



ROBERT WALTERS

EUROPEAN EMPLOYEE INSIGHTS 2015

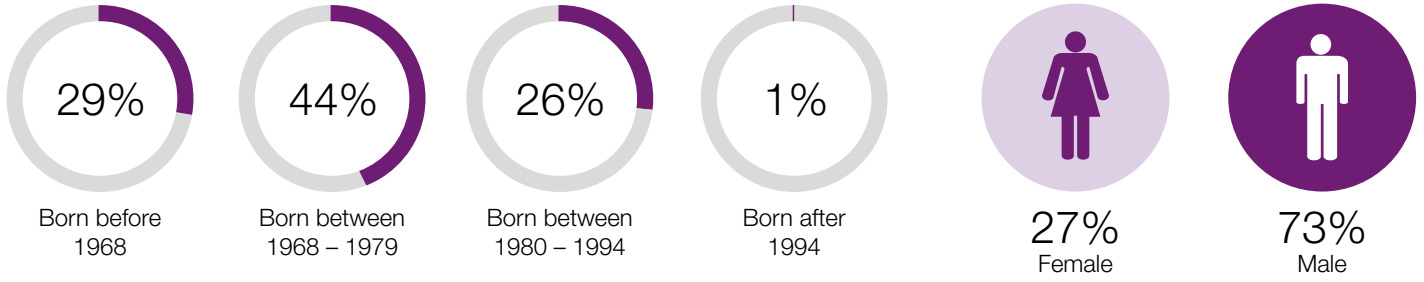
We recently surveyed almost 6,700 professionals across Netherlands, Belgium, France, Germany, Ireland, Luxembourg, Spain and Switzerland. The results provide a snapshot of how people work and their thoughts on current issues affecting both their job and the professional decisions they make.

This report includes opinions on typical working habits, working environment, career path, social media and job motivation.

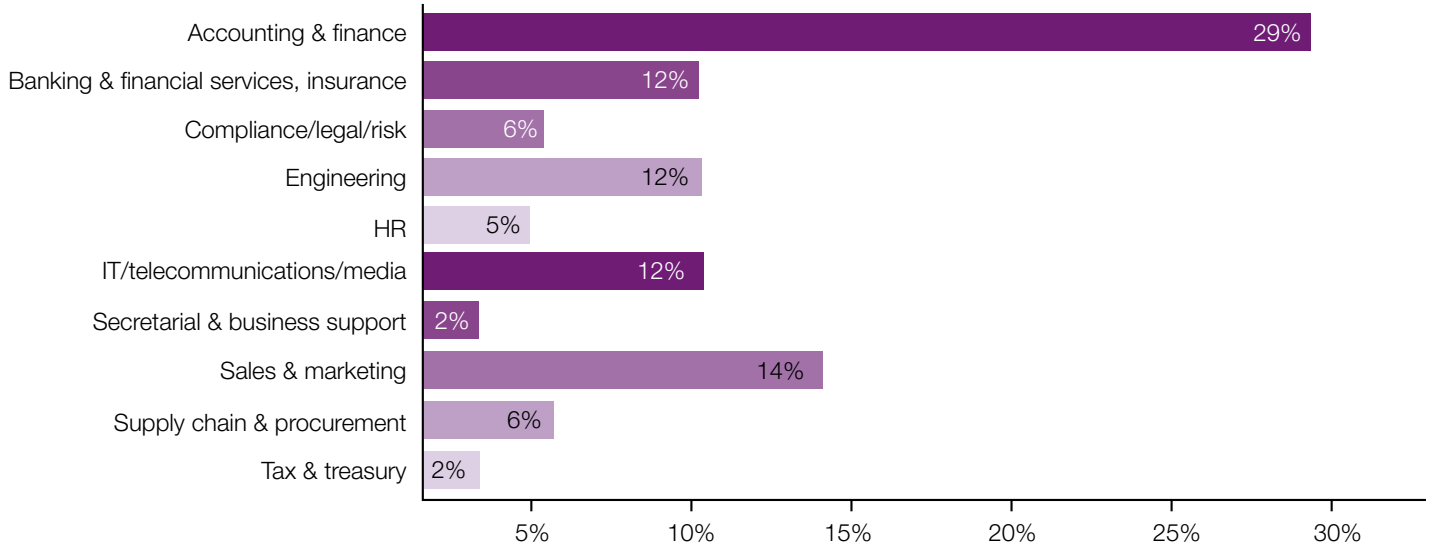
SURVEY RESULTS AT A GLANCE

- Confidence in sector 82%, company 67%, career 81%
- Half of the respondents across Europe think they are not paid their market value
- More than 80% are connected with their colleagues on social media
- Almost half of all respondents (44%) stated that a lack of career progression would be the key reason for leaving a position

PARTICIPANT DEMOGRAPHICS

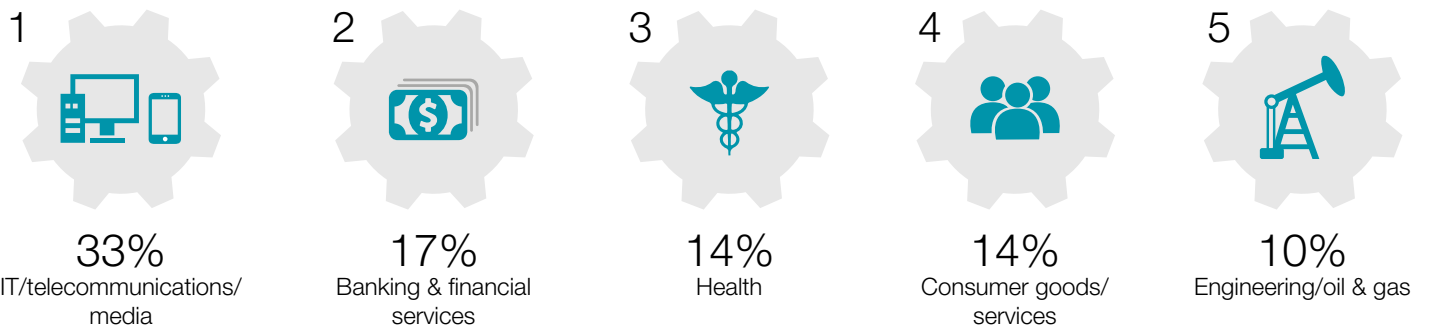


PROFESSIONAL AREA

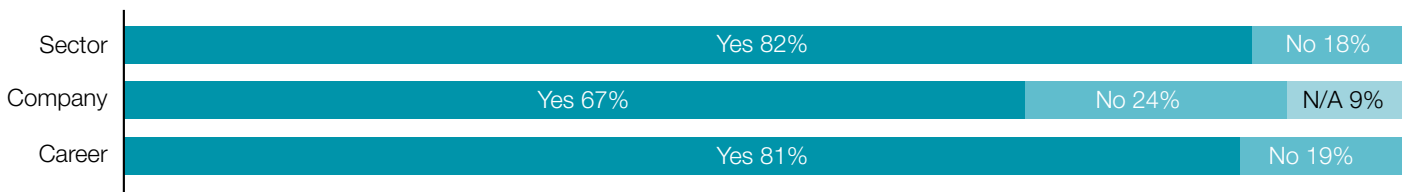


CAREER PATH

TOP FIVE SECTORS THAT PROFESSIONALS FEEL MOST OPTIMISTIC ABOUT FOR THE FUTURE.



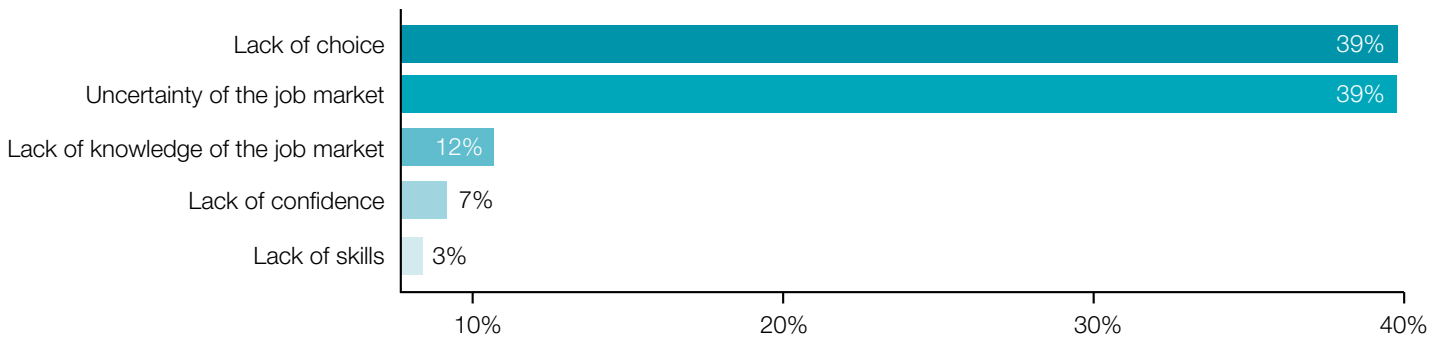
DO YOU HAVE CONFIDENCE IN YOUR:



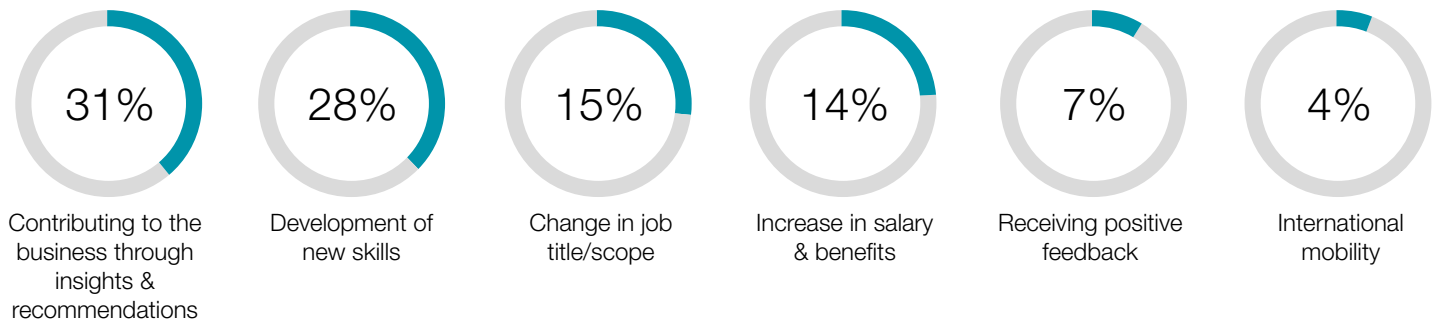
57%

feel free to make career decisions

WHAT IMPACTS YOUR FREEDOM REGARDING CAREER DECISIONS THE MOST?



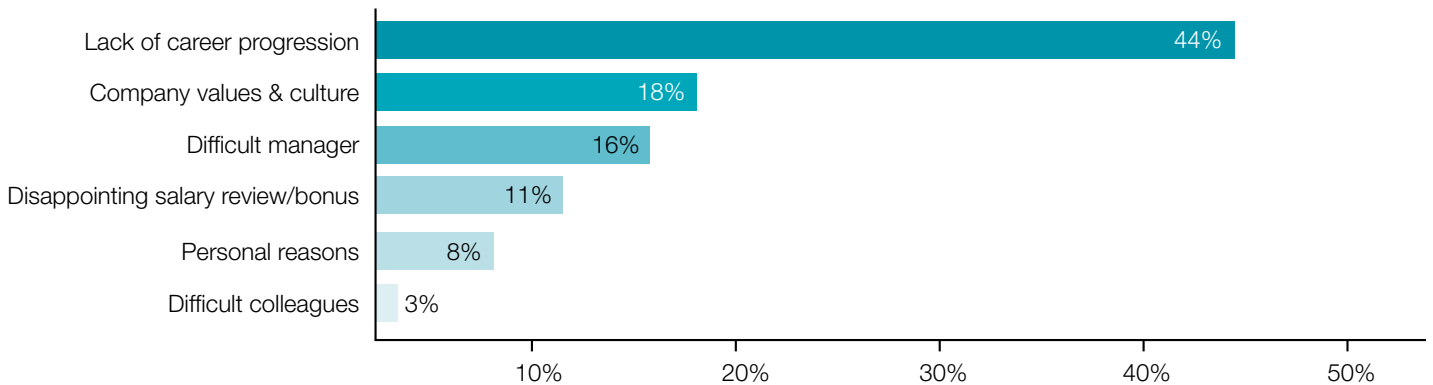
WHAT DO YOU CONSIDER TO BE THE KEY INDICATOR OF CAREER PROGRESSION?



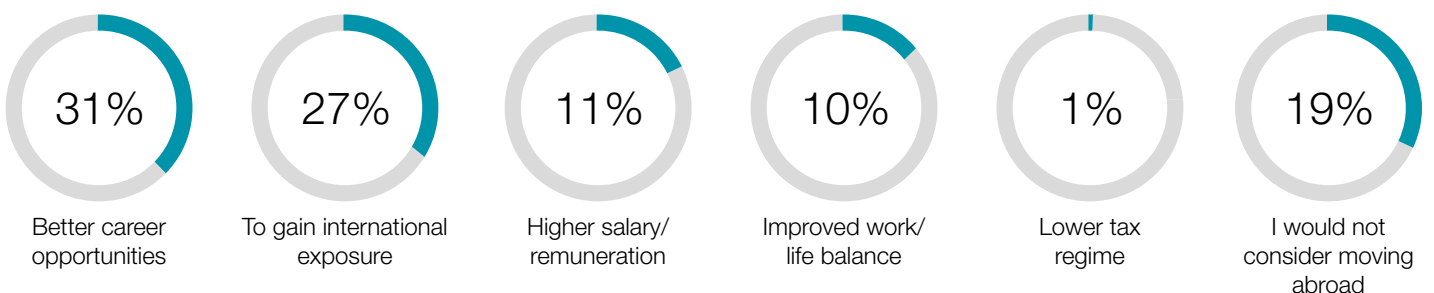
WHAT IS THE IDEAL LENGTH OF TIME TO STAY IN A PROFESSIONAL ROLE?



WHICH OF THE FOLLOWING WOULD MOST LIKELY CAUSE YOU TO LEAVE A ROLE?

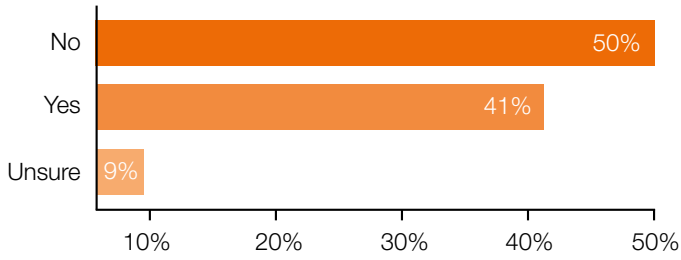


THE MAIN REASONS FOR MOVING ABROAD WOULD BE:

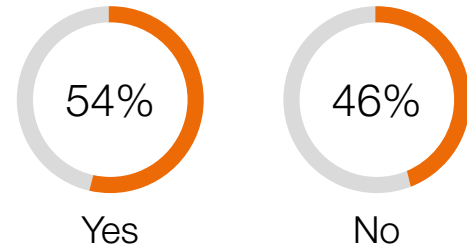


REMUNERATION & BENEFITS

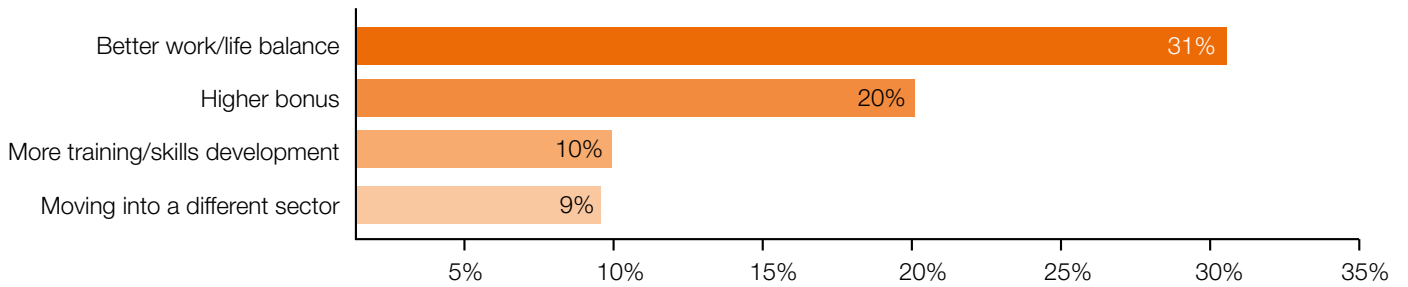
DO YOU BELIEVE YOU'RE PAID YOUR MARKET VALUE?



WOULD YOU BE WILLING TO ACCEPT A LOWER FIXED SALARY WITH HIGHER/LARGER BENEFITS/ BONUSSES?

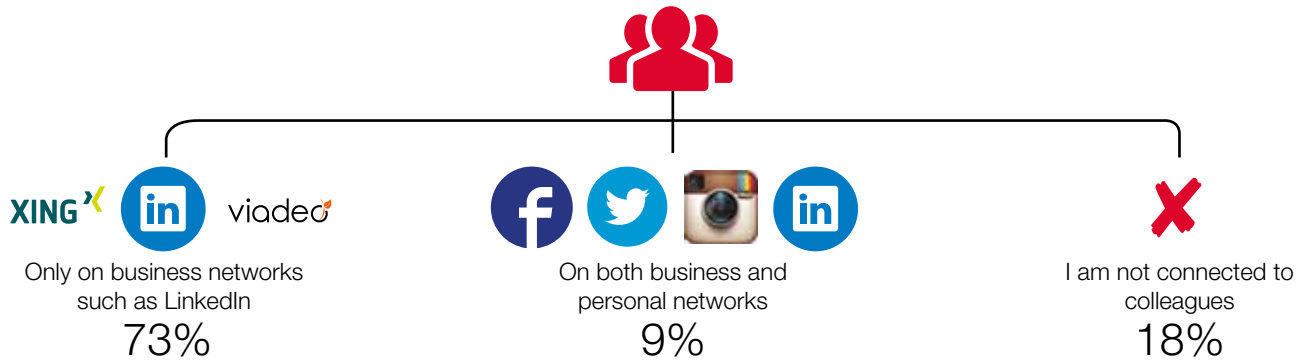


TOP REASONS FOR ACCEPTING A LOWER FIXED SALARY?

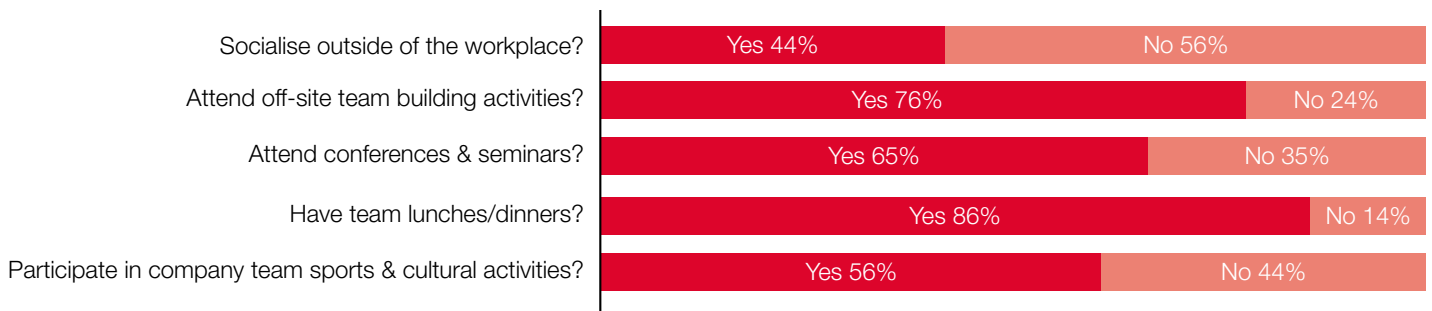


WORKING ENVIRONMENT/RELATIONSHIP

ARE YOU CONNECTED WITH YOUR COLLEAGUES ON SOCIAL PLATFORMS?



IS IT IMPORTANT FOR A GOOD WORKING RELATIONSHIP WITH COLLEAGUES TO:



IN YOUR CURRENT COMPANY, DO YOU PARTICIPATE IN ANY OF THE FOLLOWING?



Team lunches/dinners

65%



Conferences & seminars

40%



Socialising outside of the workplace

38%



Off-site team building activities

34%



Team sports and cultural activities

21%

CONTACT

You can download the full results of the Employee Insights Survey on our website: www.robertwalters.nl/eis.
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