

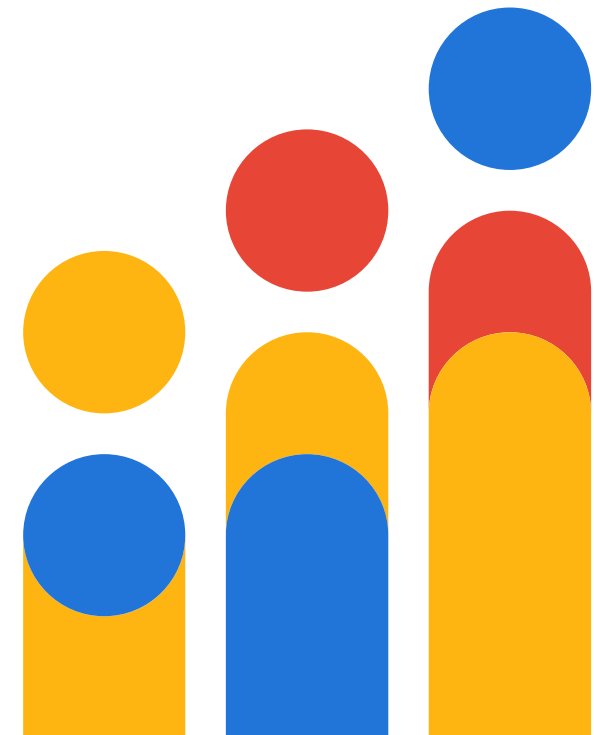
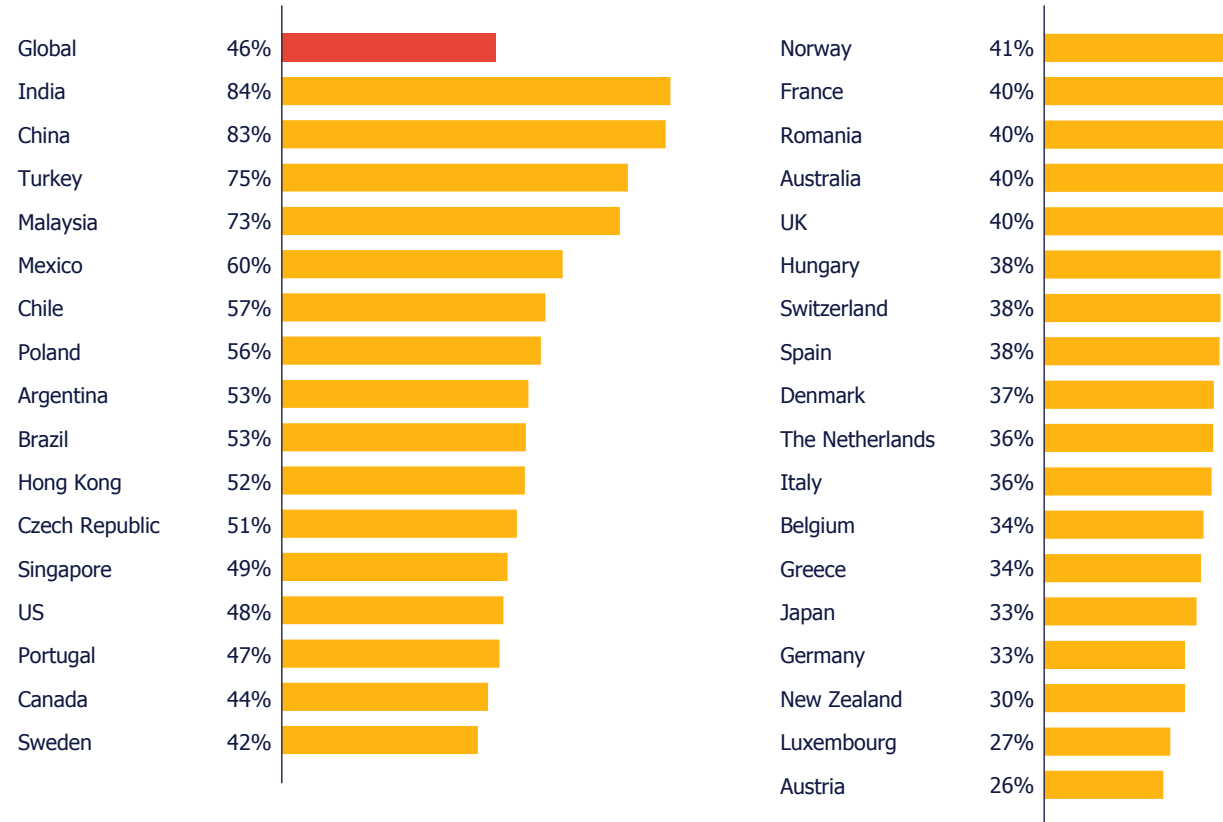
# global report randstad workmonitor Q1 2019.

real-time feedback vs.  
performance review



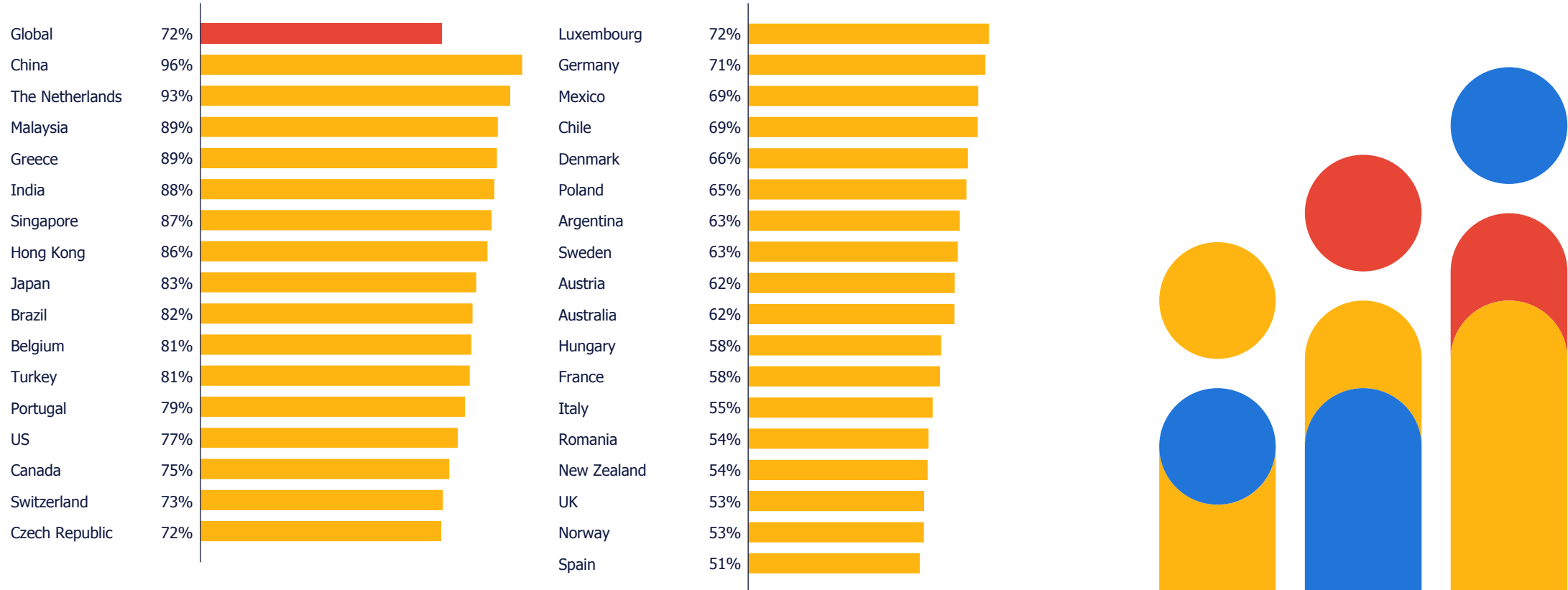


# 46% state that within their company, they make use of real-time feedback\*.

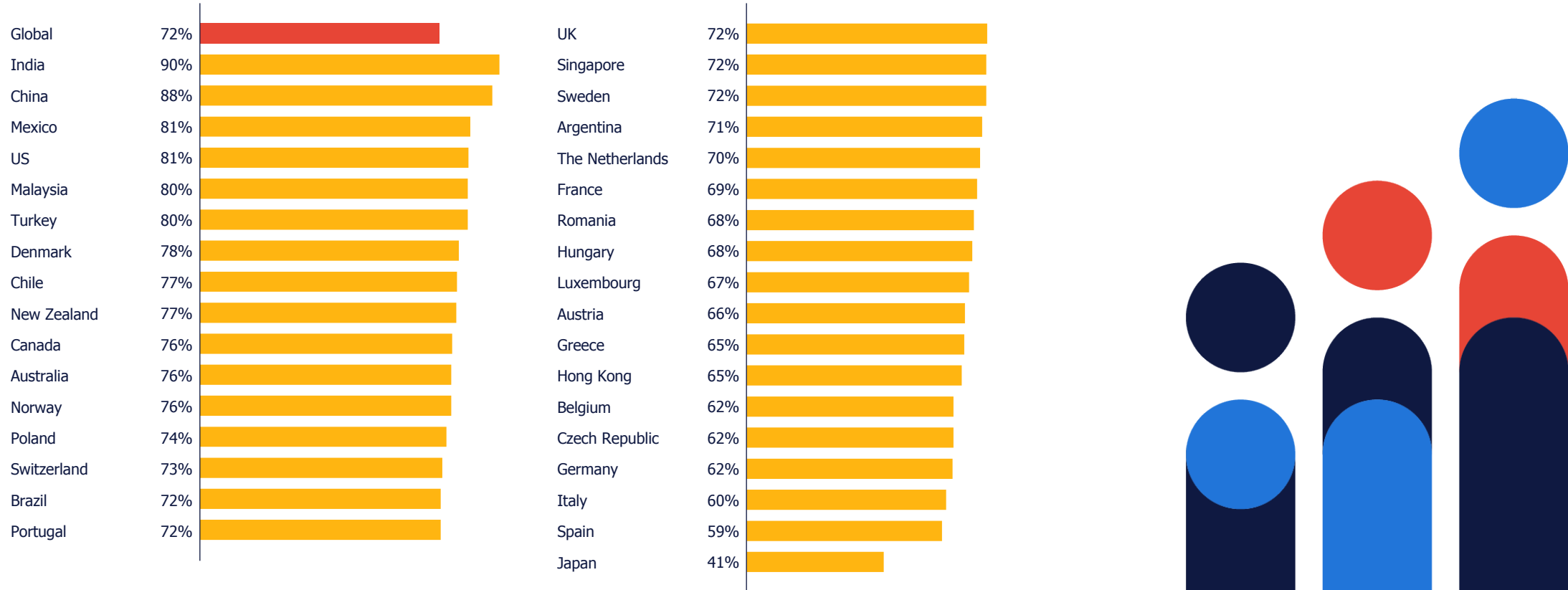


\* This is where you use a system, like a mobile app, an email notification, etc. to try to get more feedback right after an event, presentation, or meeting.

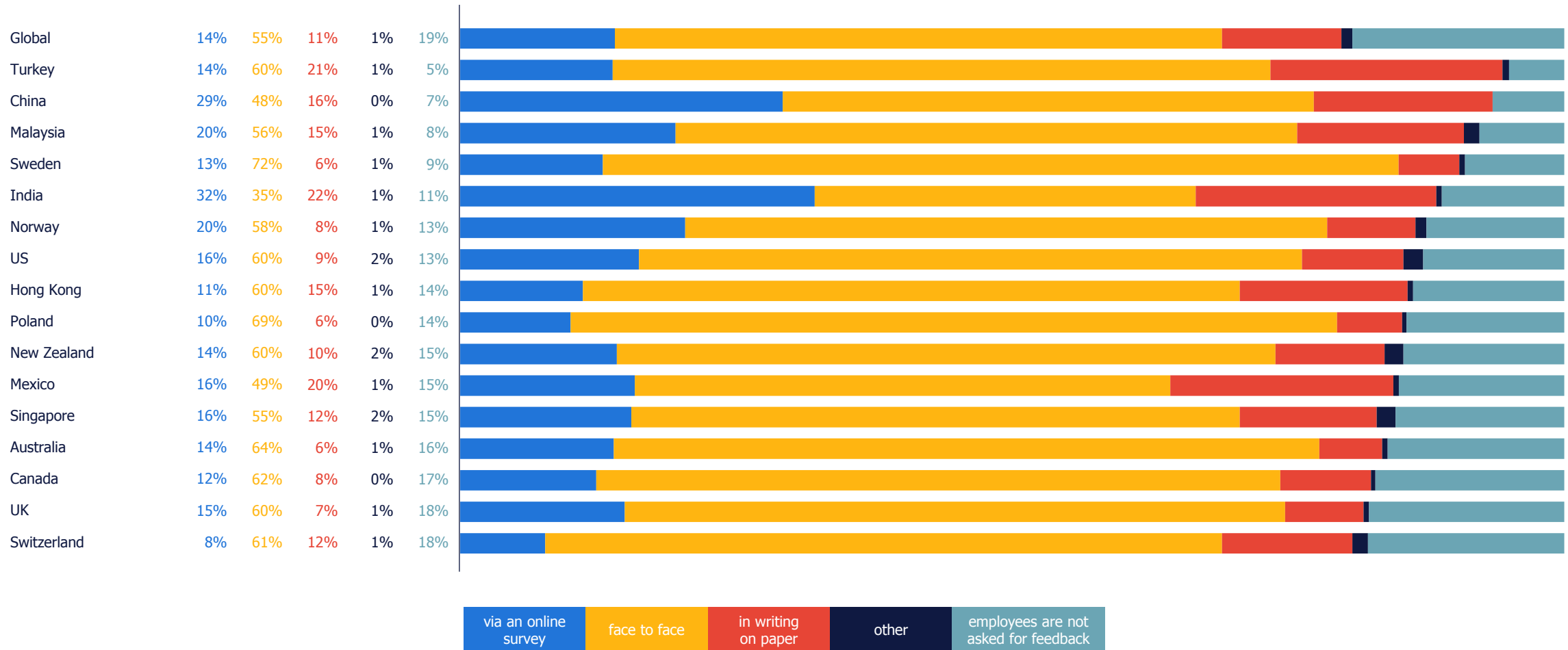
# 72% say that within their company, employees are given a performance rating.



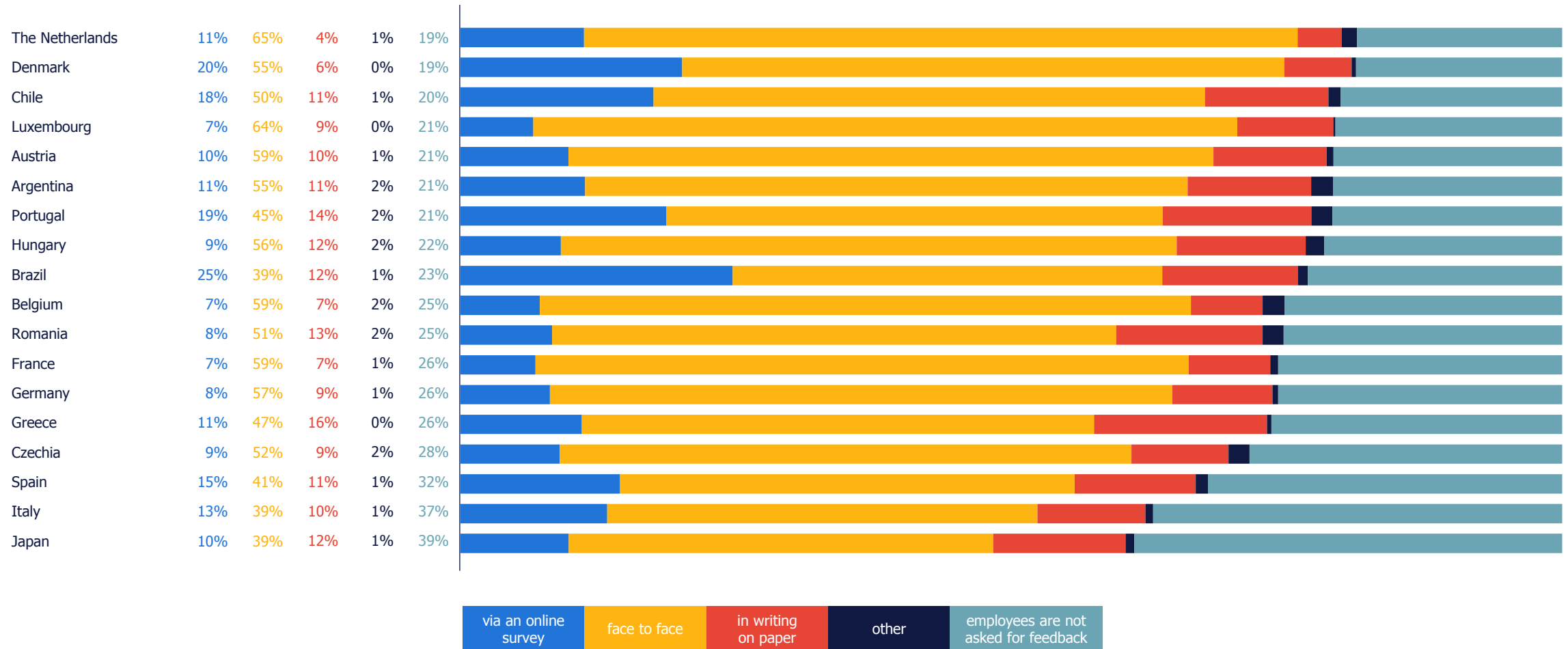
# 72% state that they are able to and feel comfortable to provide feedback to their manager (as well as get feedback).



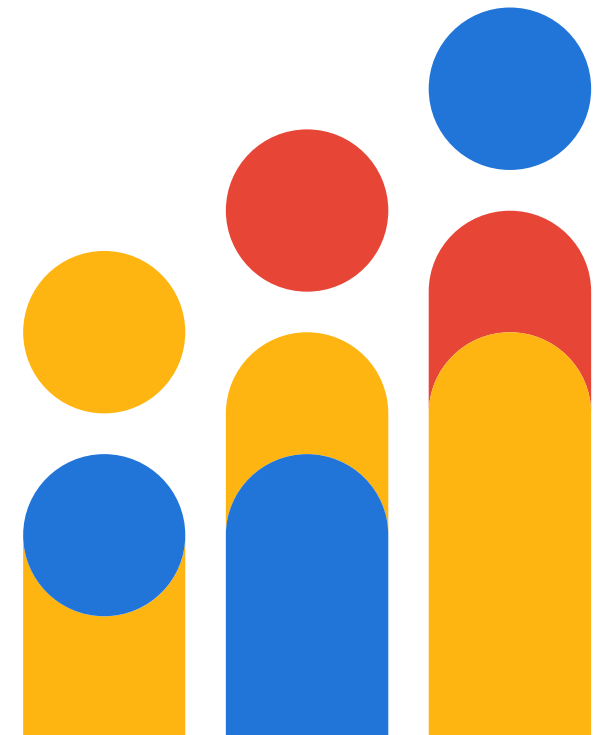
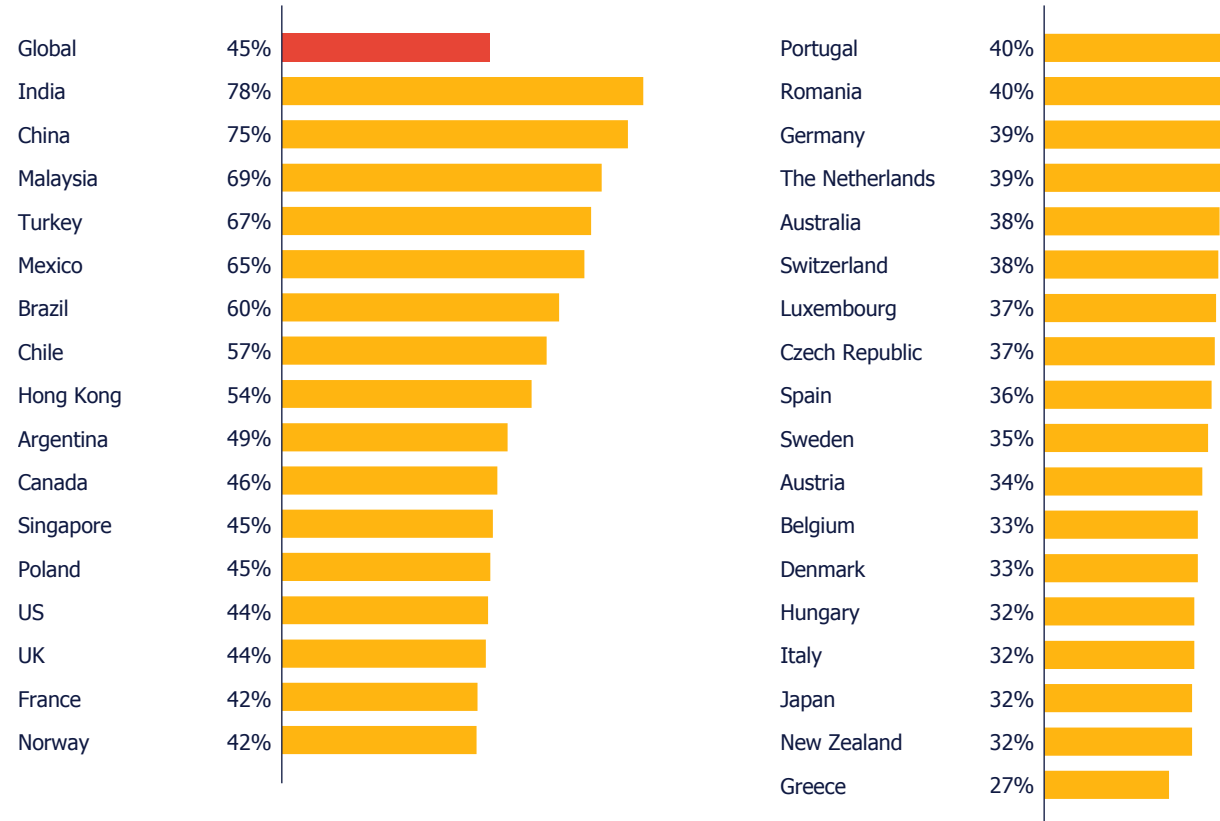
# ways of how feedback is given.



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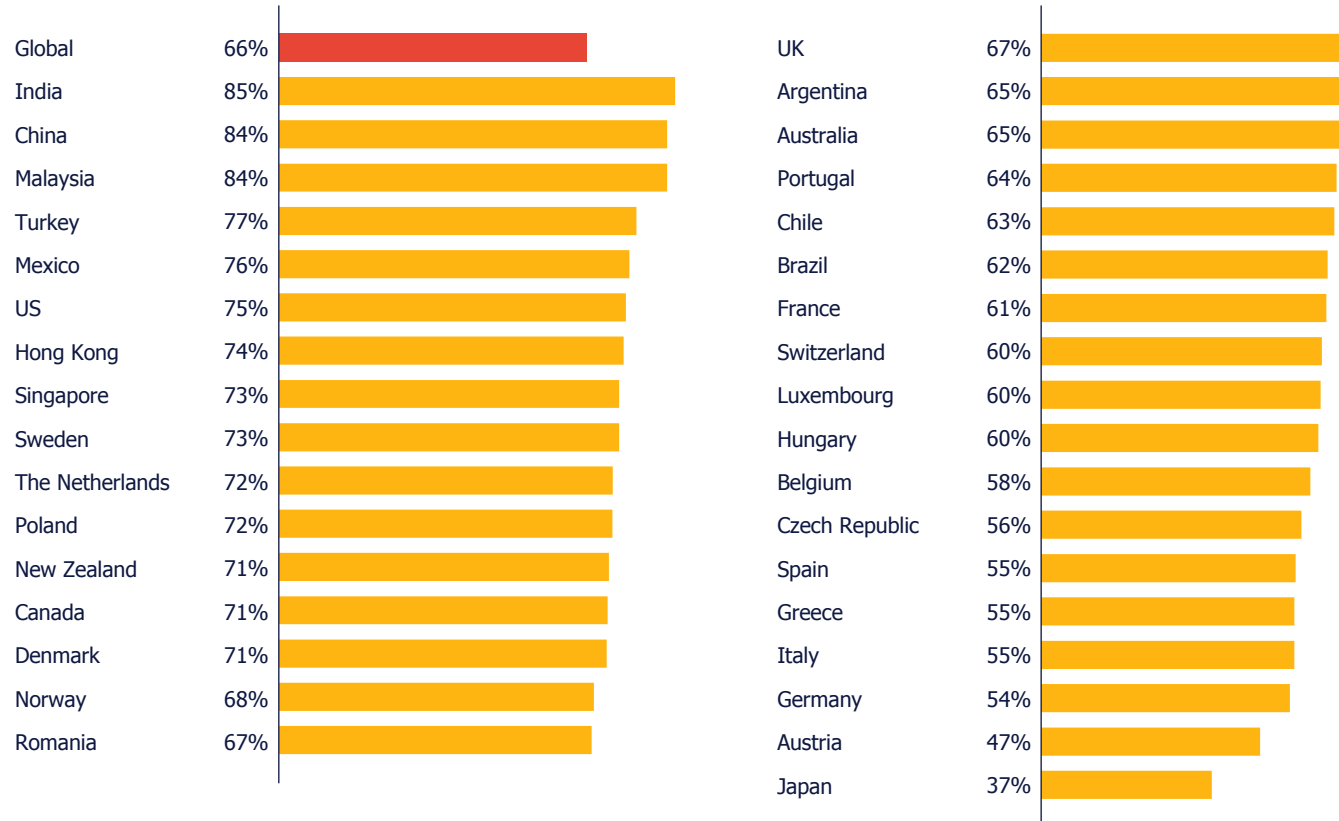


# 45% say that their employer organizes training on how to give and receive feedback

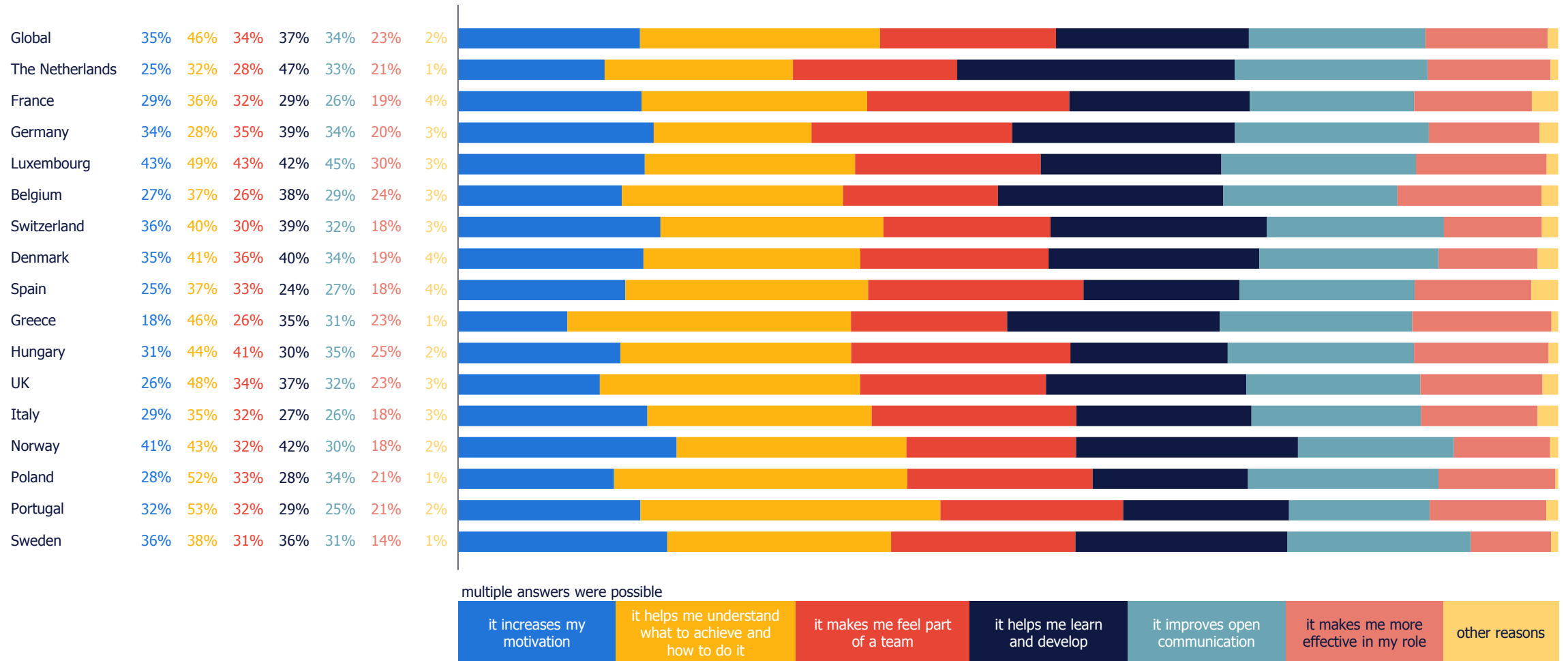




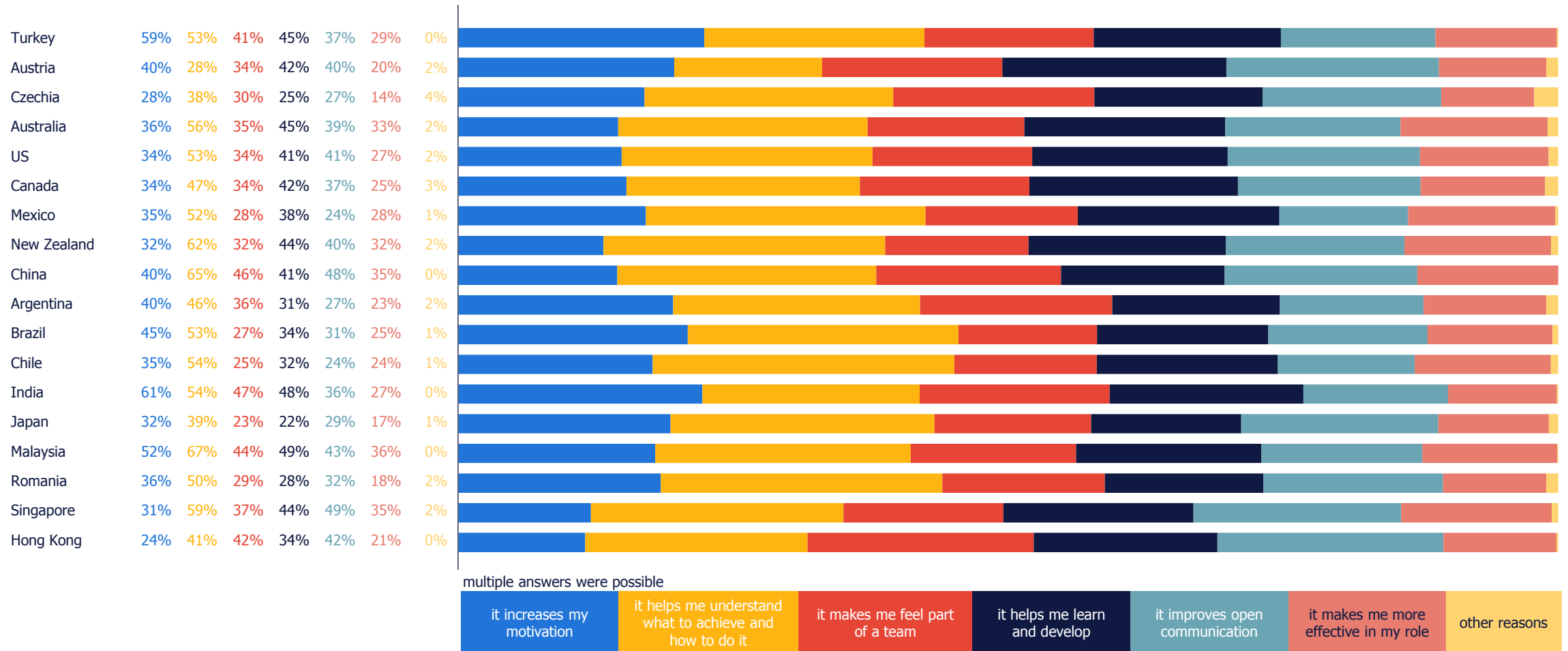
# 66% say it is encouraged for colleagues to give feedback to one another at any time.



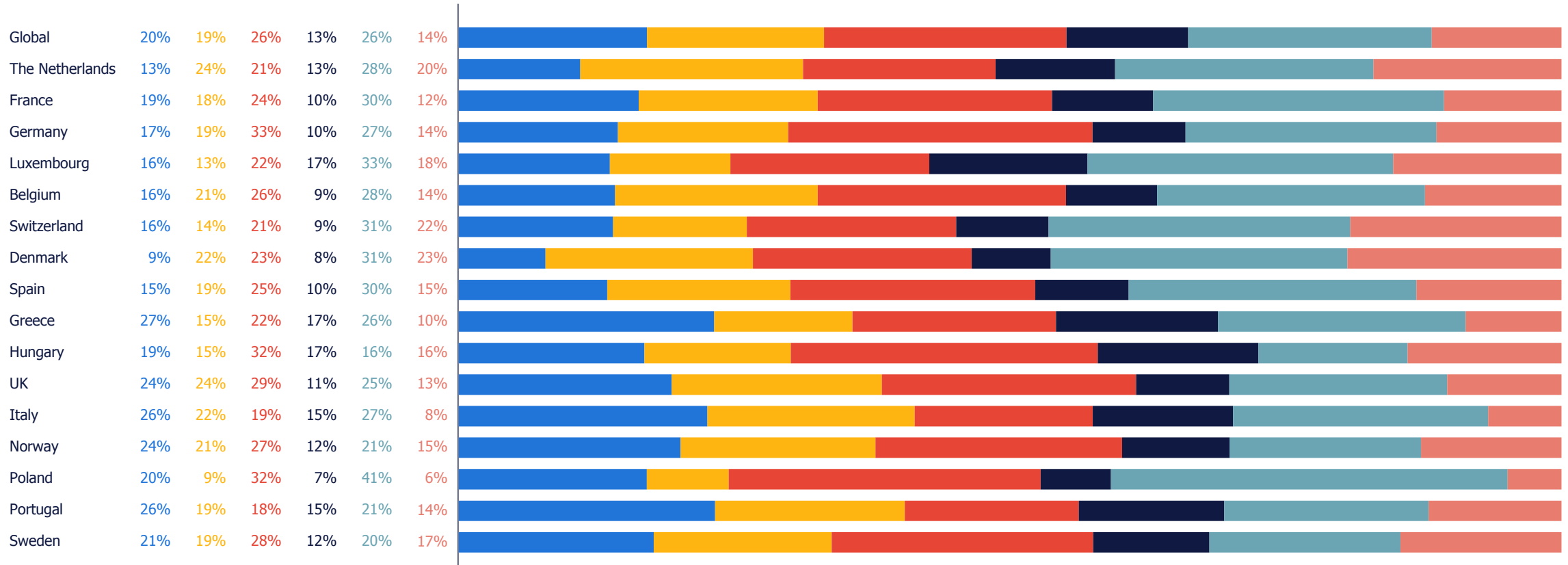
# giving and receiving feedback is considered a good thing.



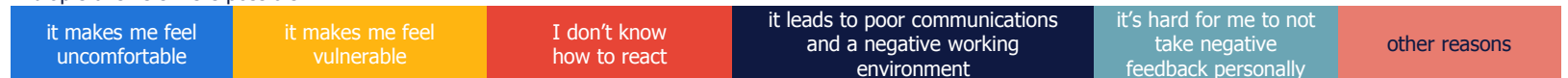
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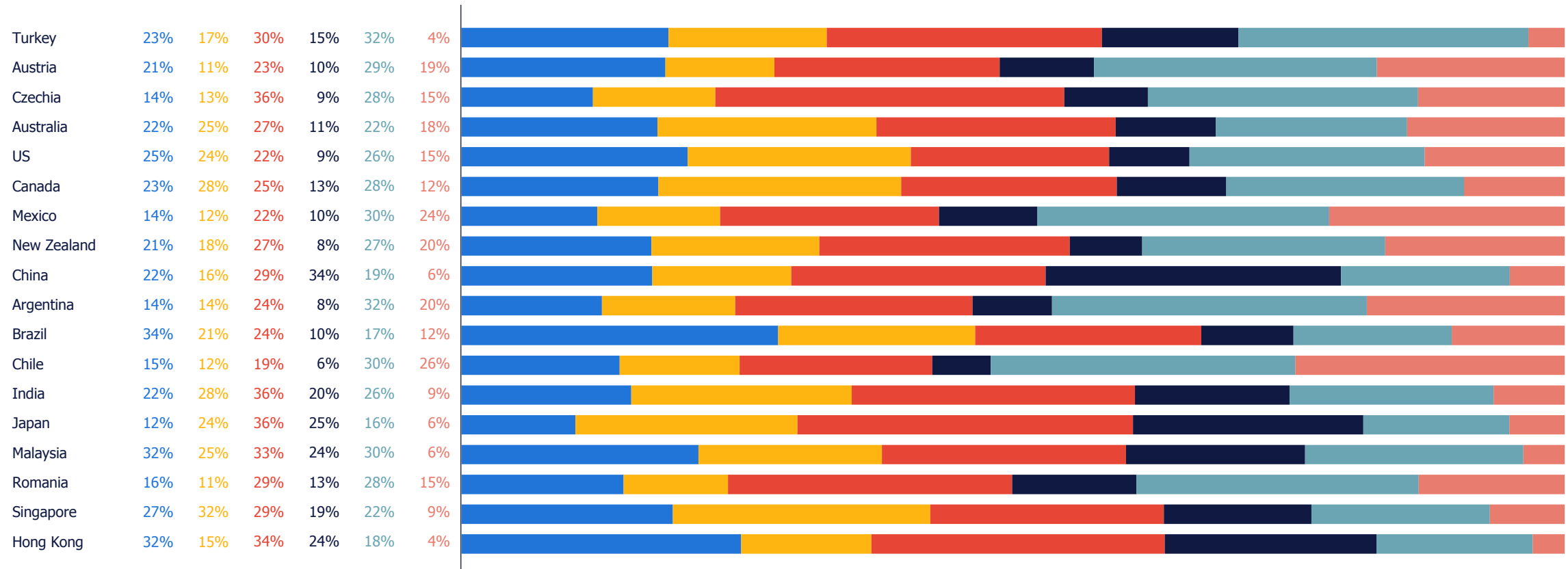
# giving and receiving feedback is considered a bad thing.



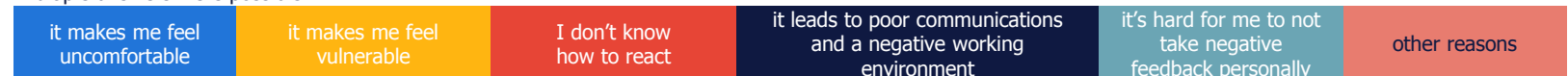
multiple answers were possible



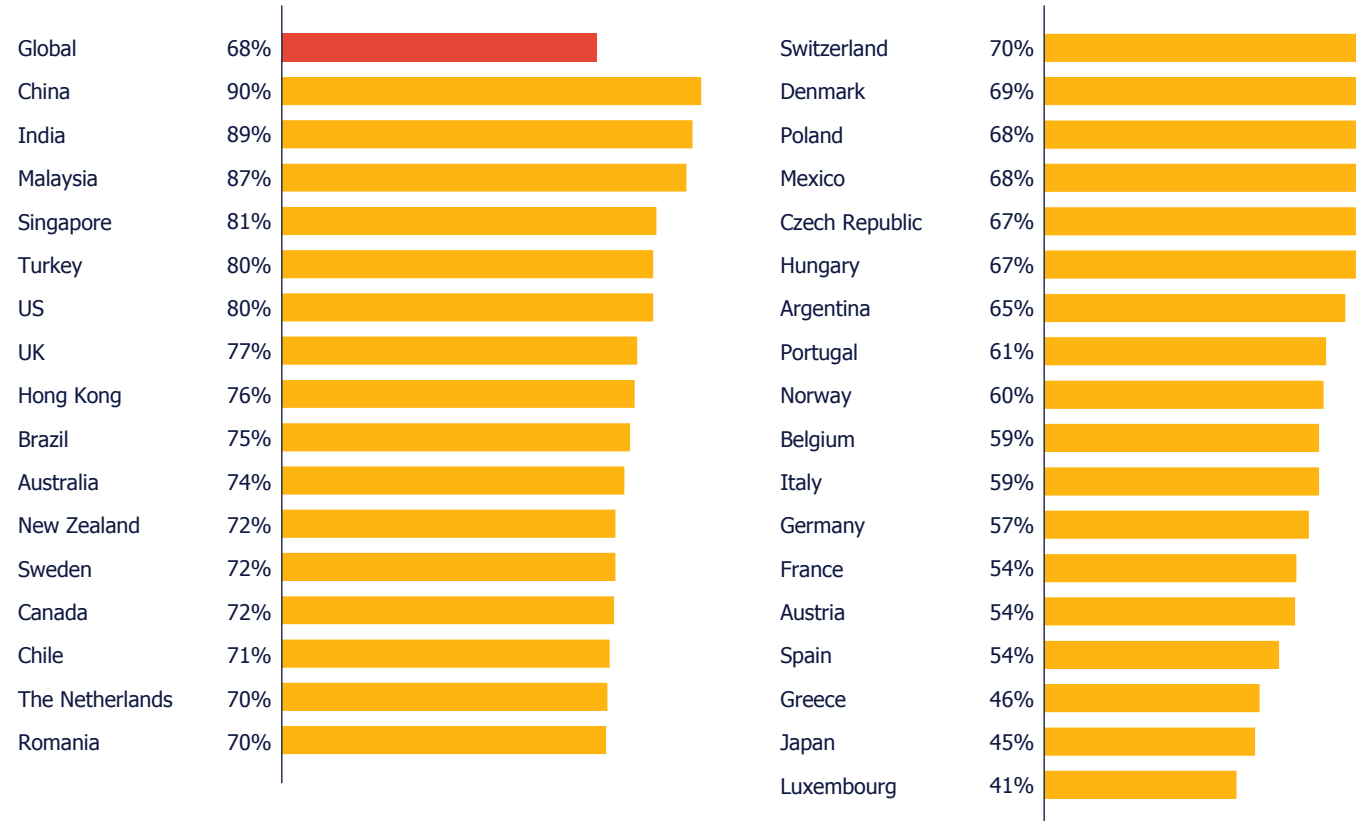
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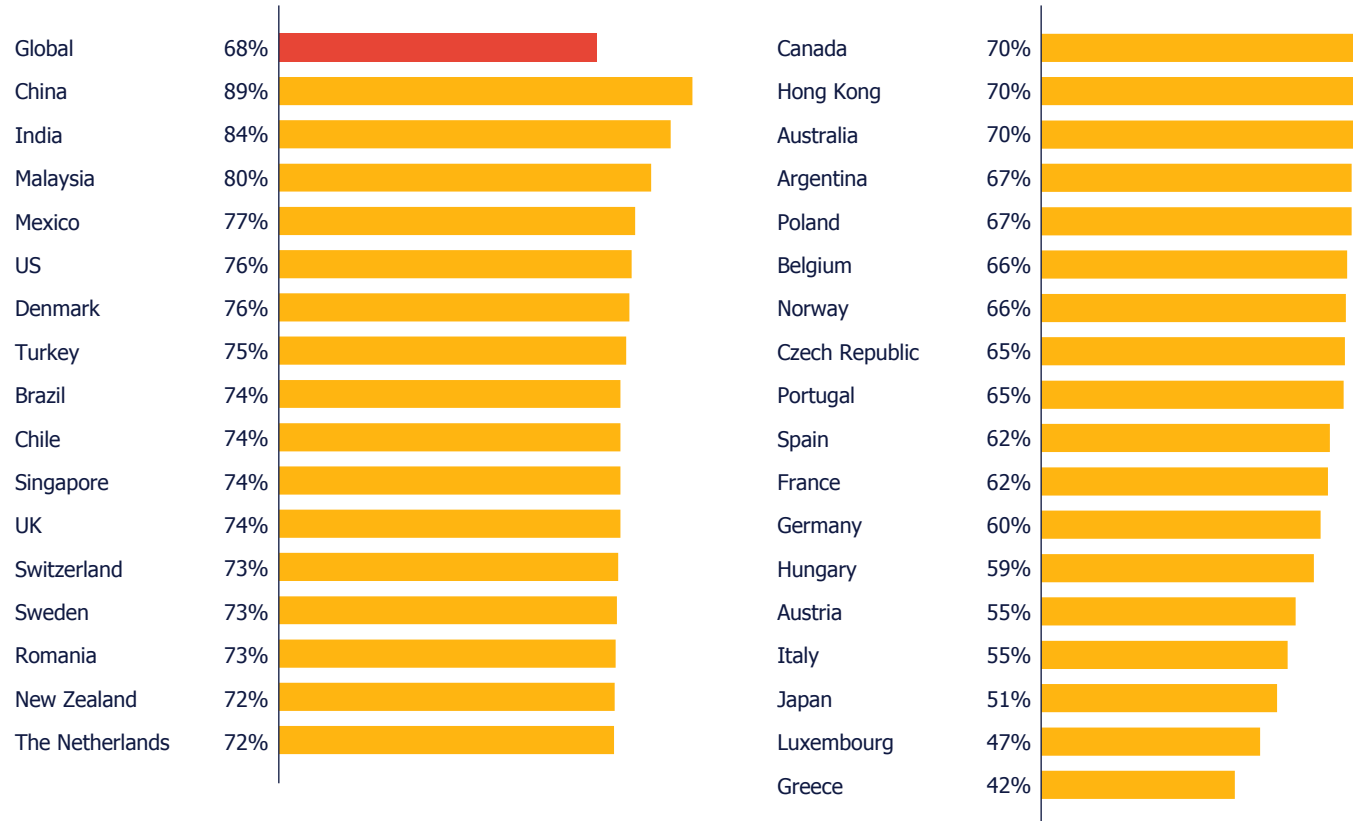
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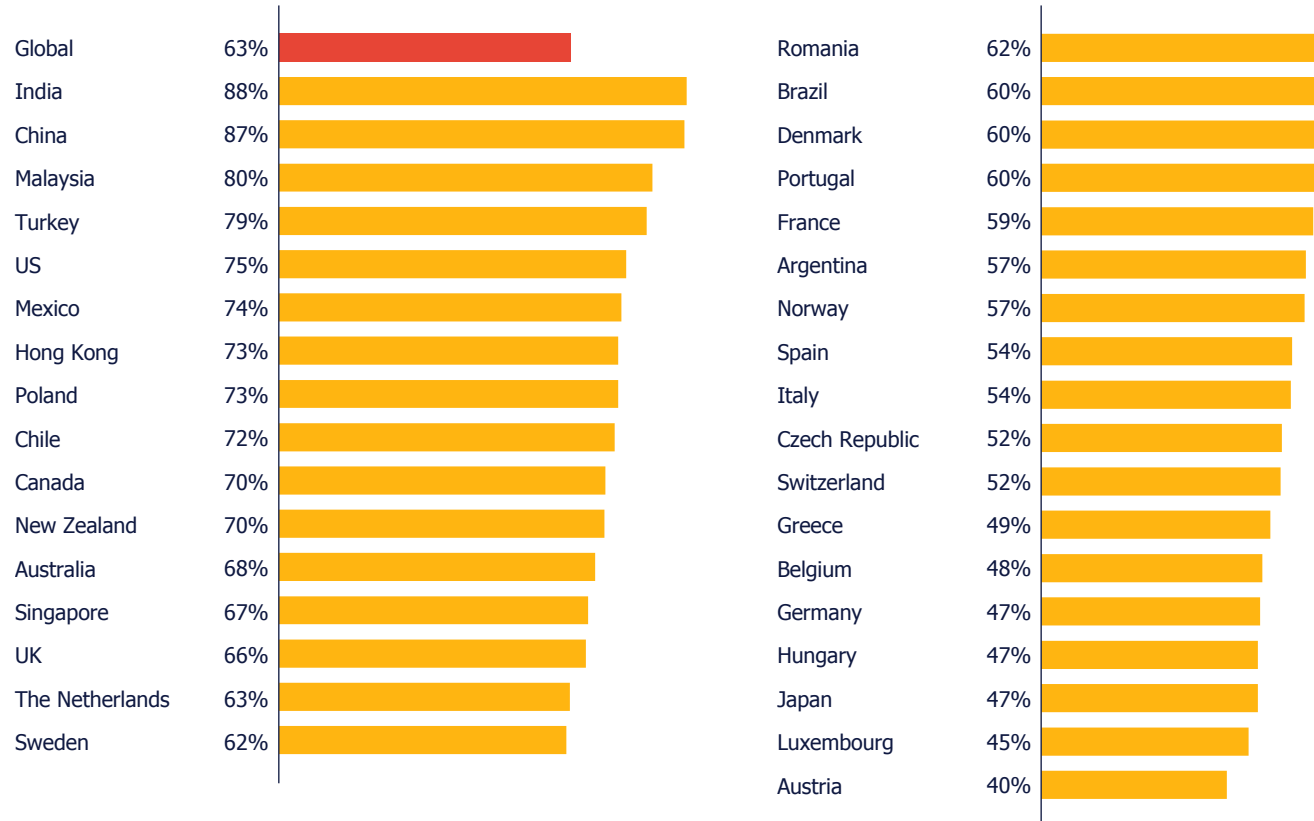
# 68% feel that a performance review is a session for their manager to give feedback.



# 68% are able to have an open conversation with their manager during the performance review.

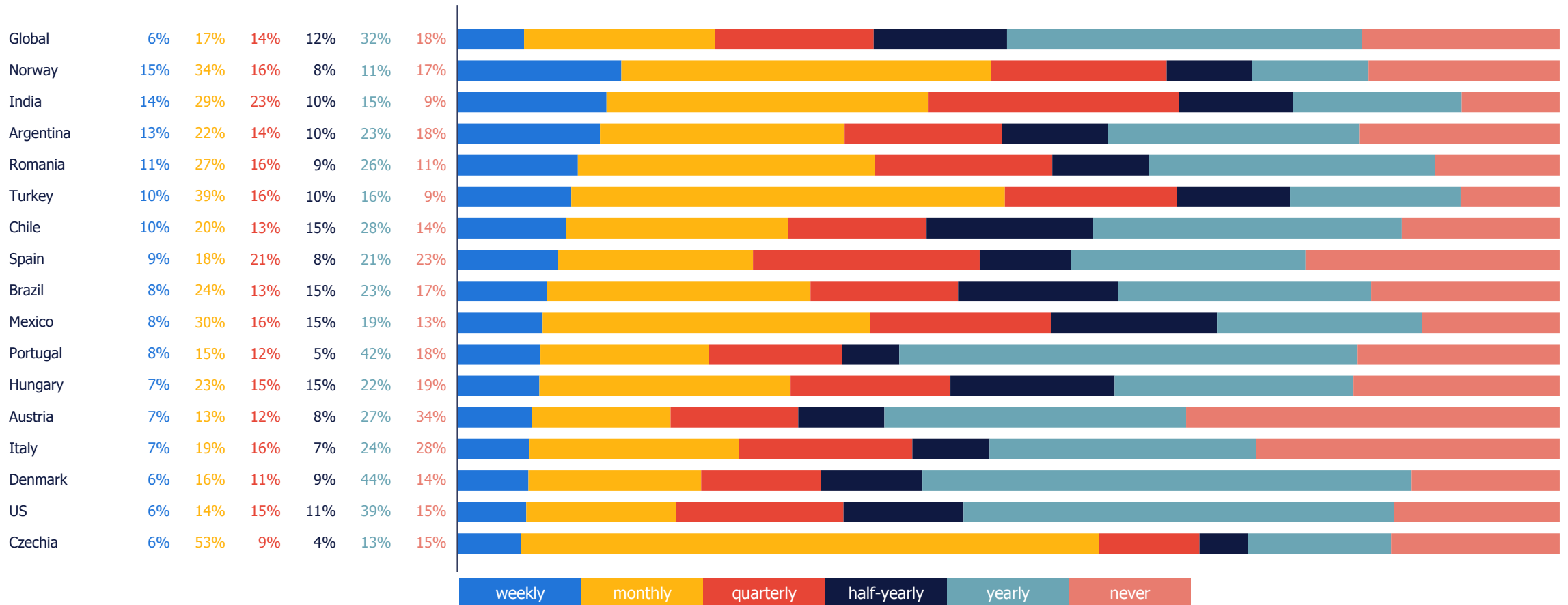


# 63% say it is encouraged to give feedback to the manager outside the regular performance review.

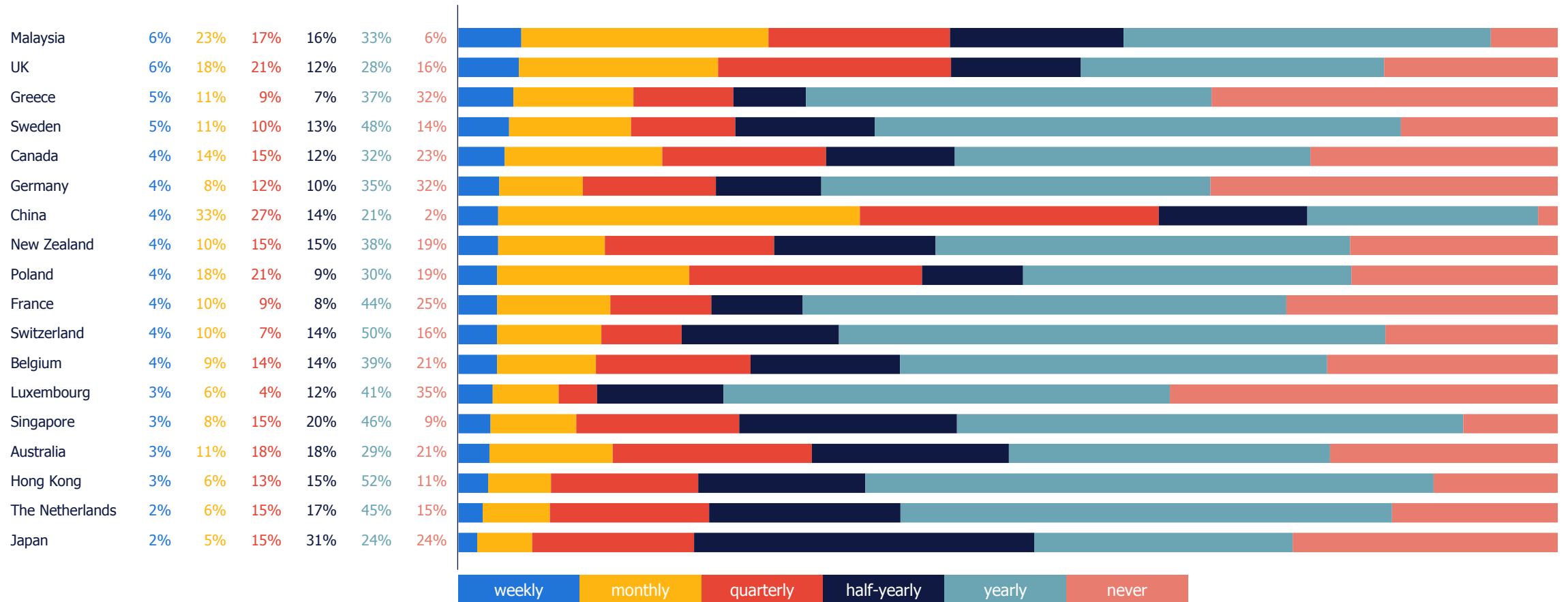




# frequency of performance reviews.



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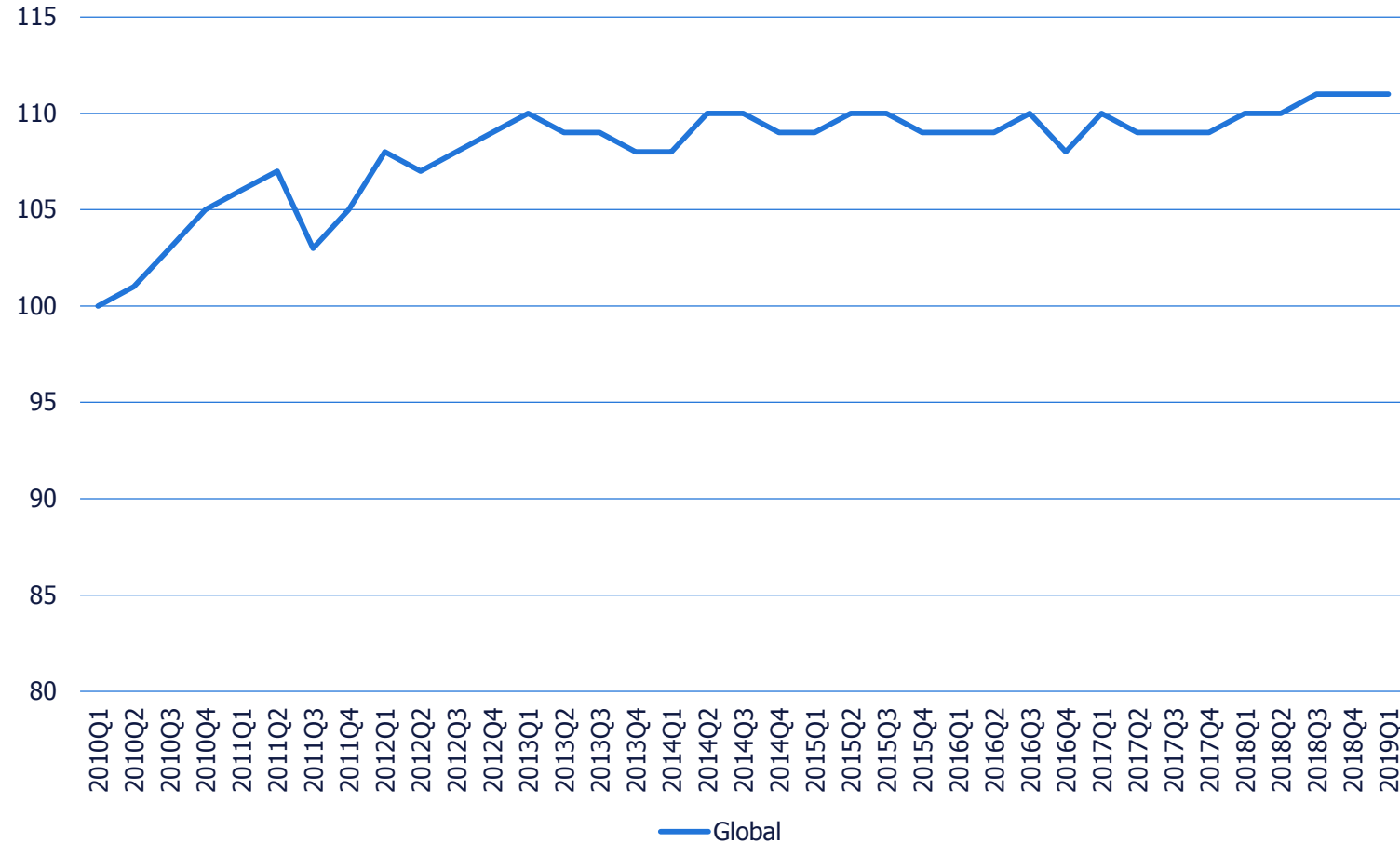
# mobility



# index.



# the global mobility index remained flat compared to last quarter.

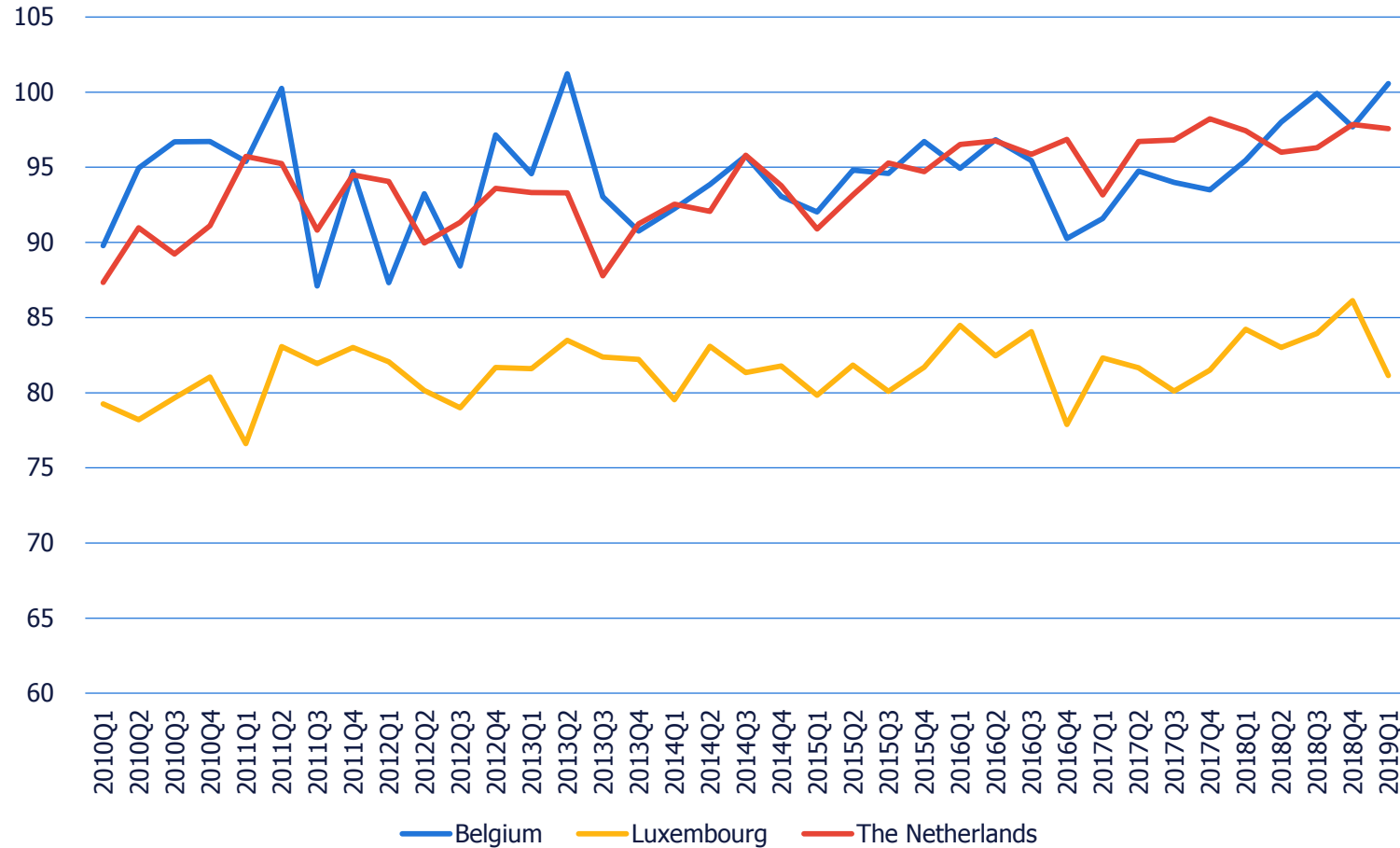


## question:

- 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?



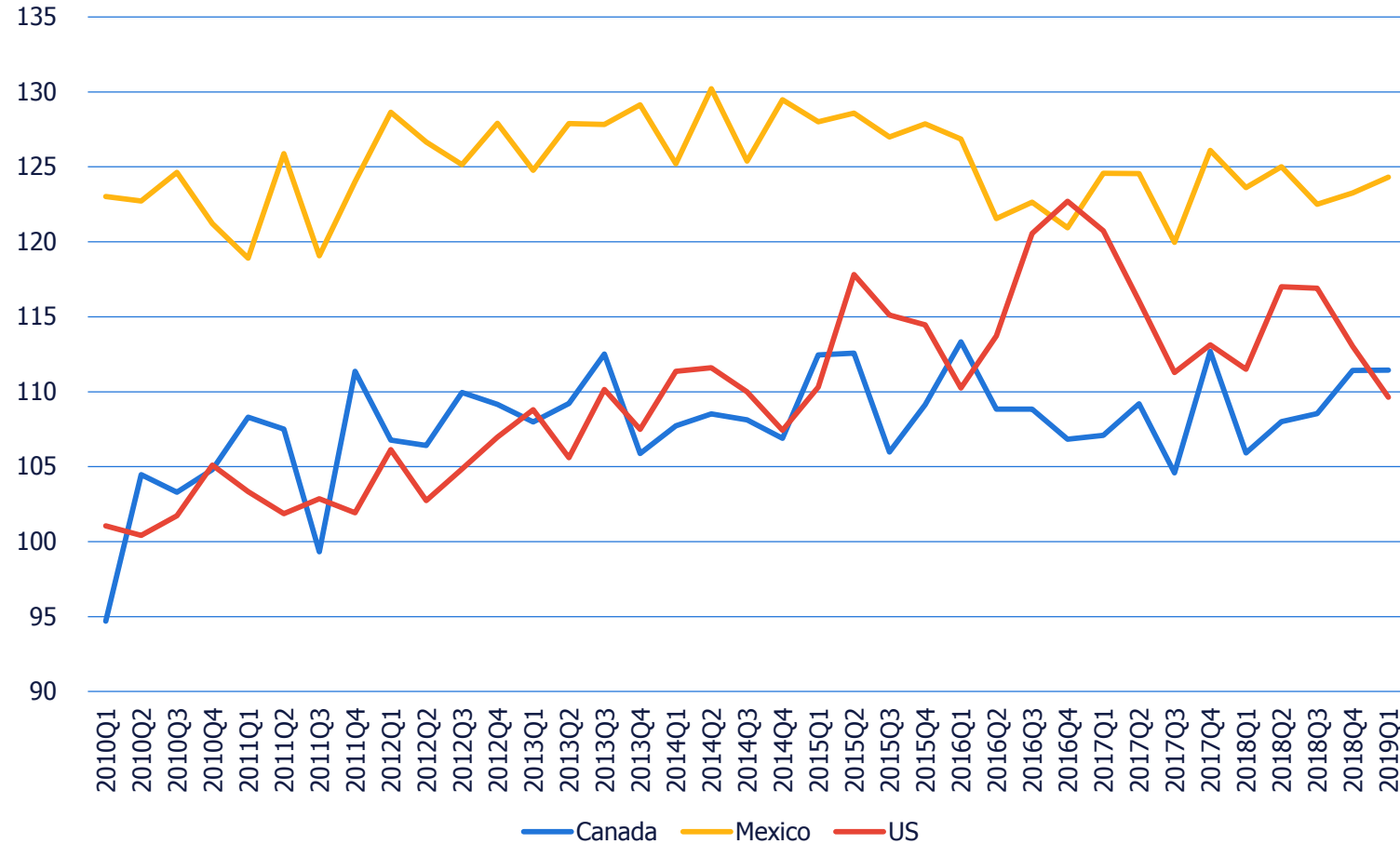
# mobility Belgium +3 and Luxembourg -5; The Netherlands no shift.



question:

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# mobility Mexico +1 and US -3; Canada no shift.

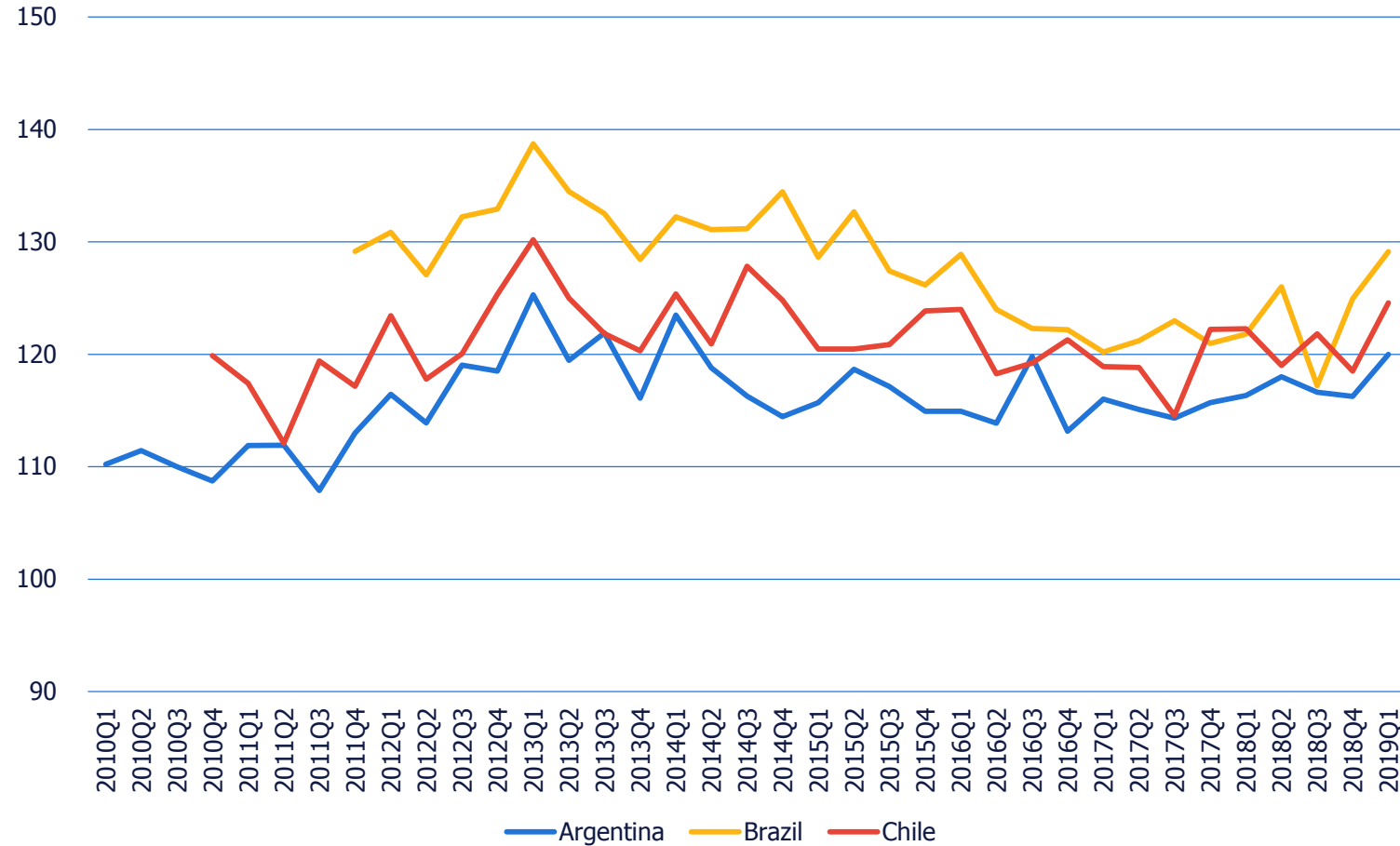


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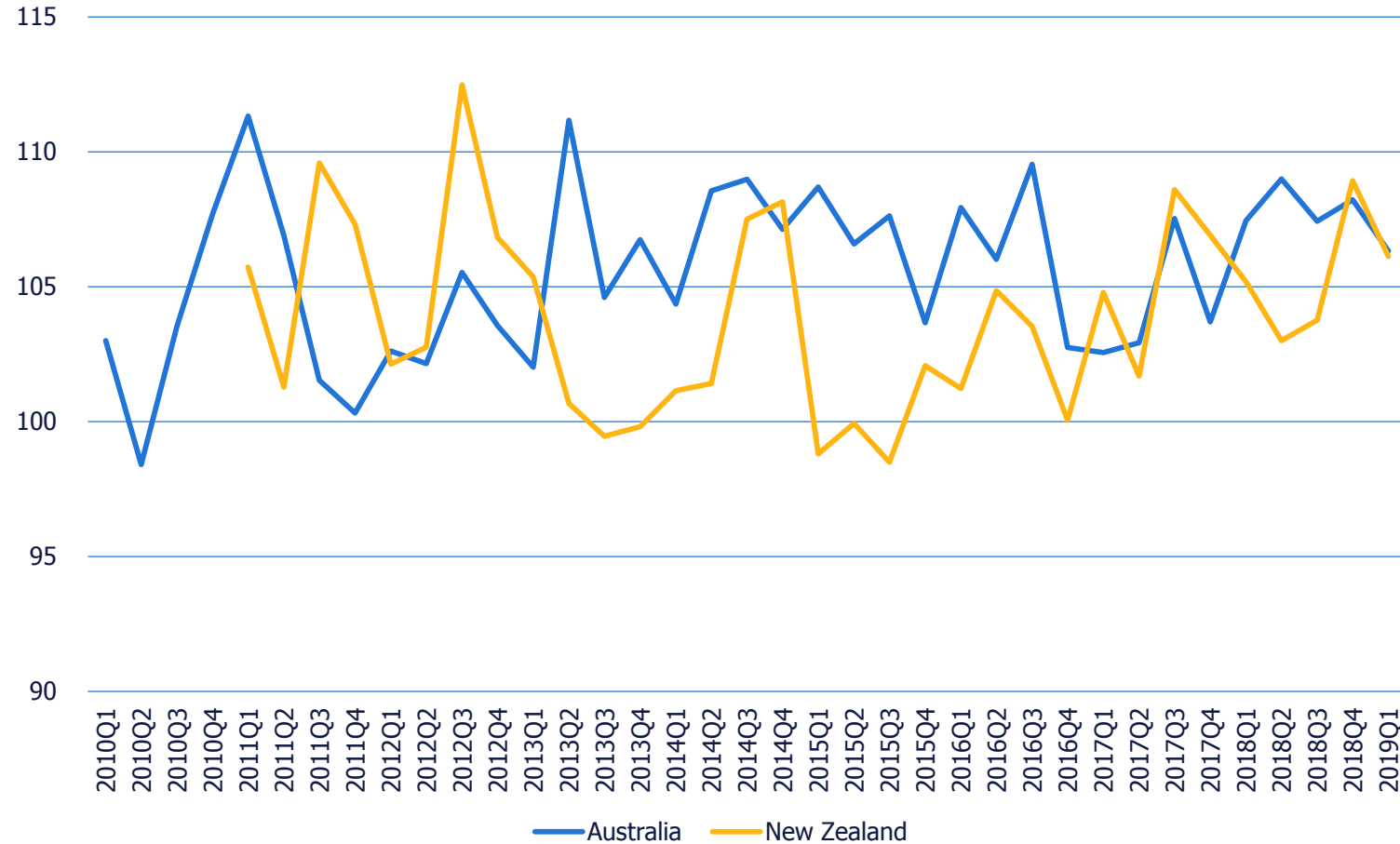
# mobility Chile +6, Brazil +4 and Argentina +4.



## 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 Australia -2 and New Zealand -3.



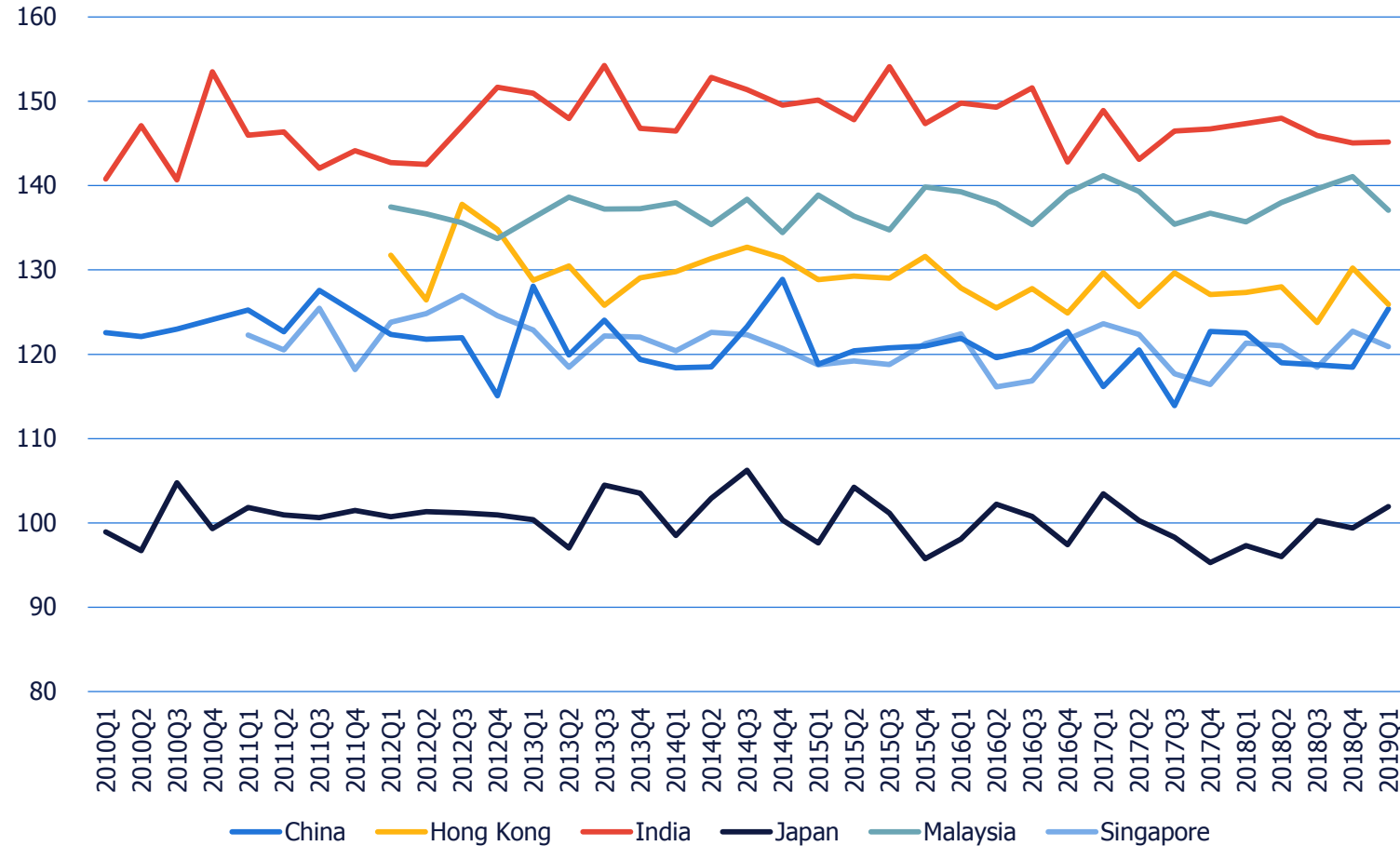
## question:

- 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 China +7 and Japan +3; Singapore -2, Hong Kong -4 and Malaysia -4; India no shift.

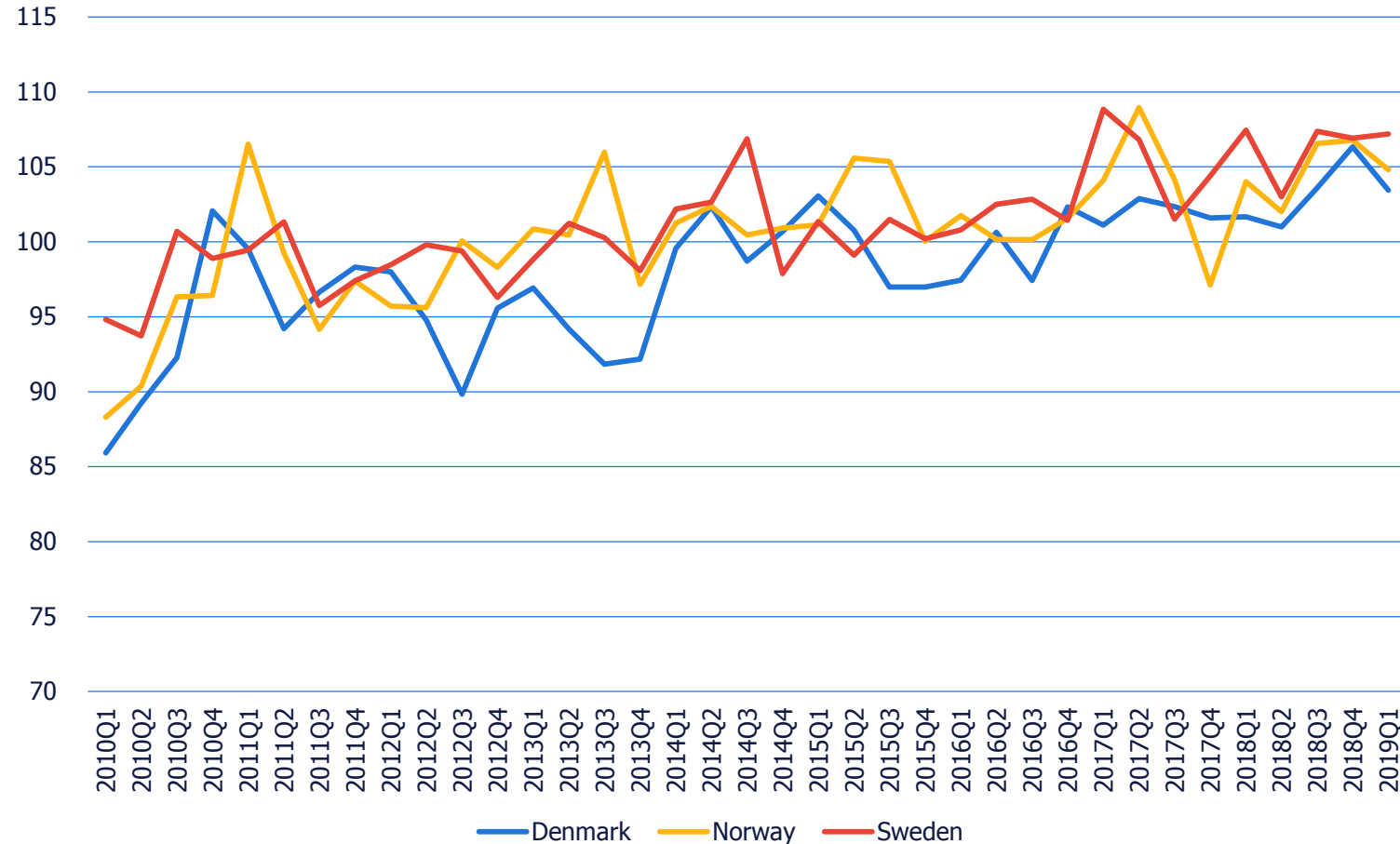


question:

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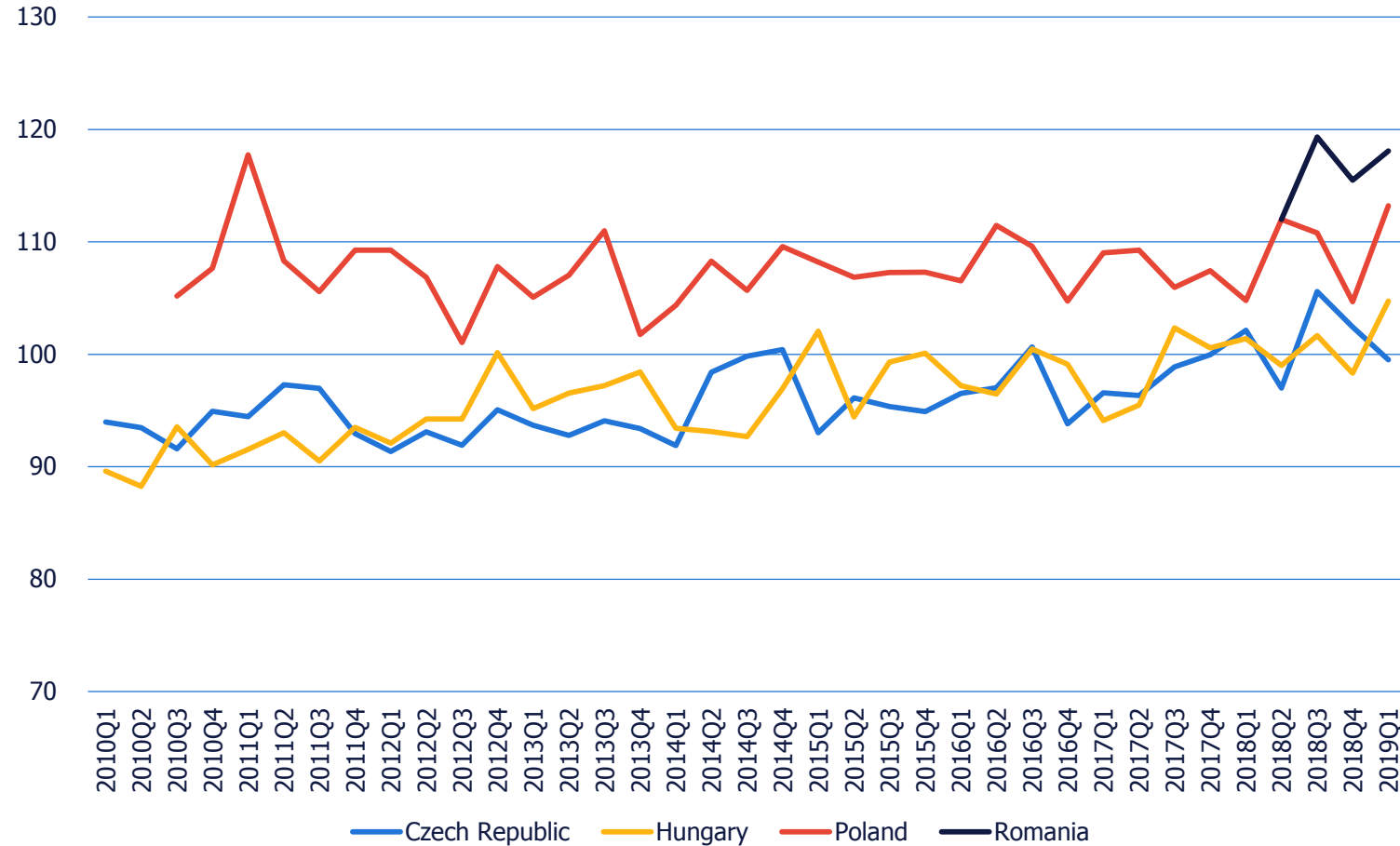
# mobility Denmark -3 and Norway -2; Sweden no shift.



## 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 Poland +8, Hungary +7 and Romania +3; Czech Republic -2.

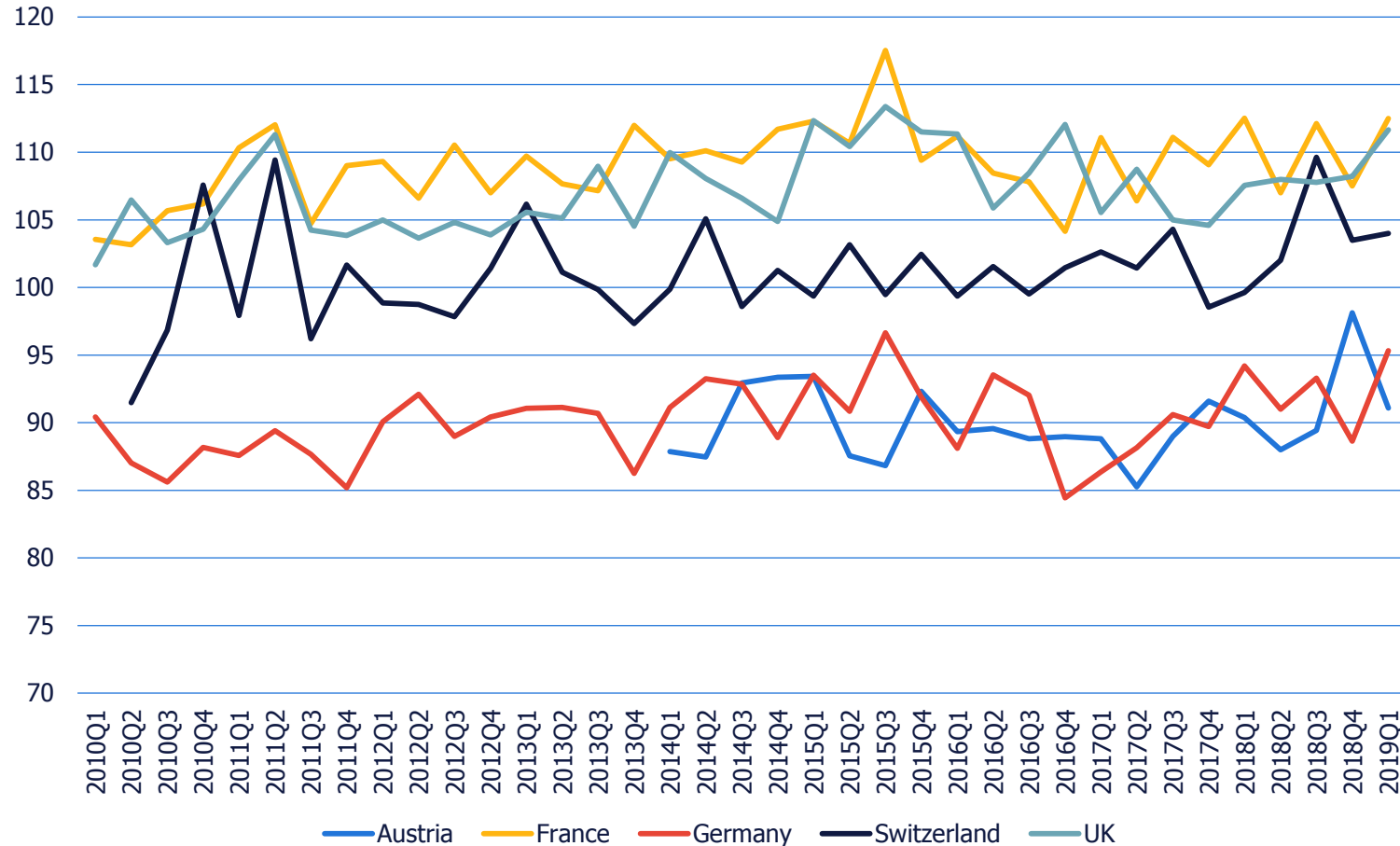


question:

- 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 Germany +6, France +4, UK +4 and Switzerland +1; Austria -7.

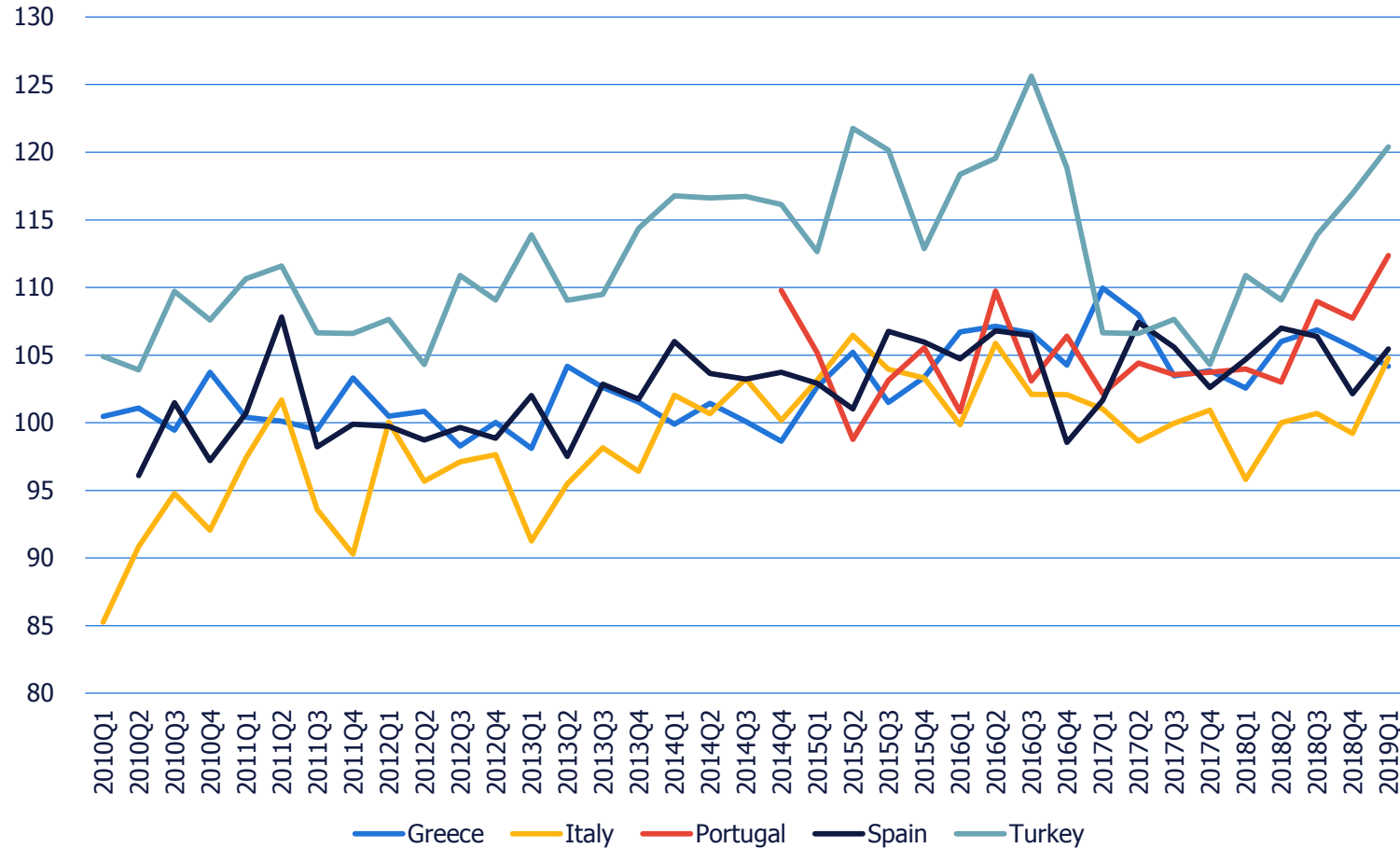


## question:

- 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 Italy +6, Portugal +4, Spain +3 and Turkey +3;  
Greece -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?

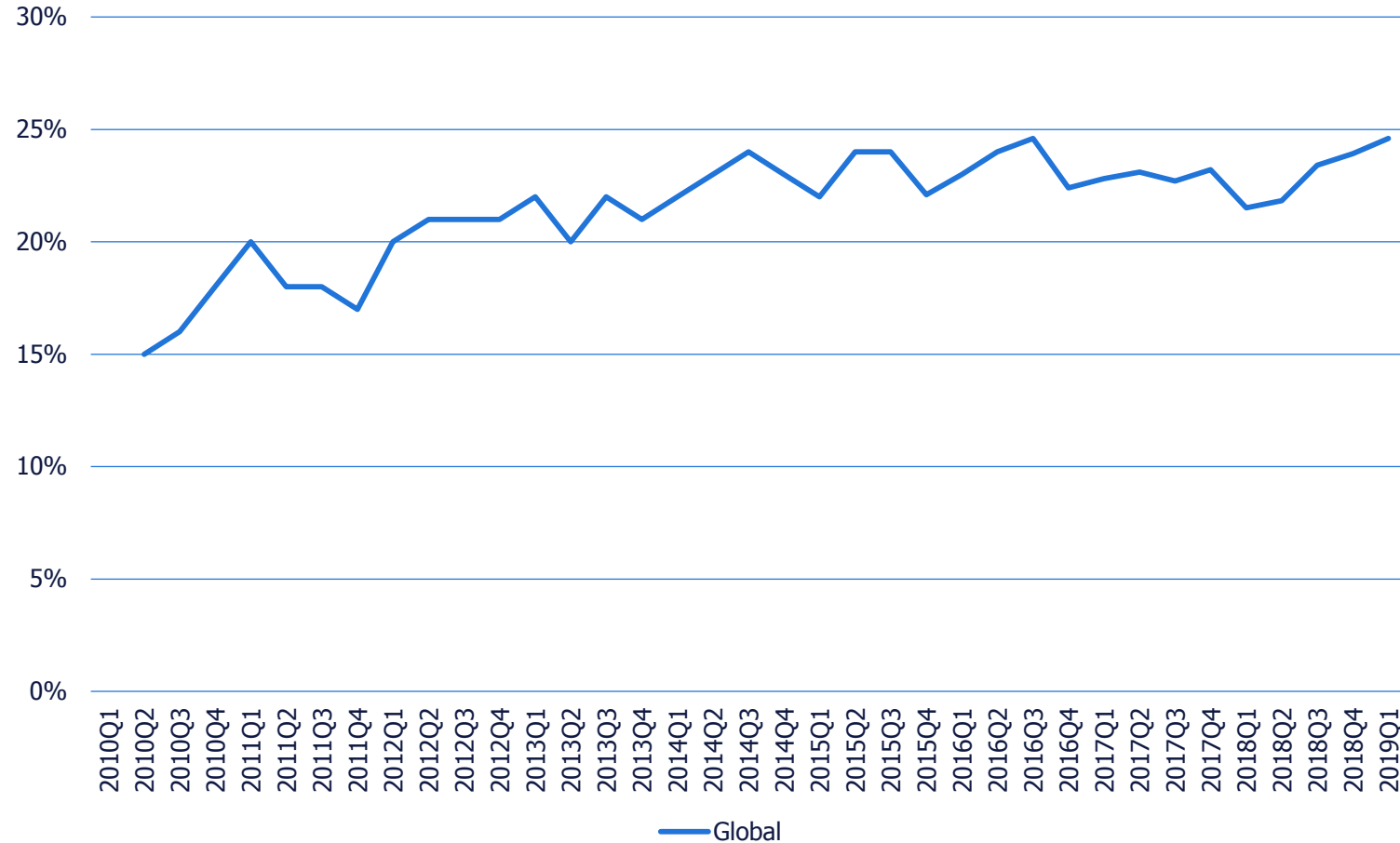


actual



job change.

# the actual job change shows a upward trend since last year.

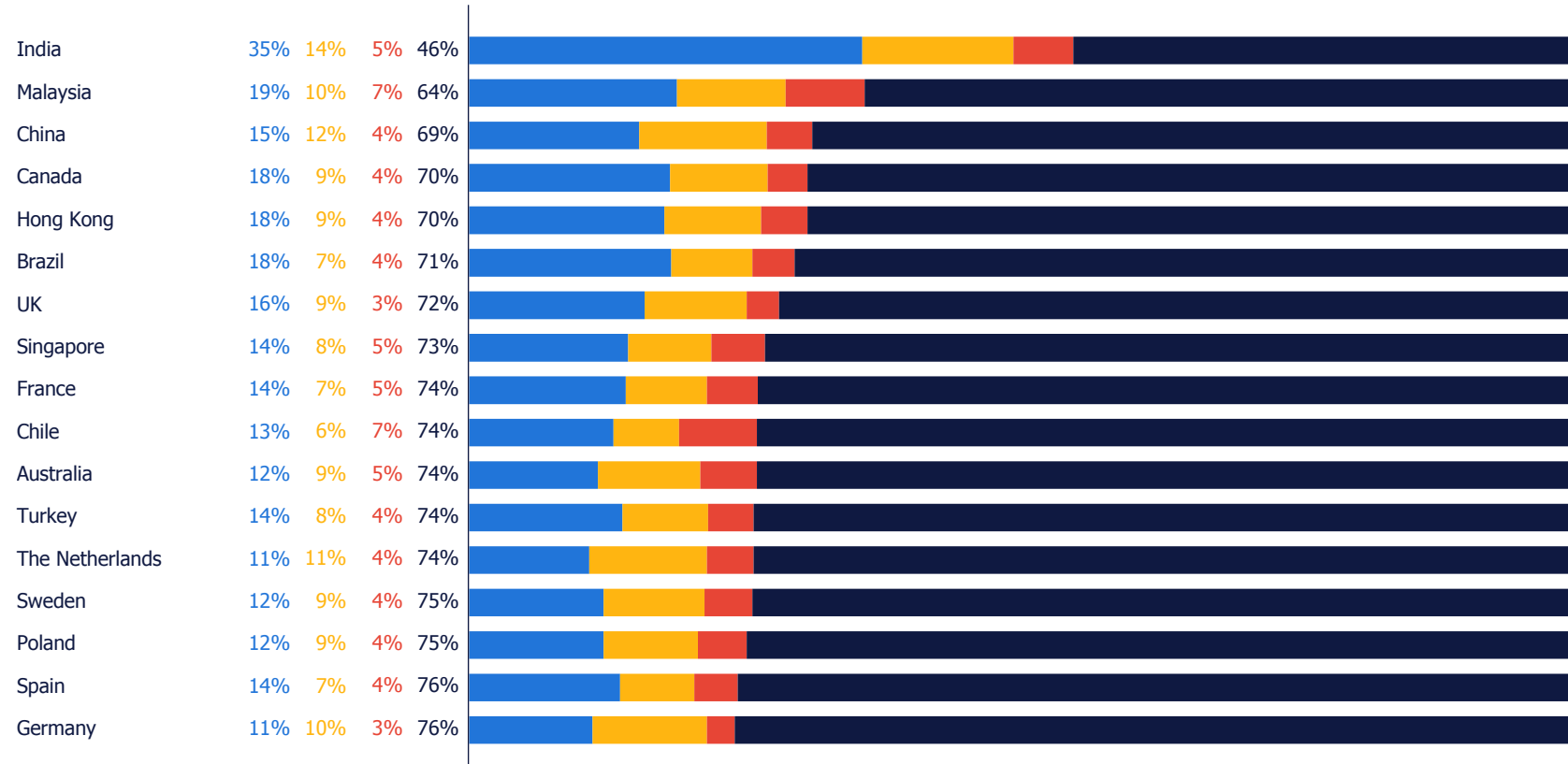


question:

- 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; lowest in Luxembourg.



the job change increased in Brazil, Canada, Hungary, Japan, Singapore and Sweden compared to last quarter.

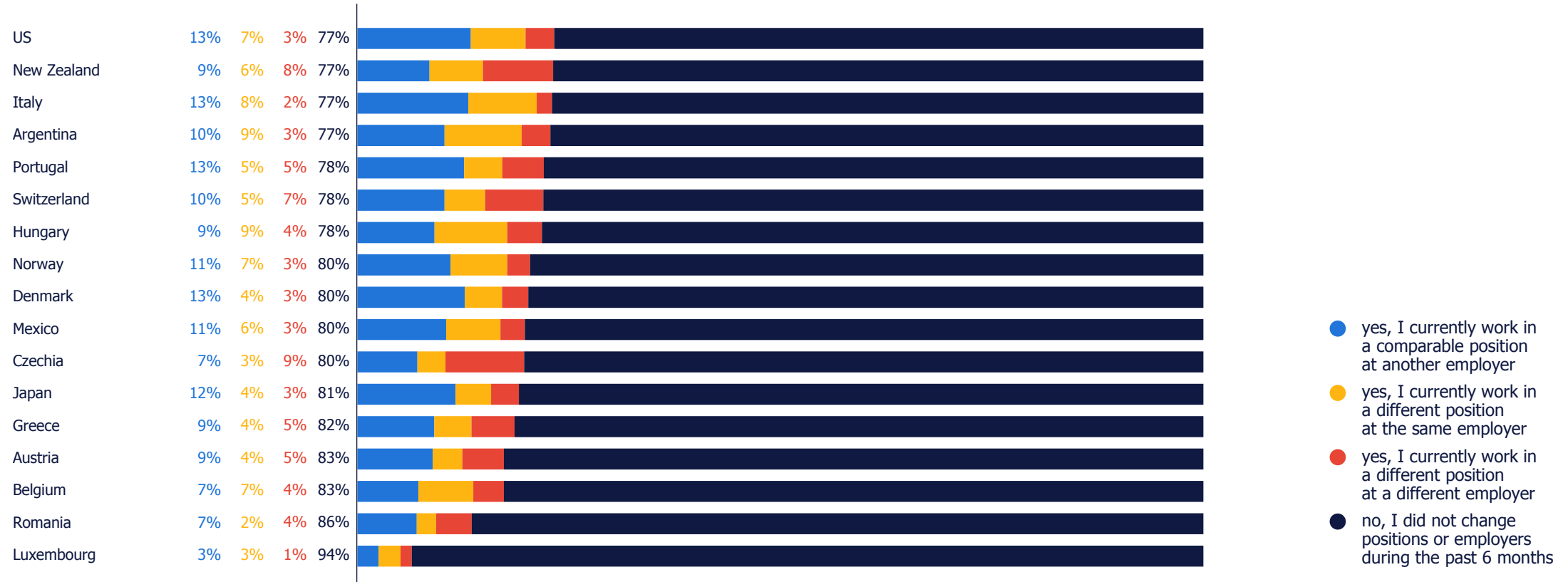
job change decreased in Luxembourg, Malaysia and Mexico.

- 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.

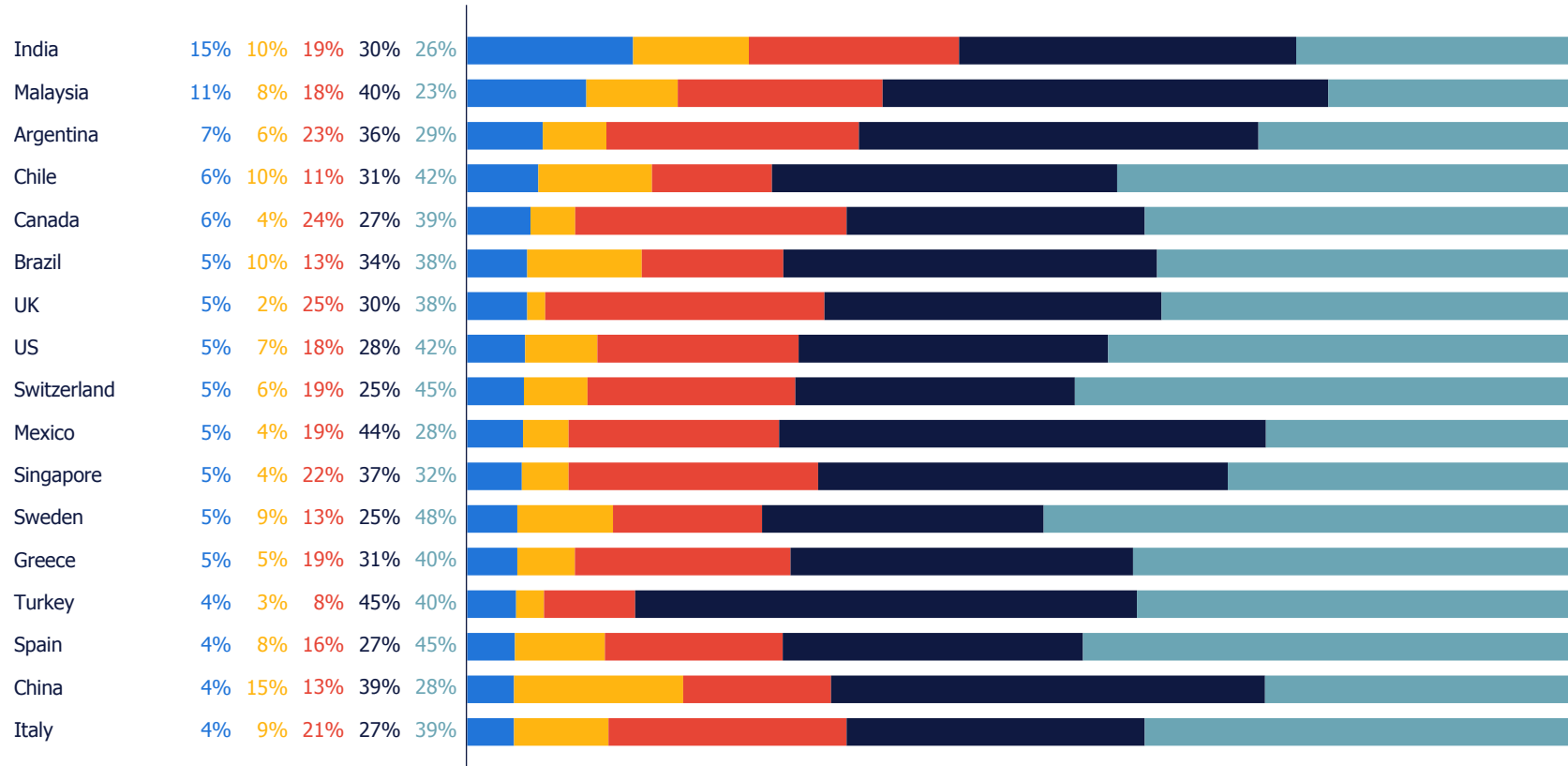


job



change  
appetite.

# job change appetite highest in India; lowest in Poland.

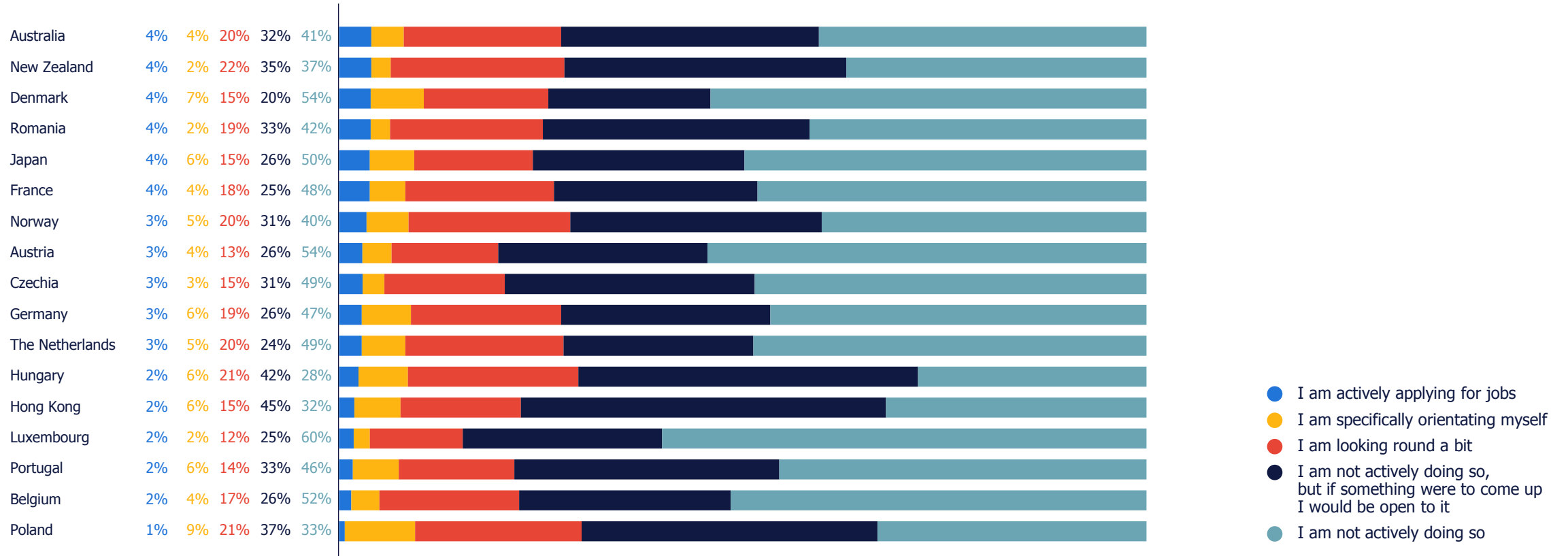


job change appetite increased in Argentina, Canada, China, Hungary, Italy, New Zealand and Norway compared to last quarter.

in Australia, Denmark, Hong Kong, Luxembourg, Poland, Romania, Sweden, Turkey and UK, the job change appetite decreased.

- 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.

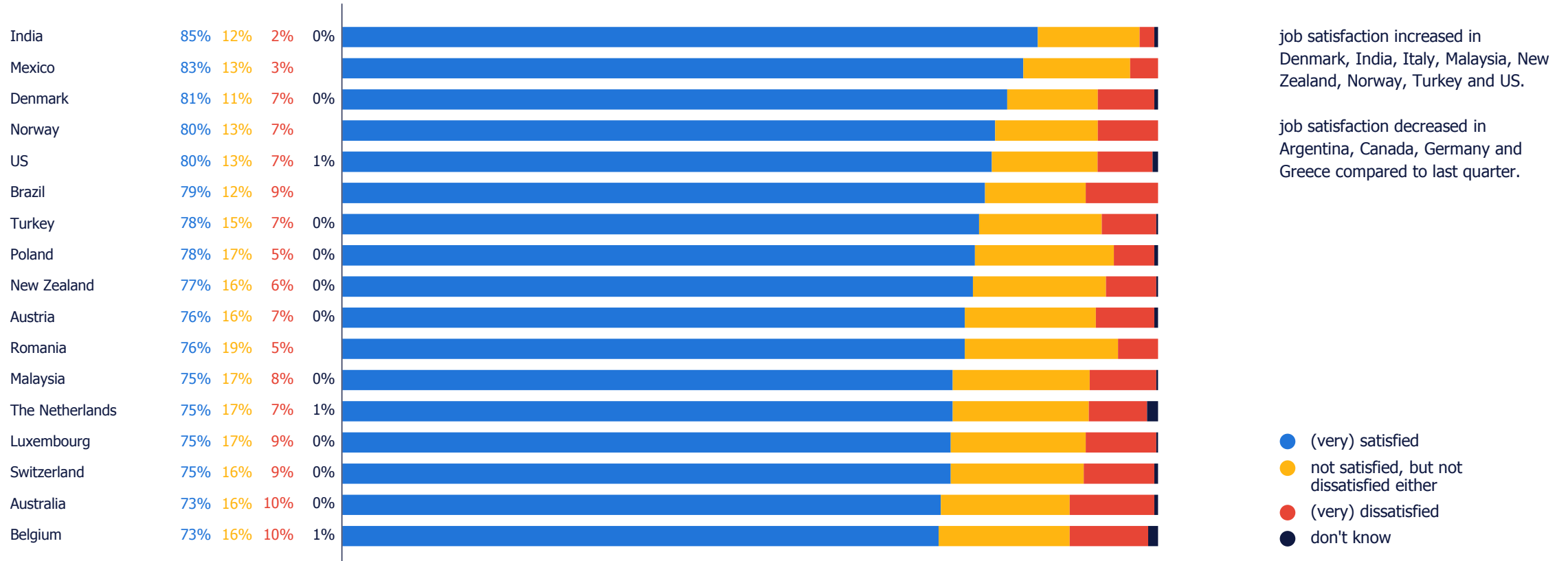


job

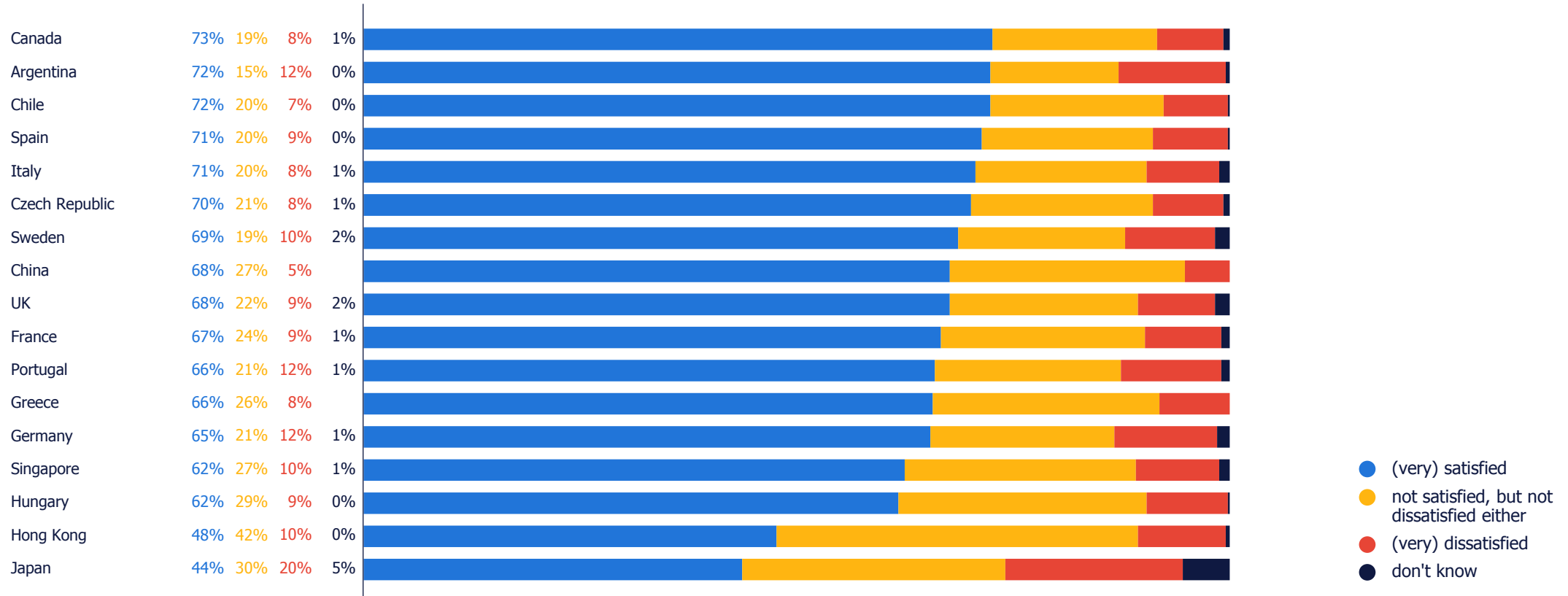


satisfaction.

# job satisfaction highest in India; lowest in Japan.



# 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 34 countries around the world. The study encompasses Europe, Asia Pacific and the Americas. The Randstad Workmonitor is published four 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 2019 was conducted from January 30 until February 15 in the following countries:

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

# contact information.



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randstad

human forward.

