



Employee's needs on labour market in times of COVID-19

Report prepared by: **CPL POLAND**

2020

About Cpl

CPL JOBS POLAND

COMPREHENSIVE SUPPLIER OF RECRUITMENT SOLUTIONS FOR BUSINESS

For almost 30 years, we have been providing consistent strategies for **acquiring talents, flexibly tailored** to the structure and organizational culture of the client's company.

Our knowledge comes from **many years of experience** in the recruitment market, in various business areas.

Thanks to the extensive network of offices, we have access to a **broad data base of candidates**, offering the best specialists on the market.

We are characterized by **fast work dynamics**, often in unpredictable and difficult business realities.

We always work on the basis of the **highest ethical** and **business standards**, providing our clients with **innovative solutions supporting** the development of their business.

We offer support at **every stage of the recruitment process** and at **various stages of customer company development**.

47
OFFICES

9
COUNTRIES

30
YEARS IN
BUSINESS

4
BRANCHES
IN POLAND

About Cpl

CPL Jobs Poland is a personal consulting and recruitment company, belonging to the part of the international CPL Resources Plc group based in Ireland, a leading provider of recruitment, HR and outsourcing solutions for HR services throughout Europe. Cpl Jobs Poland had been present on the Polish market since 2006, currently providing solutions to clients from 4 locations: Warsaw, Cracow, Wroclaw and Poznan.

We offer specialized services in the field of:

- Permanent recruitment
- Recruitment Process Outsourcing
- Employer Branding
- Temporary recruitment
- Executive search
- AC/DC
- IT Contracting
- On-site service
- Lumina Learning (psychometric tools for recruitment and employee development)
- Outplacement

WORK THE FUTURE

We advise on career development and help candidates choose the optimal type of employment, while providing constant access to information on the most interesting projects on the market.

We recruit in a wide range of industries and functions:

- Information Technology
- Shared Service/Business Process Outsourcing
- Engineering & Logistics
- Sales & Marketing
- Corporate finance

We profess 5 fundamental values, which define the identity of our organization and set expectations for CPL Jobs employees.



Customer Focus
Accountability
Respect
Effective Communication
Empowerment

Introduction

This report is written in times full of changes and challenges for the Polish economy and our aim is to strictly refer to this reality in our study. We have been observing for several months gradual transformation of trends, especially in the context of the labour market and relationships between employers and employees. The aim of the publication is to outline and analyse changes in the professional situation of employees, as well as to show the challenges that employers will have to face.

We hope that you will find the following report inspiring in terms of searching for new, creative ways to address current challenges of working environments and it will help you to find answers to potential questions or challenges you're facing now.

Please feel invited to this informative reading and contact us directly for in-depth data. If you find this report interesting, please feel free to reach out to us. We will happily address any questions and discuss the content we have prepared.

Anna Kulawiak
Operations Manager Poland

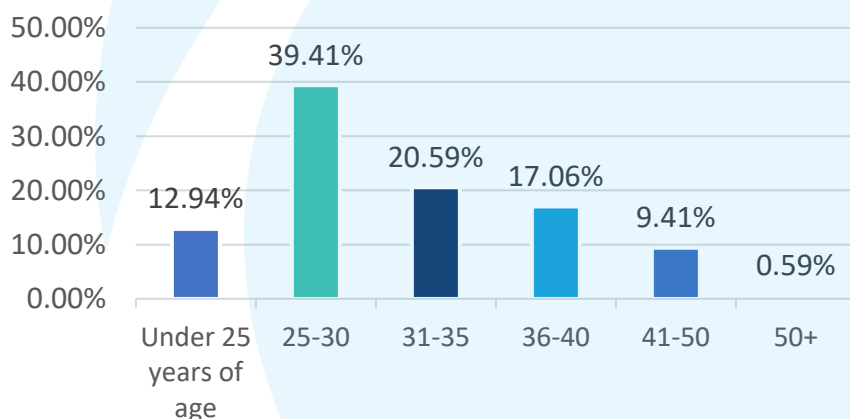
Katarzyna Piotrowska
Senior Commercial Manager

Collected Data

All data presented in this report is based on the information collected during surveys conducted as part of the recruitment processes delivered by CPL Jobs. Target group of the research were specialists, diversified in terms of experience, seniority, and demographics. They are located in all 16 voivodeships in Poland.

Only respondents who answered all the questions were analysed. The survey questionnaire included single-choice and multiple-choice questions. In all questions, the answer was required to successfully complete the survey. This approach eliminated the problem of missing data in the questionnaires.

Respondents' age



TOP 10 Respondents' sectors

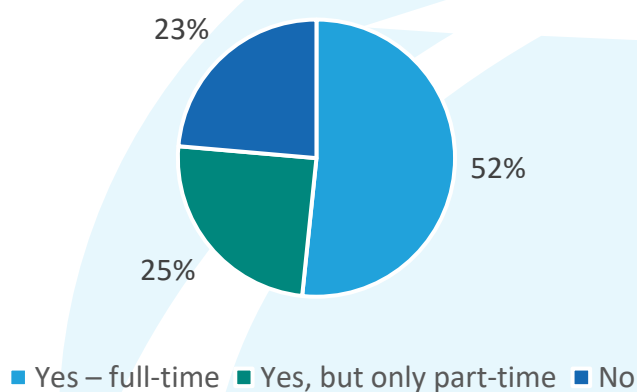
IT - Software development
IT - Administration
Finance / Economic
Human Resources
Engineering
Customer service
Office administration
Internet / e-Commerce / New media
Consulting
Banking

TOP 4 Respondents' localisations

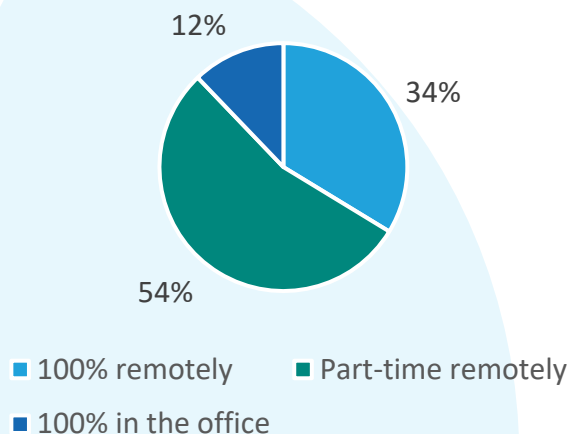
Mazowieckie (Masovian Voivodeship)
Dolnośląskie (Lower Silesia)
Wielkopolskie (Greater Poland)
Małopolskie (Lesser Poland)

Results: remote working

Are you currently working remotely?

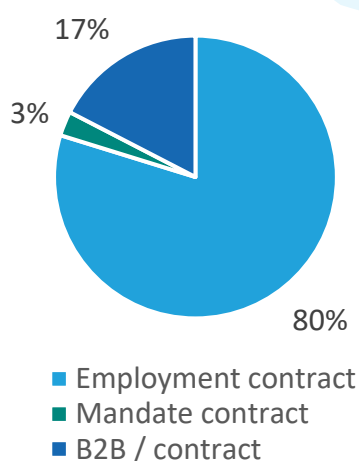


What kind of working arrangement do you prefer?



52% respondents stated that they work full-time remotely, but at the same time 54% of respondents would prefer to have more flexible working arrangements and work partially remotely. This may indicate that employees still value direct contacts with colleagues at work environment or consider changing working environment as attractive.

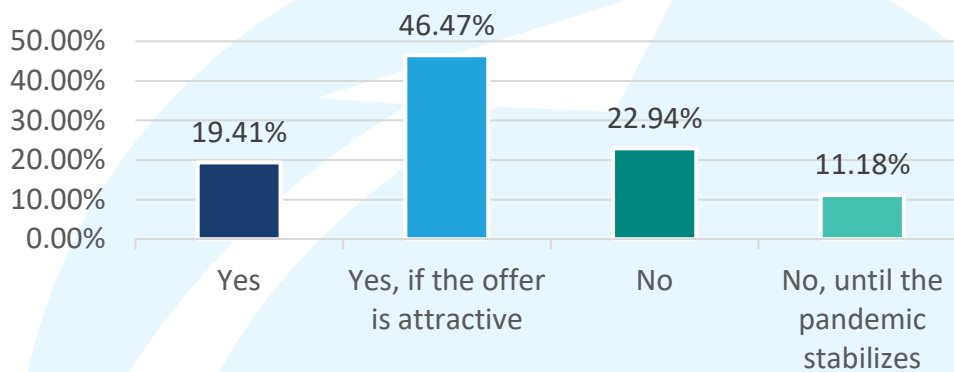
What kind of co-operation (legal contract) do you prefer?



80% of respondents prefer an employment contract as a form of employment relationship. This may be caused by current unstable situation and expectation of employees to safeguard their working arrangements.

Results: remote working

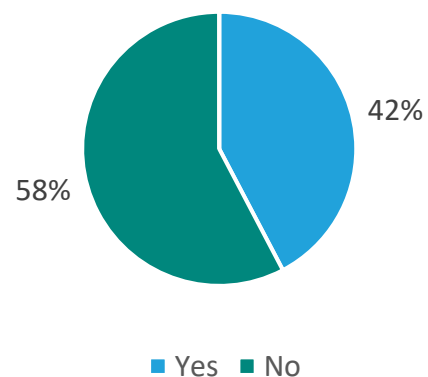
Are you currently considering a job change ?



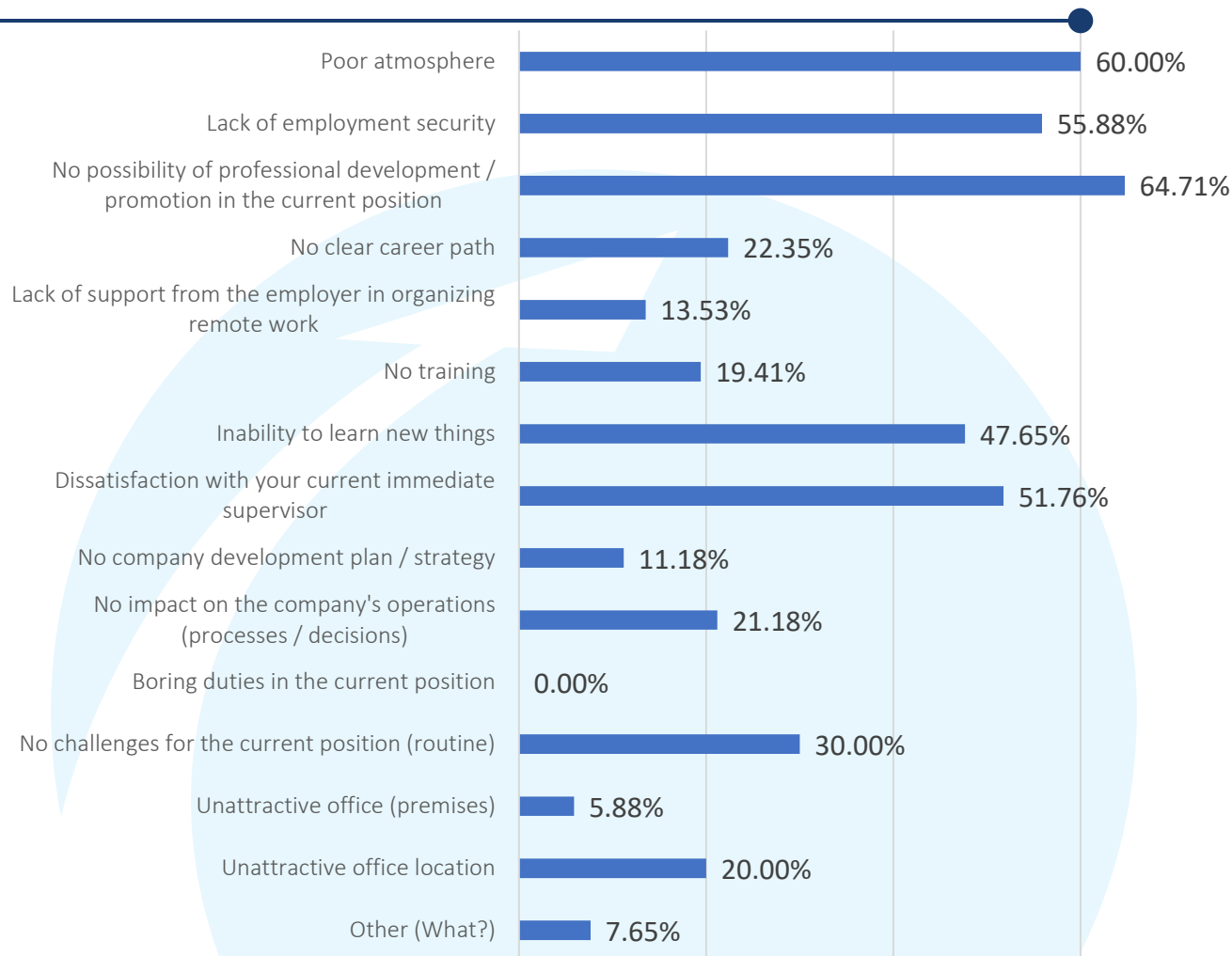
Over 64% of respondents are considering job change currently, despite the pandemic. However 46% of these respondents will positively respond only to an attractive job offer. That is why, it is so important to present the details of the offer at the beginning of contact with the candidate.

58% of respondents stated that COVID-19 won't impact their decision to change jobs. While 42% would take this factor under consideration, so it's important to focus on this aspect while pre-screening candidates.

Does the COVID-19 have impact on your decision to change jobs?



What in your current company may affect your decision to change employer?



For the respondents the possibility of promotion and a clear career path are very important (64%). Professional / personal development opportunities are another important element thanks to which the organization can retain its valuable employees. These results can definitely be a source of satisfaction and show that we are dealing with an ambitious staff that still wants to develop.

For years, employees have invariably left the manager, not the company. 51% of the respondents indicated the lack of cooperation with the current superior as the reason for leaving. That is why, especially nowadays, the superior's support and smooth communication are so important, so it is worth considering how the organization can meet these expectations in order to keep employees motivated in its structures and how to maintain relationships in teams in the current time of remote work.

TOP 5 Answers

No possibility of professional development/promotion in the current position

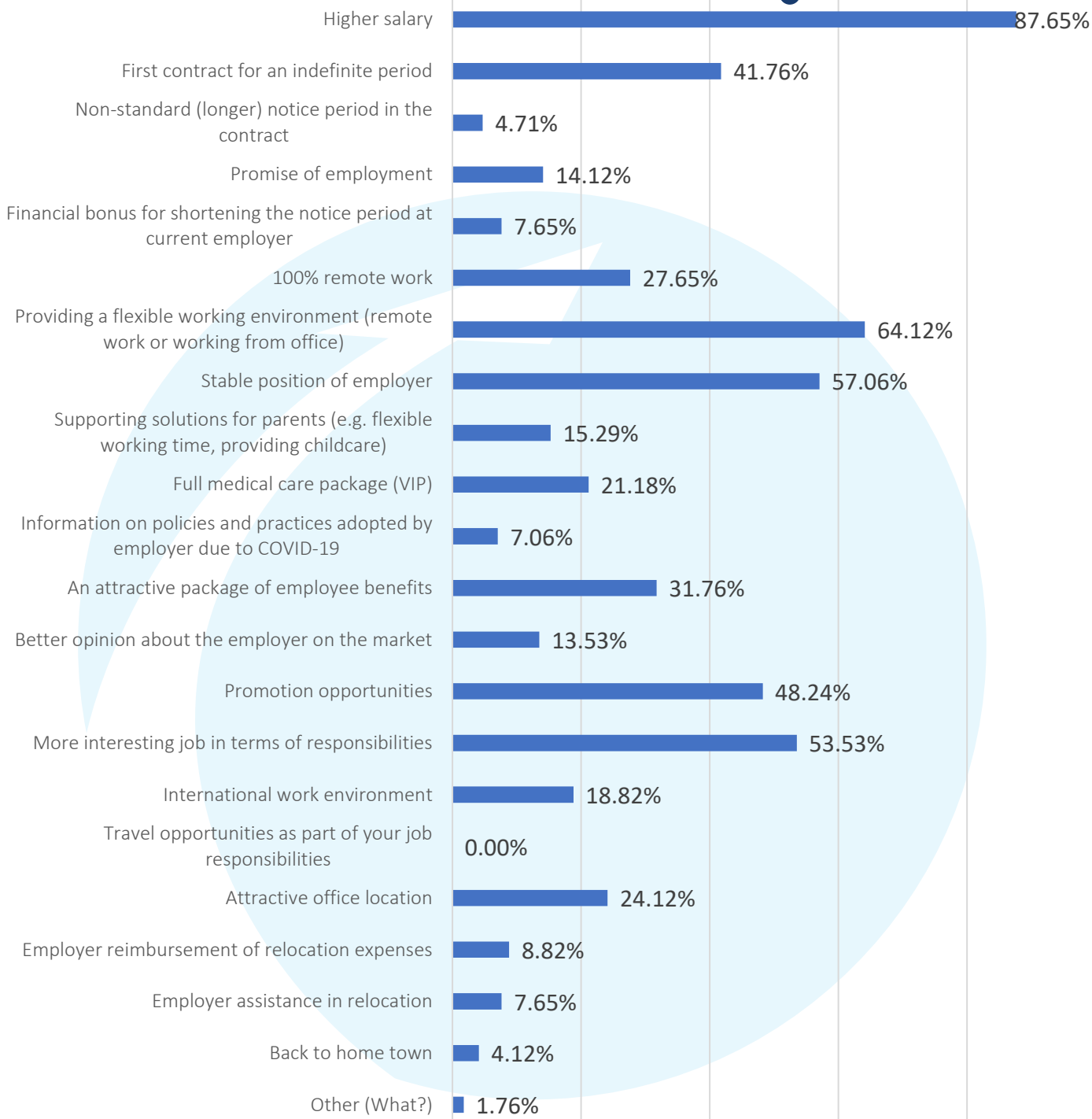
Poor atmosphere

Lack of employment security

Dissatisfaction with current immediate supervisor

Inability to learn new things

What in the offer of the future employer would make you accept this offer?



More than 87% of respondents would accept a job offer because of the higher salary. But money is not everything. For candidates in the current market, the opportunity to work in a flexible environment is very important these days - 64% of the respondents indicated it as the core factor in accepting a job offer. The respondents indicated the stable position on the market of the new employer as one of the key indicators of taking up a new professional challenge. This is definitely a new trend that has become quite visible in the era of COVID-19, which should make leadership teams aware that their company's behaviours in current situation are carefully reviewed by candidates, what makes clear communication and employer branding strategies even more important than ever. Noteworthy is also the high interest in the contract for an indefinite period (41,76%), which gives bigger stability in the new organization at the present time.

SUMMARY

Covid-19 has an influence on decision making process of 42% of candidates, while 58% of candidates would consider a new challenge. This shows that the situation on the labour market is stabilizing and the candidates are starting to get used to the new reality.

Despite the COVID-19 pandemic, many candidates are still open to change. However, the offer must be presented in an interesting way to even kick off the conversation. It must be presented at the first stage of the recruitment process to encourage the candidate to participate in it. An interesting and developing position will attract specialists regardless of the current situation.

Higher pay is invariably important when changing jobs. However, candidates pay more and more attention to a flexible work environment and a stable position of the company on the market.

Most employees now work 100% remotely. However, as the survey showed, as many as 54% respondents prefer flexible combination of remote and office work. It shows the need for interaction with colleagues and superiors.

The time of the pandemic has also shown how important it is to have a sense of stability and belonging to the company. As many as 80% of respondents want to work under a contract of employment.

Still a frequent reason for an employee leaving is their immediate supervisor. Especially in the current situation of remote work, it is important to ensure efficient communication adapted to each employee. Investing in soft skills of managerial staff seems to be a very important element of training these days.



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