



HR News – Facts and Figures

Employers ‘Wait and See’ on Pay

Nearly one-fourth of organizations that froze pay in 2009 plan to prolong the freeze into 2010, while 54% plan to resume normal pay levels, according to a recent release by WorldatWork, a compensation practice leader. The findings are from a survey in October 2009 among mostly larger companies. Other findings:

- 13 % of U.S. employers cut pay in 2009
- 37 % of U. S. employers said they were still in recession and not considering restoring cut lpay, 29 % plan to restore pay in full and 15 % said pay cuts were permanent.
- 18 % of organizations plan pay freezes in 2010, compared to 12 % in July, 2009.

(Source: WorldatWork, Phoenix, AZ)

“Can’t Get No Satisfaction”

According to a survey of 1,117 employed adults, 66% say they are dissatisfied with their compensation as a result of pay cuts, lack of bonuses or stagnant salaries. In a separate survey of 1,134 employed executives, 47% say they are “somewhat dissatisfied” or “very dissatisfied” with their current position.

(Sources: Adecco, Melville, NY and The Korn/Ferry Institute, Los Angeles).

Open to Other Opportunities

Roughly 80 % of 2,009 currently employed American adults say they would consider leaving their current job if presented with other opportunities.

(Source: Opinion Research Corp., Princeton, NJ)

Moving On

When 904 U.S. employees were recently asked in a survey: “Do you plan to pursue new job opportunities as the economy improves in 2010?”, they responded:

- “Yes, I intend to leave”. (60 %)
- “Maybe, so I’m networking.” (21%)
- “No, I intend to stay.” (13%)
- “Not likely, but I’ve updated my resume.” (6%)

(Source: Right Management, Philadelphia)

Low Morale

23 percent of 2,924 hiring managers and HR professionals rate their organization’s current employee morale as low. (Source: Careerbuilder.com, Chicago)

Hiring Ahead?

21 percent of 333 hiring managers say they plan to increase hiring at their organizations in 2010, compared to 3 percent last year. (Source: Towers Watson, Stamford, CT)

Use of Social Networking Sites by Employers

In a survey of 2,600 American hiring managers, 45% say they use social-networking sites to research job candidates, compared to 22% a year earlier. (Source: Careerbuilder.com, Chicago)

Feedback from Students on Employer's Use of Social Networking Sites

In a very small sampling of graduate students (7 MBA students at the University of Pennsylvania's Wharton School), the consensus was that social networking sites "are for our friends", unless the employer was a tech company or social-media company". (Source: HR Executive, Horsham, PA)

Desired Traits of Successful Managers

When 2,199 employed adults were asked in a multi-response survey to list the traits of a "successful manager", the top four responses were:

- Approachable (89%)
- Respectful (89%)
- Encouraging (89%)
- Reasonable (89%)

(Source: Randstad North America, Atlanta)

Flexibility Is a Good Thing

84% of 396 HR professionals surveyed believe flexible work arrangements boost employee morale in their organizations, up from 76% last year.

(Source: Institute for Corporate Productivity Seattle)

What Techies Want

Technology professionals are routinely in demand. But when the economy turns south and it becomes harder to retain this particular type of talent, alternative retention strategies other than compensation must be considered.

According to a survey of 431 technology professionals, the most popular alternatives to a raise include:

- some assurance of job security (35%)
- training and certification classes (32%)
- flexible work hours (31%)

The alternative of executive recognition for job performance came in dead last at 2%.

(Source: Dice.com, Urbandale, IA)

Hiring Stimulated by Feds

Nearly one-quarter (23%) of nearly 3,200 private and public-sector hiring managers reported that their organizations experienced an increase in business in the third quarter of 2009 tied to the economic stimulus program, while three-quarters (77%) did not.

Both employers that received funding (6% of those surveyed) and those that did not reported that they added employees this year as a result of the federal program. Top areas for hiring included technology (22%), R & D (18%), sales and marketing (12%), customer service (12%), legal (9%), HR (9%), accounting and finance (8%) and business development (7%).

Job Search Goes Mobile

According to SHRM (the Society for Human Resource Management), recruiters, hiring managers and HR staff need to make sure their job boards and recruitment sites are easy to use on handheld mobile devices. With more than 4 *billion* mobile phone subscribers worldwide, technology has put job searches in the palm of applicants' hands.

About 85% of Americans have cell phones and 32% have accessed the Internet with mobile devices. With numbers like these, experts advise that organizations devise recruitment sites for mobile devices with the same capabilities and functions as corporate home pages. Sami Makelainen, an Australia-based telecom and Internet consultant, has published a best-practices list for web sites that can be viewed on mobile devices:

- Make a "light" version of your site
- Don't skimp on content
- Take it easy with ads
- Don't use Java; it isn't configured to work on most cell phones.
- Make redirection to the mobile site automatic
- Allow access to the full site

Current demand is "not huge" from employers and candidates for mobile optimization, but an increasing trend is being seen.