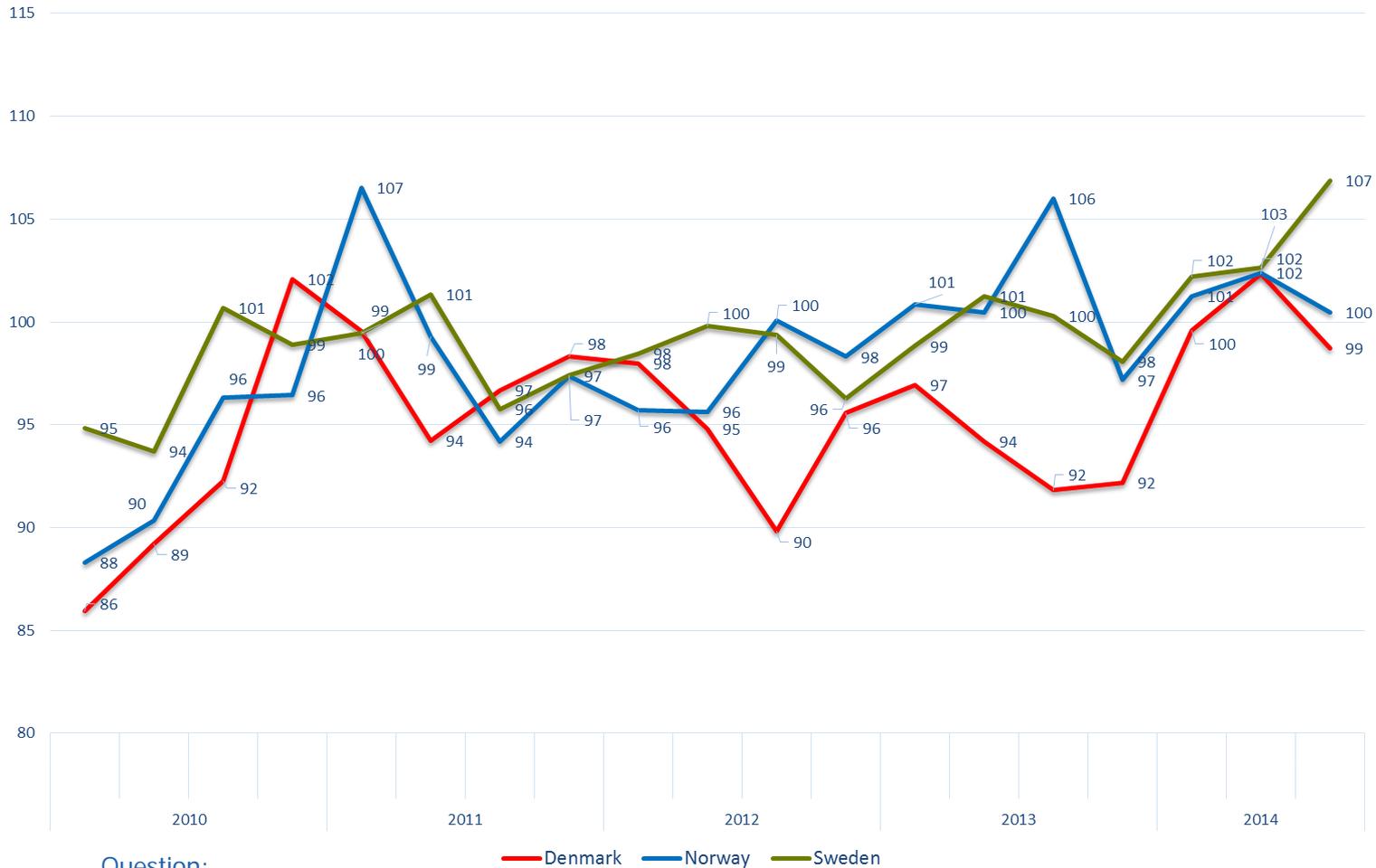
New Zealand shows a substantial rise in mobility; Australia flat



Question:

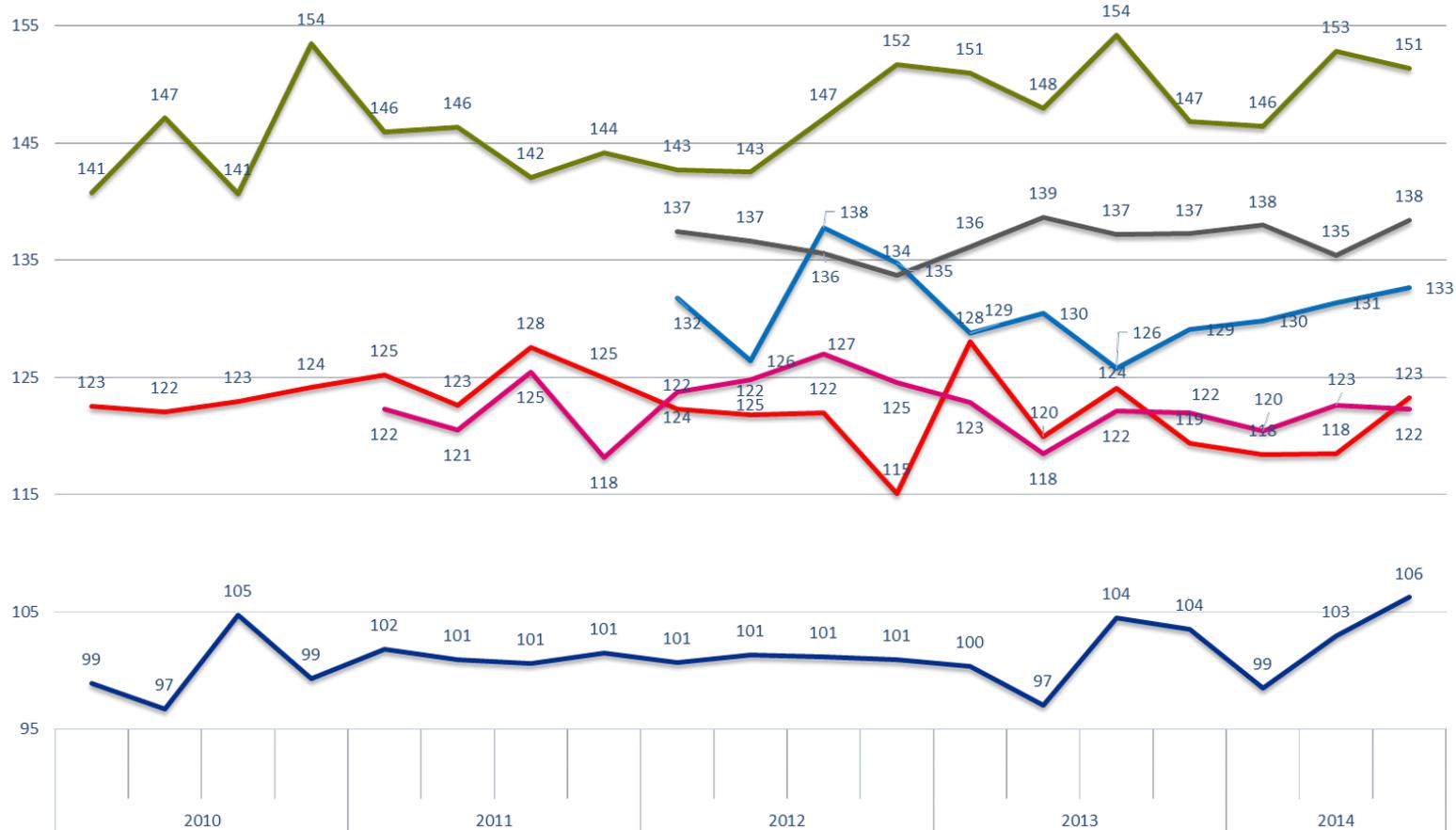
- Do you think you will be doing *the same or comparable work for a different employer* within the next 6 months?
- Do you think you will be doing *different work for a different employer* within the next 6 months?

mobility increased in Sweden; slightly down in Denmark and Norway



- 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 China, Hong Kong, Malaysia and Japan is increasing; India down; Singapore flat

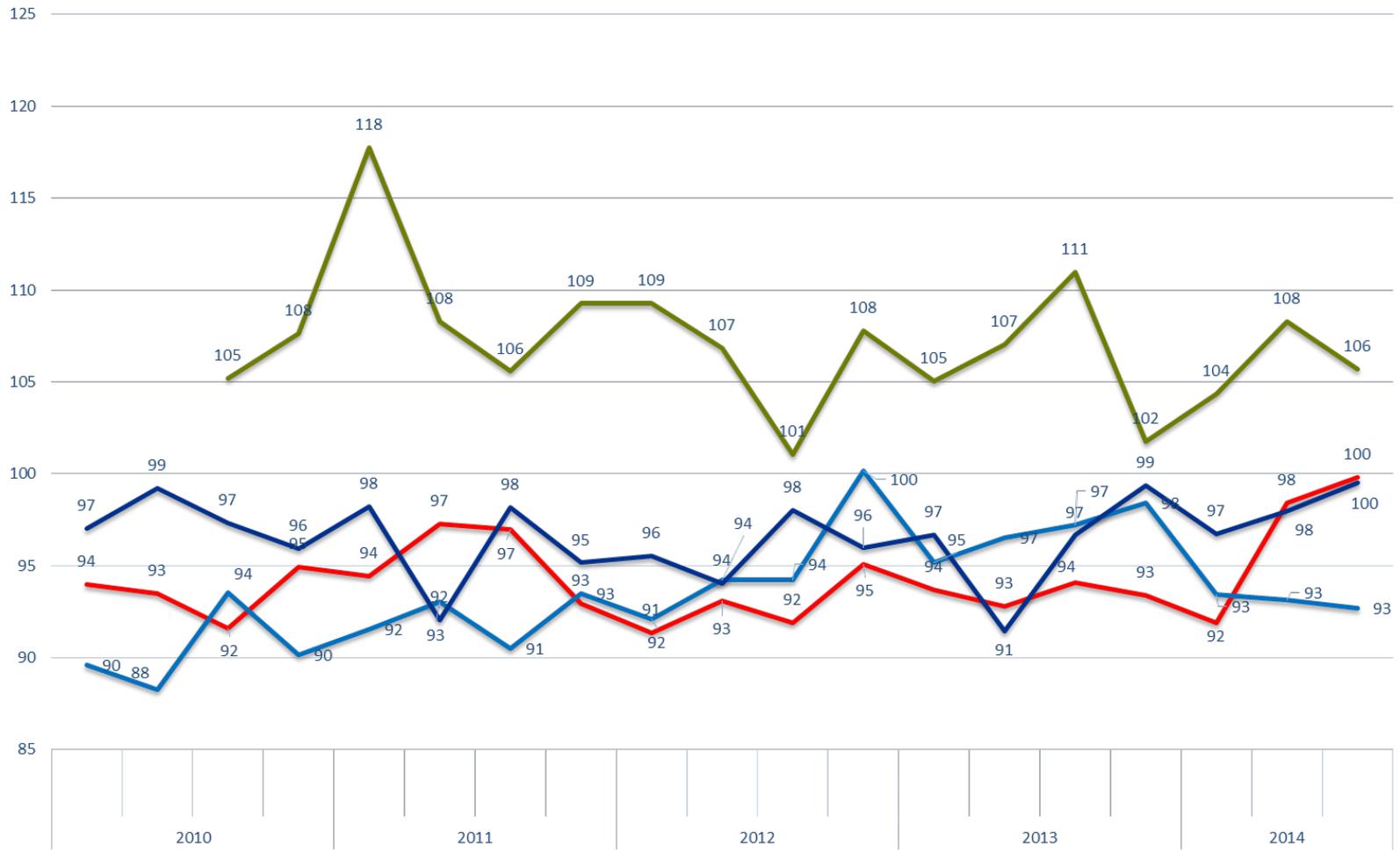


Question:

— China — Hong Kong — India — Japan — Malaysia — Singapore

- 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 Czech Republic and Slovakia is increasing; Poland down; Hungary flat

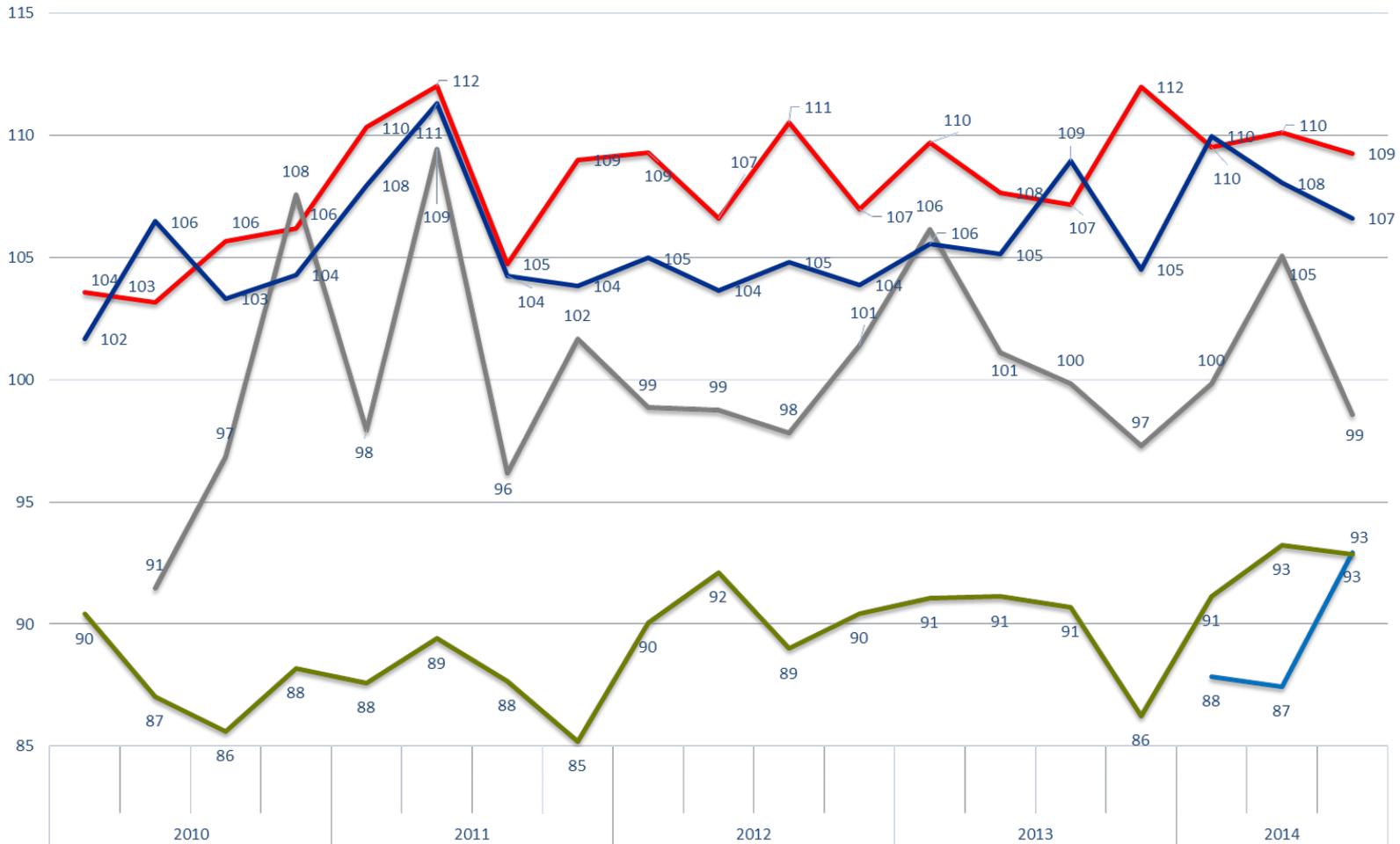


Question:

— Czech — Hungary — Poland — Slovakia

- 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 up in Austria; drop in Switzerland; flat in France, UK and Germany

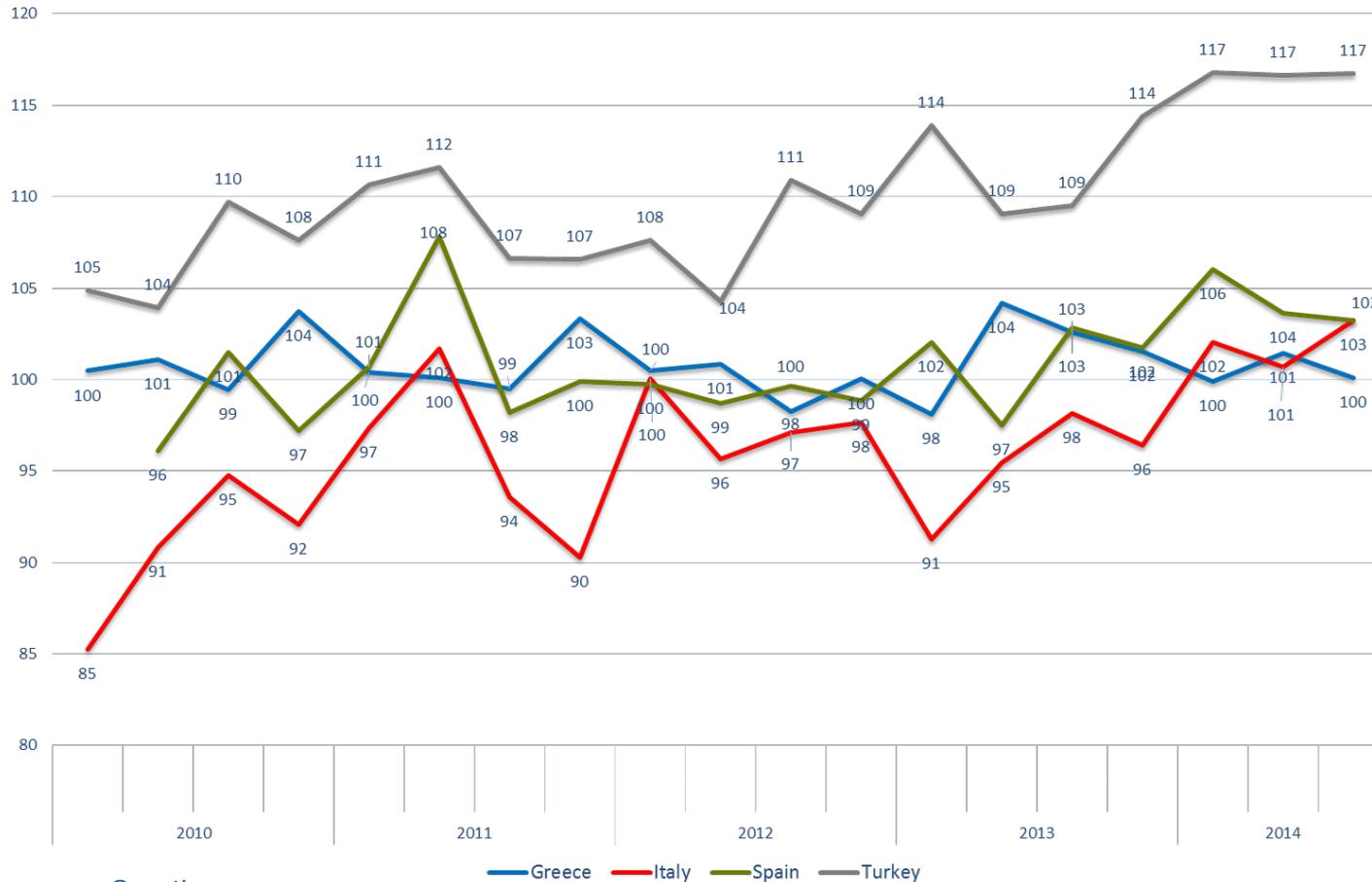


Question:

— Austria — France — Germany — Switzerland — UK

- 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 increasing in Italy, Spain and Turkey long-term; Greece is flat

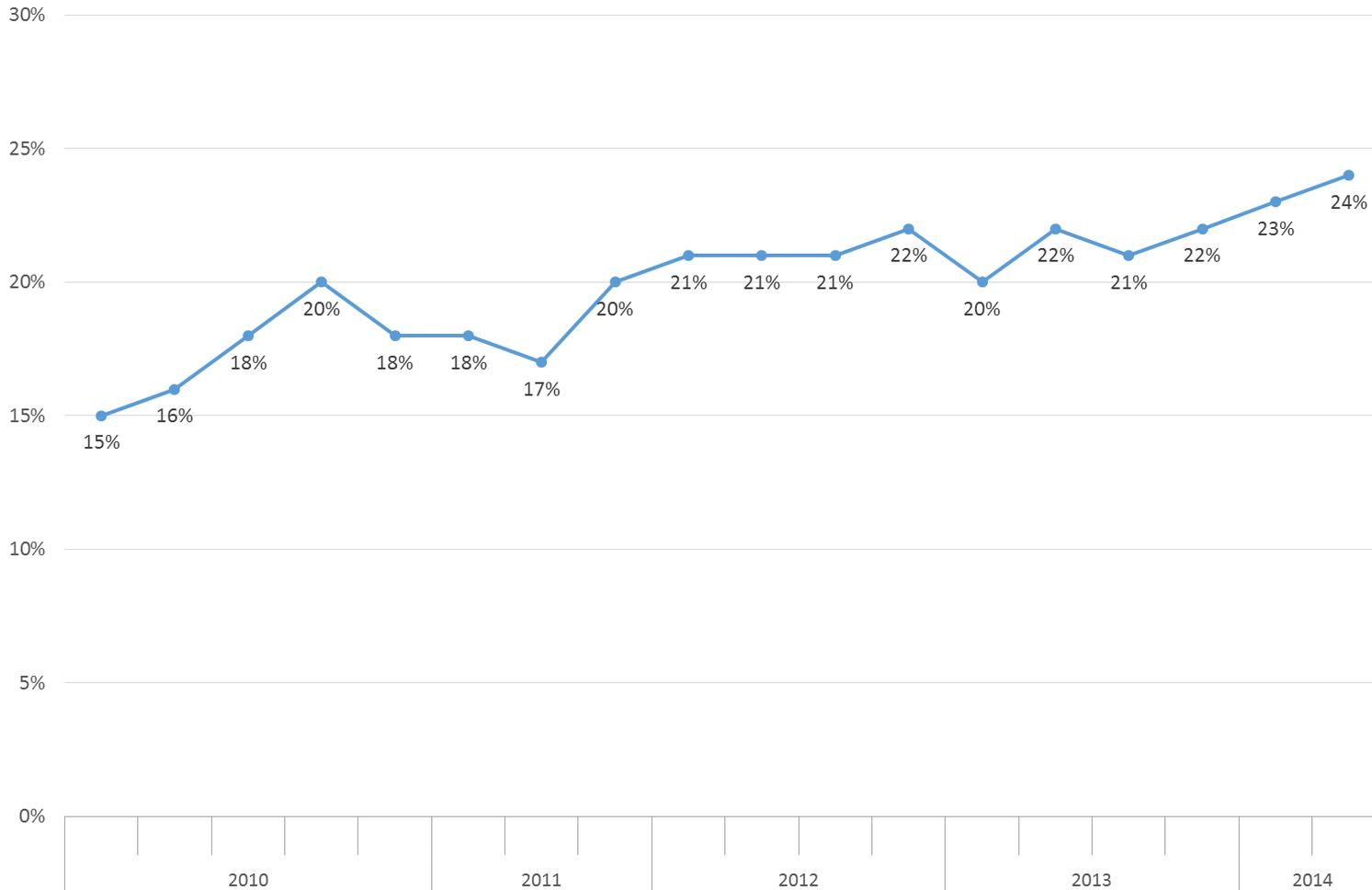


Question:

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ACTUAL JOB CHANGE

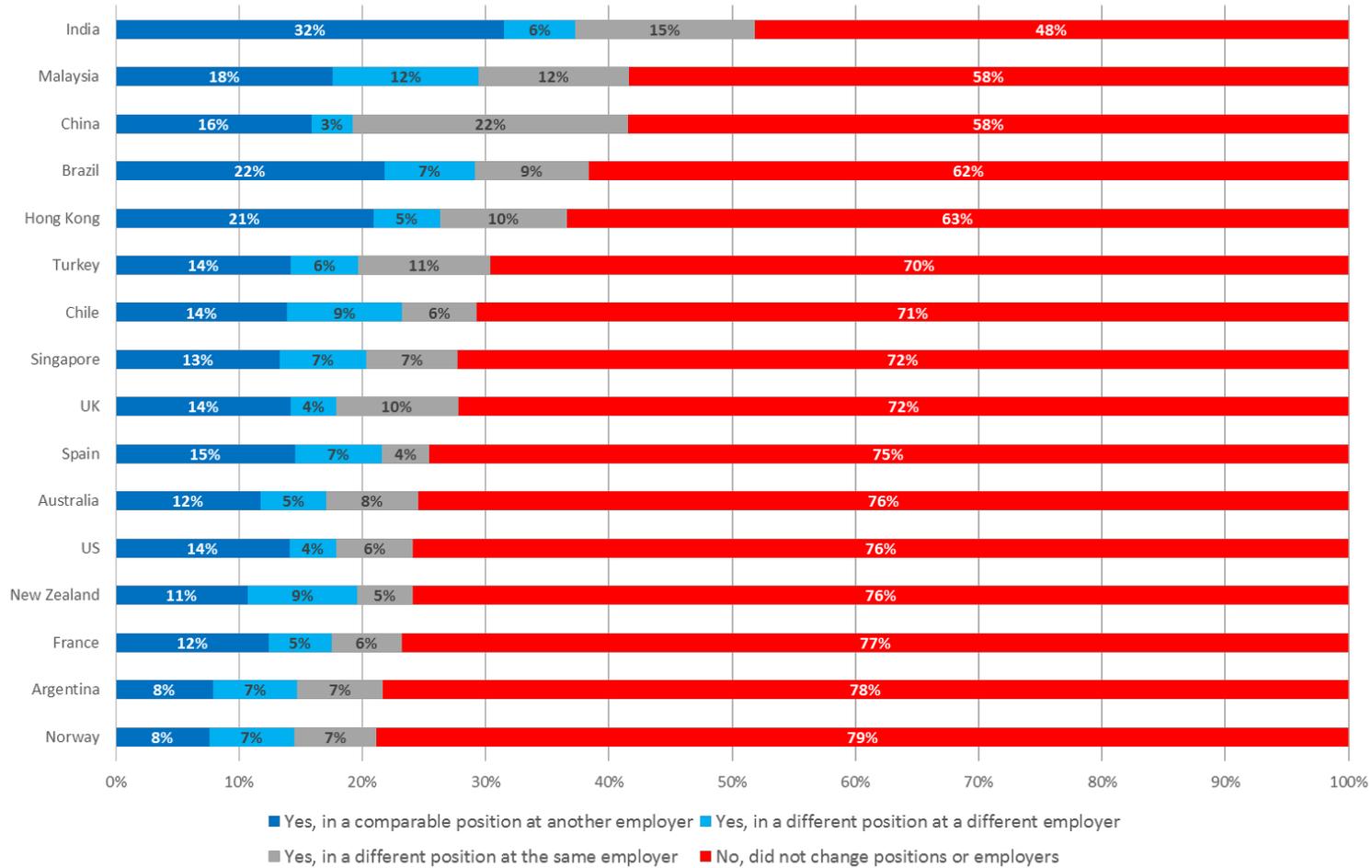
24% of the employees worldwide changed jobs in the last six months



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"*

job change high in India, Malaysia, China



Question:
Have you changed jobs during the past six months?

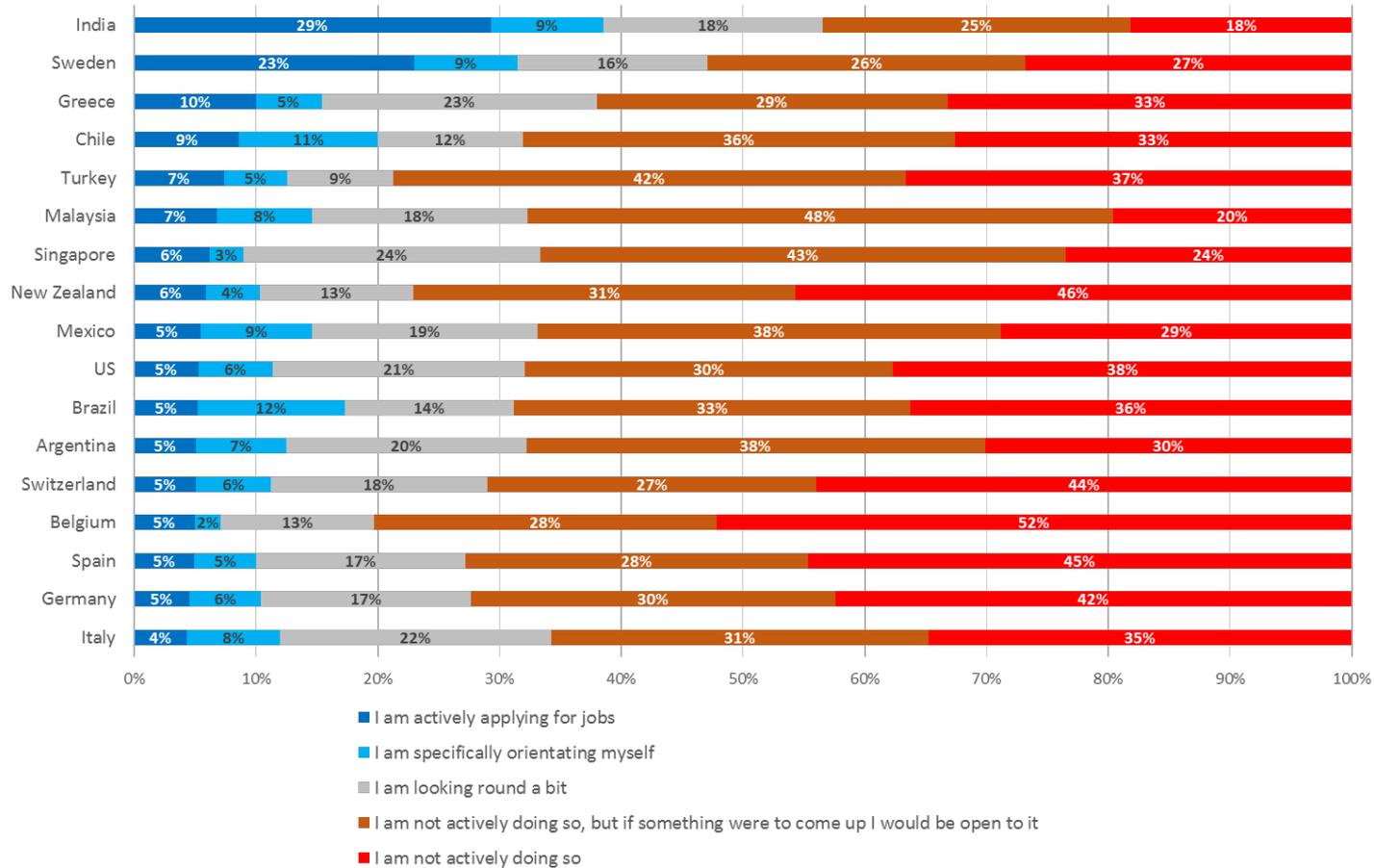
job change low in Luxembourg, Hungary, Belgium



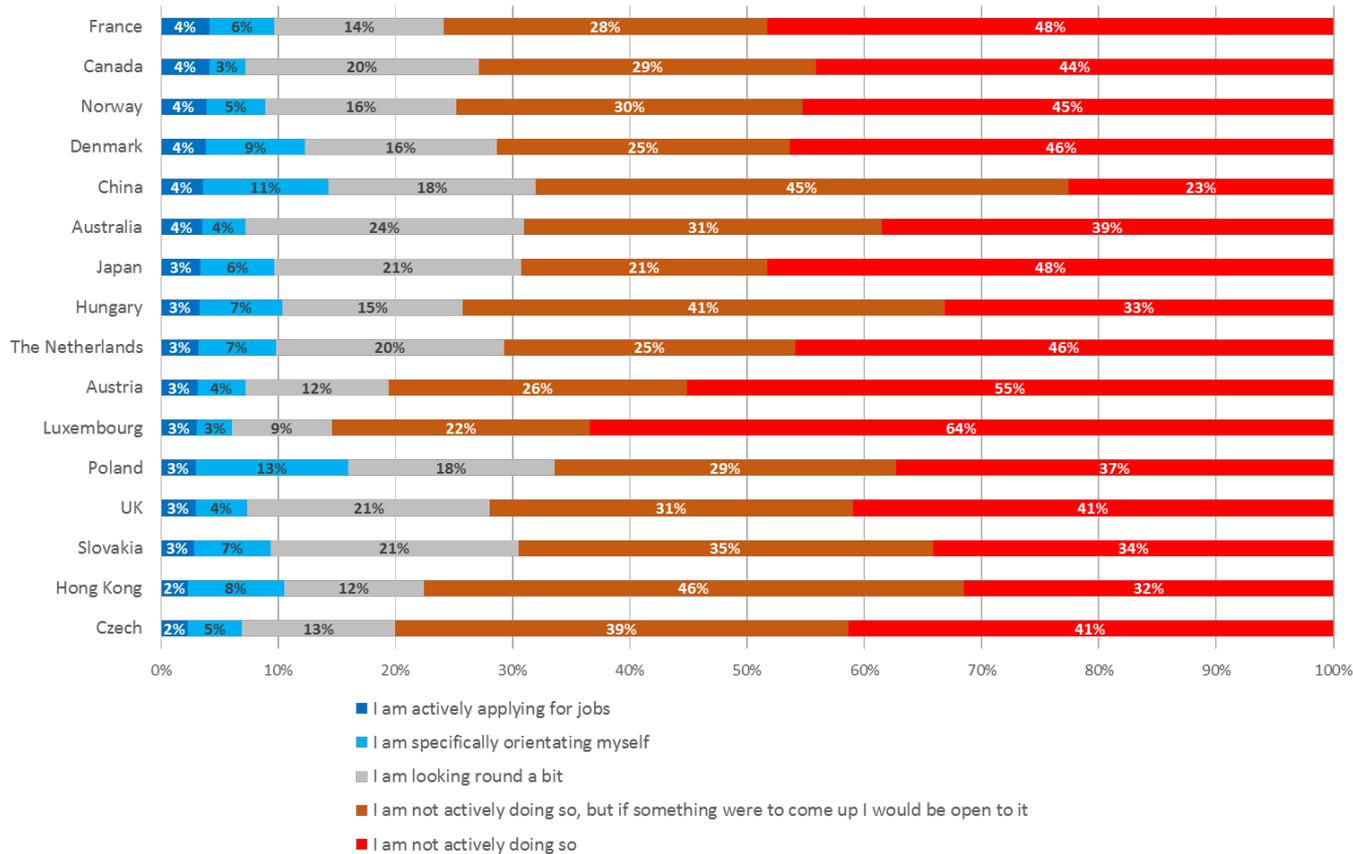
Approximately 50% of all moves to another position, is within the same company.

Question:
Have you changed jobs during the past six months?

India and Sweden highest interest in job change

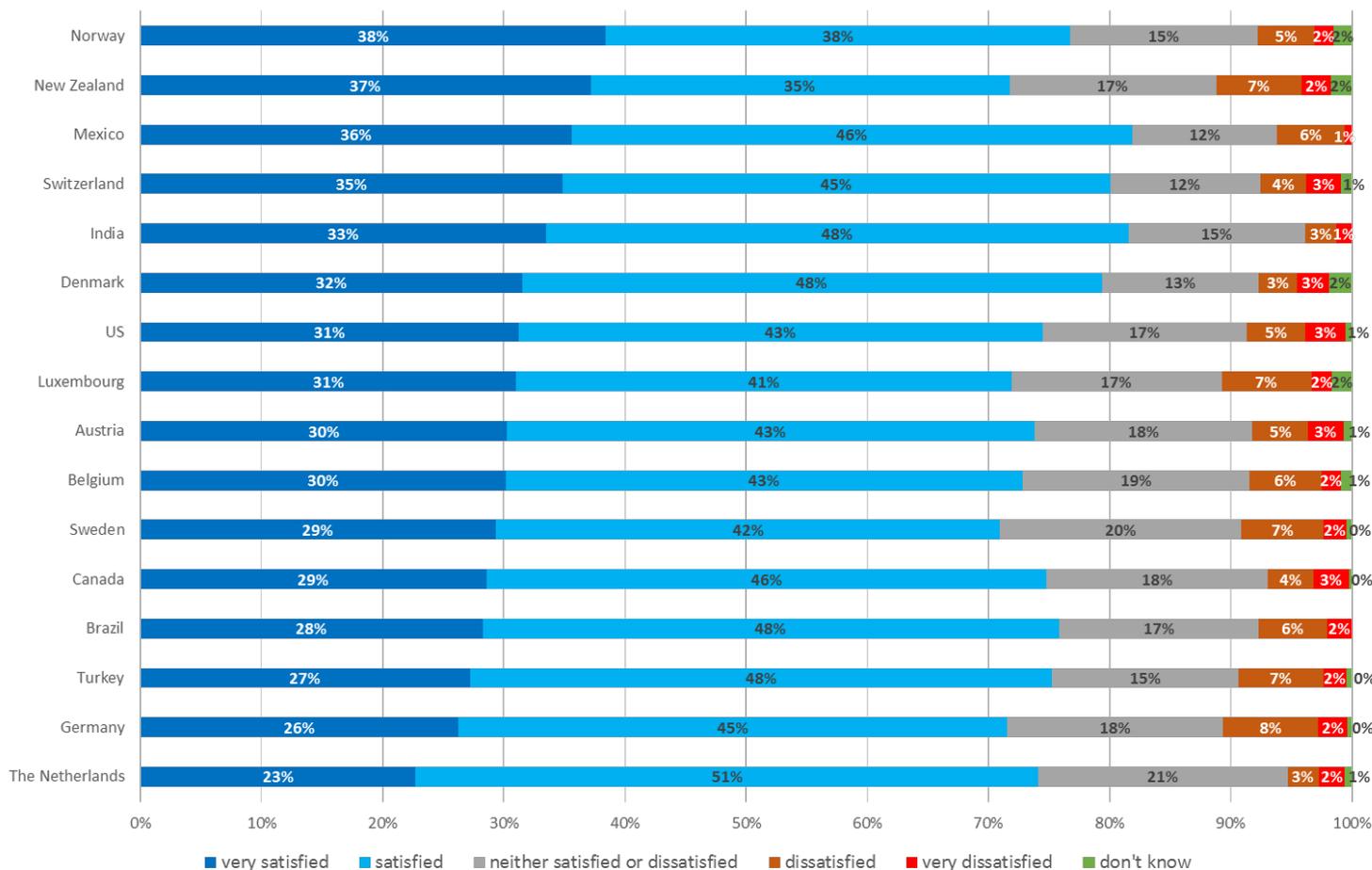


Luxembourg and Austria least active in looking for another job



JOB SATISFACTION

job satisfaction highest in Norway



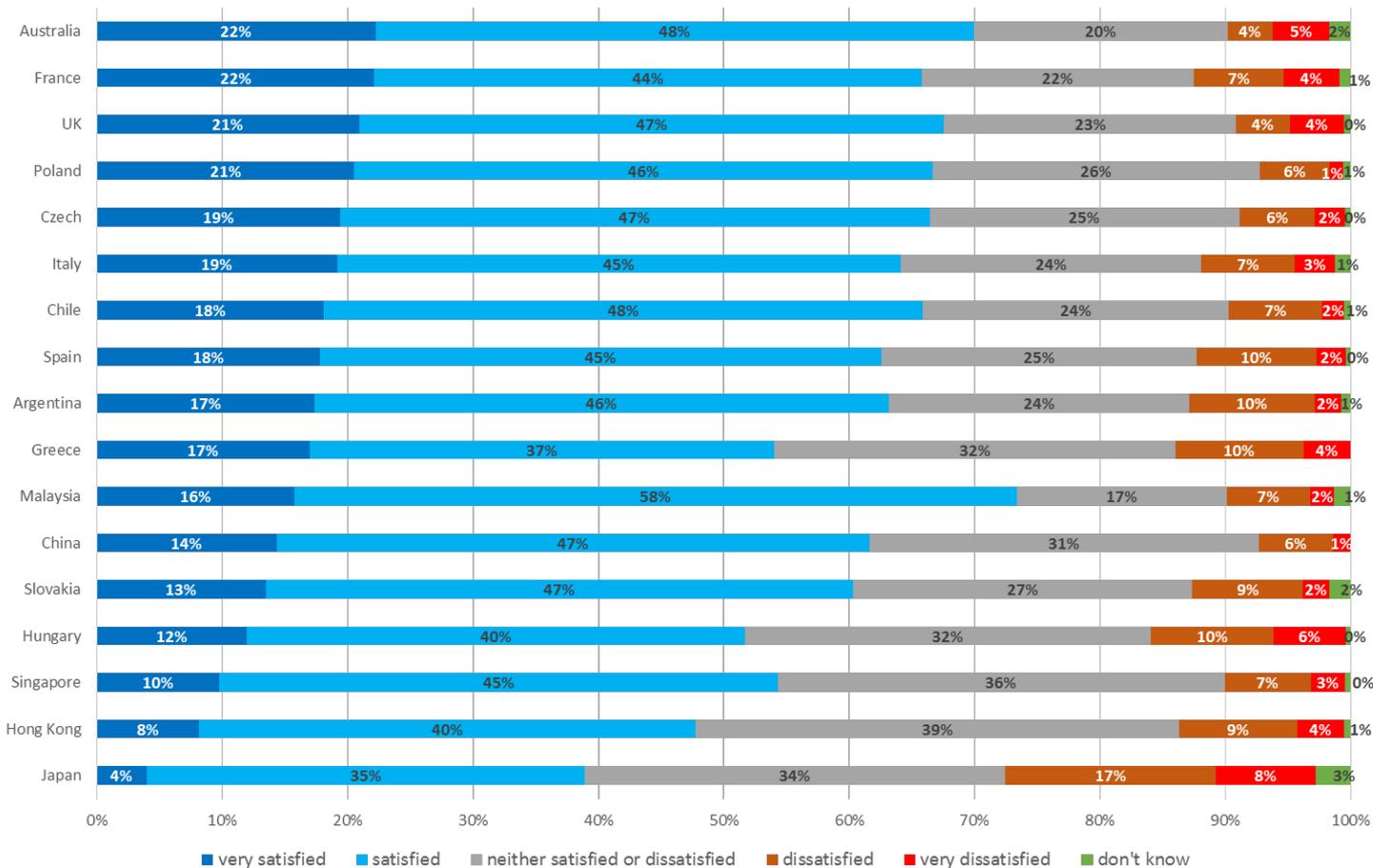
There is a slight increase in job satisfaction in Brazil, China, Denmark and Switzerland compared to the second quarter of 2014.

Employees in Argentina, Greece, Luxembourg and Spain became somewhat less satisfied with their employer compared to last quarter.

Question:

- How satisfied are you in general about working with your current employer?

job satisfaction is lowest in Japan



Question:

- How satisfied are you in general about working with your current employer?

ABOUT RANDSTAD WORKMONITOR

Background to Randstad Workmonitor (1)

- The Randstad Workmonitor was launched in the Netherlands in 2003, then in Germany, and now 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.

Background to Randstad Workmonitor (2)

- 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 3rd wave was conducted July 22 to August 5, 2014 in the following countries:

Argentina	Czech Republic	Italy	Singapore
Australia	Denmark	Japan	Slovakia
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
			USA

contact information

Randstad Holding - Group marketing & communications

+31 (0)20 569 56 23

corporate.communications@randstadholding.com

media enquiries

Machteld Merens

machteld.merens@randstadholding.com

+31 (0)20 569 17 32

research

Judith Franssen

judith.franssen@randstadholding.com

+31 (0)20 569 50 33