

Robert Walters International Employee Insights Survey 2013 – Results Switzerland & Germany

We recently survey almost 10.000 professionals across Belgium, France, Germany, Ireland, Luxembourg, the Netherlands, Spain, Switzerland and the USA. The results provide a snapshot of how people work and their thoughts on current issues affecting both their job and the professional decision they make.

For Switzerland almost 200 professionals and for Germany 546 professionals participated.

Switzerland Results:

Please indicate whether you are		
Answer Options	Response Percent	Response Count
Male	77.6%	152
Female	22.4%	44
<i>answered question</i>		196

Which generation do you belong to?		
Answer Options	Response Percent	Response Count
Baby Boomer - born before 1968	26.5%	52
Gen X - born between 1968 and 1979	55.1%	108
Gen Y - born between 1980 and 1994	17.9%	35
Born after 1994	0.5%	1
<i>answered question</i>		196

In which area do you work?		
Answer Options	Response Percent	Response Count
Accountancy & finance	27.6%	54
Banking & financial services	18.4%	36
Tax/treasury	4.1%	8
HR	2.0%	4
Supply chain & procurement	25.5%	50
Legal	2.6%	5
Compliance	1.5%	3
IT	3.6%	7
Sales & marketing	4.1%	8
Secretarial & support	0.5%	1
Engineering	1.5%	3
Other (please specify)	8.7%	17
<i>answered question</i>		196

How many people work in your company globally?

Answer Options	Response Percent	Response Count
0 - 10	6.1%	12
10 - 49	4.1%	8
50 - 250	6.1%	12
251+	76.0%	149
N/A	7.7%	15
<i>answered question</i>		196

In which sector do you work?

Answer Options	Response Percent	Response Count
Professional/Financial Services	37.2%	73
Commerce/Industry	41.8%	82
Other (please specify)	20.9%	41
<i>answered question</i>		196

Which of the following factors most determines your personal job satisfaction?

Answer Options	Response Percent	Response Count
Good remuneration and benefits	13.0%	24
A good work/life balance	25.9%	48
Achieving status and positions of responsibility	18.4%	34
Taking on and overcoming challenges	34.6%	64
Helping other people	4.9%	9
Other (please specify)	3.2%	6
<i>answered question</i>		185

Which of the following would most likely cause you to leave a role?

Answer Options	Response Percent	Response Count
Disappointing salary review	5.9%	11
Lack of bonus	1.1%	2
Lack of career progression	47.0%	87
Difficult colleagues/boss	29.7%	55
Work/life balance	10.3%	19
Other (please specify)	5.9%	11
<i>answered question</i>		185

How important is it for your career development to have some experience working internationally?

Answer Options	Response Percent	Response Count
Essential	44.3%	82
Extremely useful	38.4%	71
Helpful but doesn't make a big difference	16.2%	30
Not important at all	1.1%	2
<i>answered question</i>		185

What is the main reason you would consider working internationally?

Answer Options	Response Percent	Response Count
Better career opportunities	34.6%	64
Improved work/life balance	8.1%	15
To gain international exposure	40.5%	75
Higher salary/remuneration	8.6%	16
Lower tax regime	0.0%	0
Other (please specify)	8.1%	15
<i>answered question</i>		185

What do you believe is the optimum length of time to stay in your first professional role?

Answer Options	Response Percent	Response Count
Less than 1 year	0.5%	1
1 - 2 years	14.6%	27
2 - 3 years	44.3%	82
3 - 5 years	33.0%	61
5 years plus	7.6%	14
<i>answered question</i>		185

How often do you believe you should change jobs?

Answer Options	Response Percent	Response Count
Every 0 - 2 years	1.1%	2
Every 2 - 3 years	16.2%	30
Every 3 - 5 years	51.4%	95
Every 5 - 8 years	26.5%	49
Every 8 years plus	4.9%	9
<i>answered question</i>		185

Do you feel that your own personal achievements at work directly impact the broader success of the business?

Answer Options	Response Percent	Response Count
Yes	82.2%	152
No	17.8%	33
<i>answered question</i>		185

On an average day, how long does it take to commute to your office?

Answer Options	Response Percent	Response Count
Less than 15 minutes	15.8%	29
15 - 30 minutes	32.1%	59
30 - 45 minutes	25.5%	47
45 - 60 minutes	15.8%	29
60 - 90 minutes	7.1%	13
Over 90 minutes	3.8%	7
<i>answered question</i>		184

On average, how many hours per week do you work?

Answer Options	Response Percent	Response Count
Less than 20 hours	1.1%	2
20 - 30 hours	2.2%	4
30 - 40 hours	4.9%	9
40 - 50 hours	57.1%	105
50 - 60 hours	28.8%	53
More than 60 hours	6.0%	11
<i>answered question</i>		184

How does your employer recognise any overtime that you do?

Answer Options	Response Percent	Response Count
Overtime pay	4.9%	9
Flexi-time	27.7%	51
Lifestyle' gifts e.g. dinner vouchers	0.5%	1
Career progression	5.4%	10
No recognition for overtime is given	61.4%	113
<i>answered question</i>		184

Do you usually take the full allocated time for your lunch break?

Answer Options	Response Percent	Response Count
I always take my full lunch break	22.3%	41
I take some of the allocated time but not all	62.5%	115
I take 10 minutes to grab a sandwich and eat it at my desk	10.3%	19
Never, someone gets lunch for me and I eat it at my desk	0.0%	0
I tend to miss lunch	4.9%	9
<i>answered question</i>		184

Have you ever been part of a formal mentoring programme?

Answer Options	Response Percent	Response Count
Yes	31.1%	57
No	68.9%	126
<i>answered question</i>		183

Does your current employer promote mentoring?		
Answer Options	Response Percent	Response Count
Yes	26.8%	49
No	73.2%	134
<i>answered question</i>		183

Do you think you would benefit from being involved in a mentoring programme?		
Answer Options	Response Percent	Response Count
Yes	83.1%	152
No	16.9%	31
<i>answered question</i>		183

What is the one attribute you would most value in a mentor?		
Answer Options	Response Percent	Response Count
A willingness to share skills, knowledge and expertise	31.7%	58
A positive attitude and a strong role model	8.7%	16
The provision of guidance, recommendation and constructive feedback	52.5%	96
The respect they hold from colleagues/employees at all levels of the organisation	2.7%	5
Other (please specify)	4.4%	8
<i>answered question</i>		183

When you are looking for a new job, which of the following is your first port of call?		
Answer Options	Response Percent	Response Count
A recruitment consultancy	16.9%	31
A jobs website/job board	55.7%	102
Newspaper or trade magazine advertisements	0.5%	1
A social networking site (e.g. LinkedIn and Facebook)	3.8%	7
Search engine	7.1%	13
Your own network	10.4%	19
Approaching company directly	4.4%	8
Other (please specify)	1.1%	2
<i>answered question</i>		183

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Do you use social networking sites for job hunting purposes?		
Answer Options	Response Percent	Response Count
Yes	78.7%	144
No	21.3%	39
<i>answered question</i>		183

If so, which ones?		
Answer Options	Response Percent	Response Count
Facebook	1.6%	3
Twitter	0.5%	1
LinkedIn	71.6%	131
Xing	14.8%	27
Other (please specify)	11.5%	21
<i>answered question</i>		183

Germany Results: 546 Participants

Please indicate whether you are		
Answer Options	Response Percent	Response Count
Male	78.6%	429
Female	21.4%	117
<i>answered question</i>		546

Which generation do you belong to?		
Answer Options	Response Percent	Response Count
Baby Boomer - born before 1968	40.3%	220
Gen X - born between 1968 and 1979	43.4%	237
Gen Y - born between 1980 and 1994	16.1%	88
Born after 1994	0.2%	1
<i>answered question</i>		546

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In which area do you work?		
Answer Options	Response Percent	Response Count
Accountancy & finance	24.5%	134
Banking & financial services	8.2%	45
Tax/treasury	1.6%	9
HR	5.5%	30
Supply chain & procurement	3.5%	19
Legal	1.1%	6
Compliance	0.7%	4
IT	17.0%	93
Sales & marketing	23.1%	126
Secretarial & support	1.5%	8
Engineering	2.7%	15
Other (please specify)	10.4%	57
<i>answered question</i>		546

How many people work in your company globally?		
Answer Options	Response Percent	Response Count
0 - 10	6.6%	36
10 - 49	5.7%	31
50 - 250	12.1%	66
251+	67.8%	370
N/A	7.9%	43
<i>answered question</i>		546

In which sector do you work?		
Answer Options	Response Percent	Response Count
Professional/Financial Services	32.1%	175
Commerce/Industry	47.6%	260
Other (please specify)	20.3%	111
<i>answered question</i>		546

What defines your career progress the most?		
Answer Options	Response Percent	Response Count
Your skills and contribution to the business	59.6%	280
Politics and your ability to position yourself favourably with your managers	14.0%	66
The success of the firm as a whole	8.3%	39
Team dynamics and the role you play within the team	17.0%	80
Other (please specify)	1.1%	5
<i>answered question</i>		470

Which of the following factors most determines your personal job satisfaction?		
Answer Options	Response Percent	Response Count
Good remuneration and benefits	14.9%	70
A good work/life balance	30.6%	144
Achieving status and positions of responsibility	15.7%	74
Taking on and overcoming challenges	33.2%	156
Helping other people	2.8%	13
Other (please specify)	2.8%	13
<i>answered question</i>		470

Which of the following would most likely cause you to leave a role?		
Answer Options	Response Percent	Response Count
Disappointing salary review	7.4%	35
Lack of bonus	1.7%	8
Lack of career progression	41.1%	193
Difficult colleagues/boss	27.0%	127
Work/life balance	17.2%	81
Other (please specify)	5.5%	26
<i>answered question</i>		470

How important is it for your career development to have some experience working internationally?

Answer Options	Response Percent	Response Count
Essential	25.1%	118
Extremely useful	43.2%	203
Helpful but doesn't make a big difference	26.0%	122
Not important at all	5.7%	27
<i>answered question</i>		470

What is the main reason you would consider working internationally?

Answer Options	Response Percent	Response Count
Better career opportunities	24.3%	114
Improved work/life balance	6.8%	32
To gain international exposure	52.8%	248
Higher salary/remuneration	10.4%	49
Lower tax regime	0.9%	4
Other (please specify)	4.9%	23
<i>answered question</i>		470

What do you believe is the optimum length of time to stay in your first professional role?

Answer Options	Response Percent	Response Count
Less than 1 year	0.9%	4
1 - 2 years	11.5%	54
2 - 3 years	40.2%	189
3 - 5 years	41.1%	193
5 years plus	6.4%	30
<i>answered question</i>		470

How often do you believe you should change jobs?

Answer Options	Response Percent	Response Count
Every 0 - 2 years	0.9%	4
Every 2 - 3 years	7.7%	36
Every 3 - 5 years	44.5%	209
Every 5 - 8 years	38.5%	181
Every 8 years plus	8.5%	40
<i>answered question</i>		470

Do you feel that your own personal achievements at work directly impact the broader success of the business?

Answer Options	Response Percent	Response Count
Yes	85.1%	400
No	14.9%	70
<i>answered question</i>		470

On an average day, how long does it take to commute to your office?

Answer Options	Response Percent	Response Count
Less than 15 minutes	12.9%	60
15 - 30 minutes	27.5%	128
30 - 45 minutes	24.5%	114
45 - 60 minutes	19.6%	91
60 - 90 minutes	12.3%	57
Over 90 minutes	3.2%	15
<i>answered question</i>		465

On average, how many hours per week do you work?

Answer Options	Response Percent	Response Count
Less than 20 hours	0.9%	4
20 - 30 hours	0.4%	2
30 - 40 hours	6.9%	32
40 - 50 hours	52.9%	246
50 - 60 hours	32.3%	150
More than 60 hours	6.7%	31
<i>answered question</i>		465

How does your employer recognise any overtime that you do?		
Answer Options	Response Percent	Response Count
Overtime pay	4.5%	21
Flexi-time	31.0%	144
Lifestyle' gifts e.g. dinner vouchers	0.6%	3
Career progression	6.2%	29
No recognition for overtime is given	57.6%	268
<i>answered question</i>		465

Do you usually take the full allocated time for your lunch break?		
Answer Options	Response Percent	Response Count
I always take my full lunch break	22.8%	106
I take some of the allocated time but not all	52.0%	242
I take 10 minutes to grab a sandwich and eat it at my desk	12.9%	60
Never, someone gets lunch for me and I eat it at my desk	2.6%	12
I tend to miss lunch	9.7%	45
<i>answered question</i>		465

Have you ever been part of a formal mentoring programme?		
Answer Options	Response Percent	Response Count
Yes	35.4%	162
No	64.6%	296
<i>answered question</i>		458

Does your current employer promote mentoring?		
Answer Options	Response Percent	Response Count
Yes	28.8%	132
No	71.2%	326
<i>answered question</i>		458

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Do you think you would benefit from being involved in a mentoring programme?		
Answer Options	Response Percent	Response Count
Yes	84.5%	387
No	15.5%	71
<i>answered question</i>		458

What is the one attribute you would most value in a mentor?		
Answer Options	Response Percent	Response Count
A willingness to share skills, knowledge and expertise	33.6%	154
A positive attitude and a strong role model	8.3%	38
The provision of guidance, recommendation and constructive feedback	52.8%	242
The respect they hold from colleagues/employees at all levels of the organisation	4.1%	19
Other (please specify)	1.1%	5
<i>answered question</i>		458

When you are looking for a new job, which of the following is your first port of call?		
Answer Options	Response Percent	Response Count
A recruitment consultancy	21.0%	96
A jobs website/job board	52.5%	240
Newspaper or trade magazine advertisements	0.7%	3
A social networking site (e.g. LinkedIn and Facebook)	2.8%	13
Search engine	9.2%	42
Your own network	11.6%	53
Approaching company directly	1.3%	6
Other (please specify)	0.9%	4
<i>answered question</i>		457

Do you use social networking sites for job hunting purposes?		
Answer Options	Response Percent	Response Count
Yes	73.5%	336
No	26.5%	121
<i>answered question</i>		457

If so, which ones?		
Answer Options	Response Percent	Response Count
Facebook	1.1%	5
Twitter	0.4%	2
LinkedIn	23.9%	109
Xing	60.4%	276
Other (please specify)	14.2%	65
<i>answered question</i>		457