

Press Release

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For more information

Anna Sykalou

Telephone

+30 210 6770523 – asykalou@randstad.gr

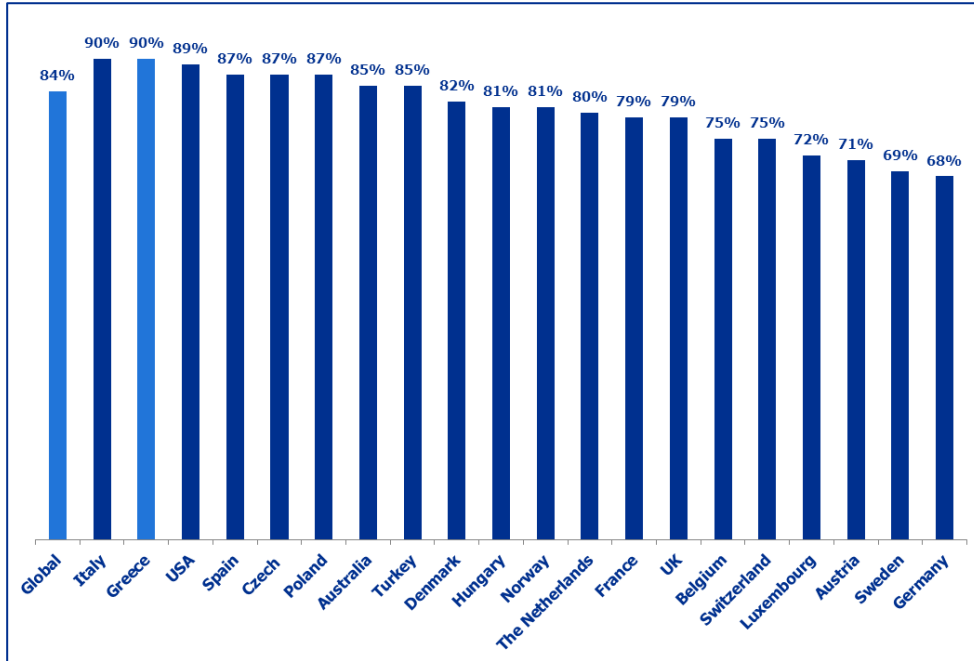
Randstad Workmonitor, results 4th quarter 2016

Greek employees opinion on the digital workplace and current economic situation in Greece

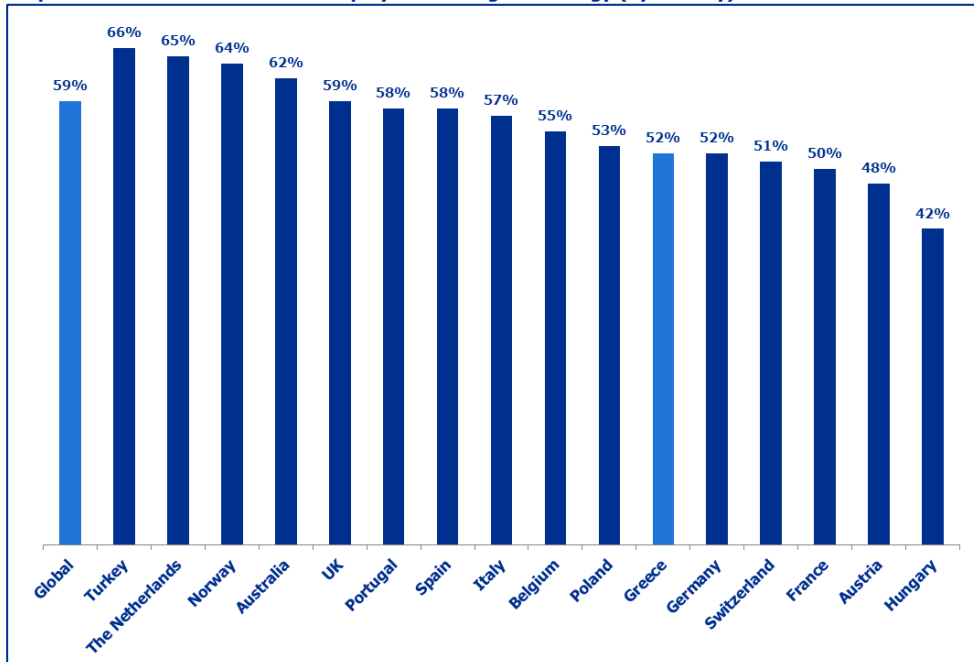
The Randstad Workmonitor survey for fourth quarter 2016 explores digital awareness and economic outlook as well as the quarterly mobility index, fear of job loss and job satisfaction of Greek employees.

According to the Greek respondents in the latest Workmonitor, 90% believe that every company should have a digital strategy. However, only 52% state that their employer actually has a digital strategy.

Respondents that believe that every company should have a digital strategy (by country)



Respondents that state that their employer has a digital strategy (by country)

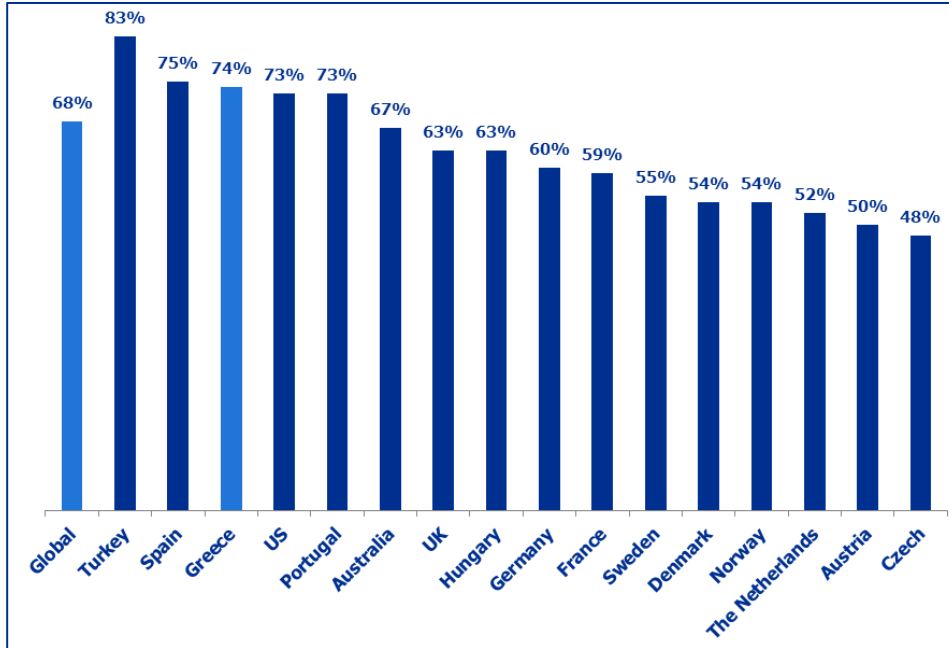


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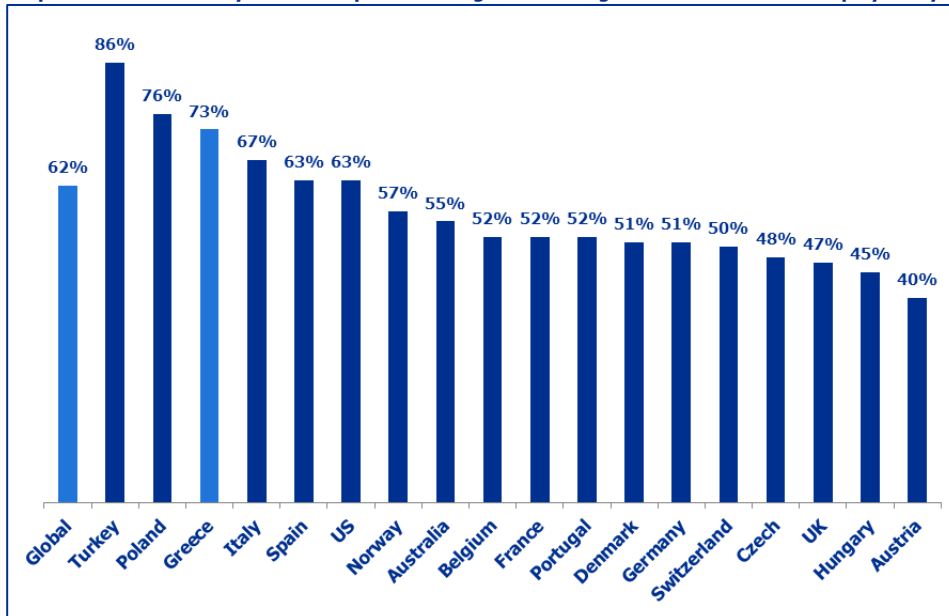
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74% agree that digitalisation requires a different of skill sets than currently available with the employees at their current employer. 73% of those surveyed admit that they personally need to acquire more digital skills to guarantee their future employability.

Agree that digitalisation requires different skill sets than current available with employees at their current employer (by country)



Respondents believe they need to acquire more digital skills to guarantee their future employability (by country)



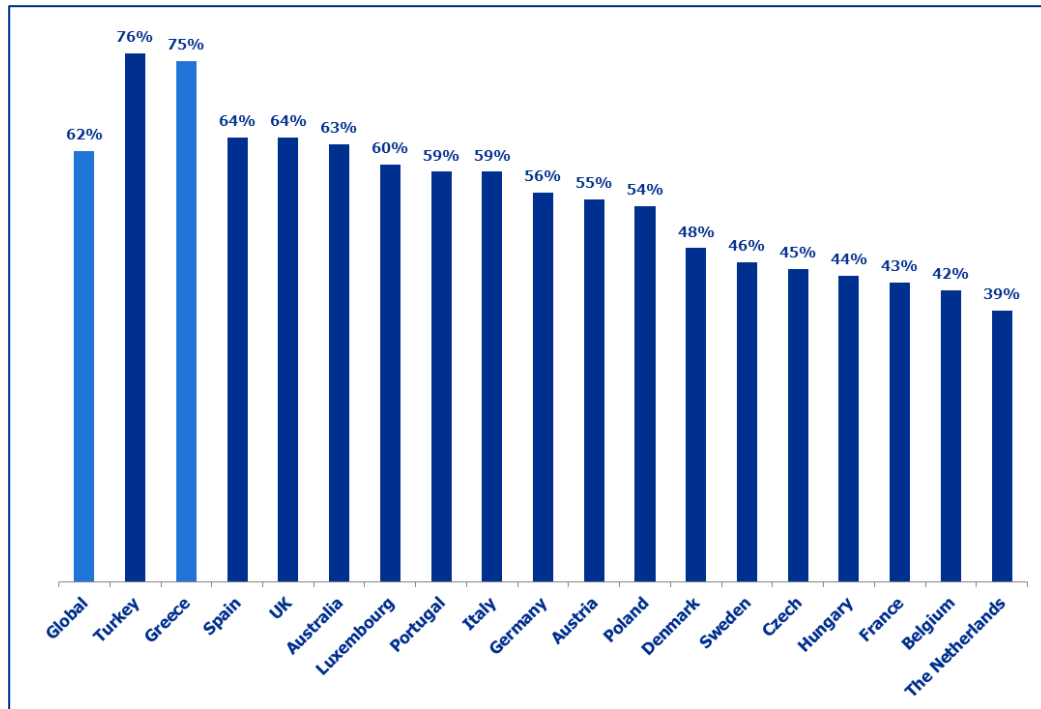
75% state that if repetitive tasks were automated, they expect to be able to add much more personal value to their job. 54% agreed that they perform a lot of repetitive work and/or routine tasks that could be automated.

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Respondents agree that they perform a lot of repetitive work that could be automated (by country)



Job search habits

According to the survey findings, when asked what is the first source you use to look for jobs, 56% of Greek respondents stated they run a Google or internet search (first place). We can make the assumption from the result that Greek employees are becoming more and more aware of technology in their everyday lives and accepting the transition to more digital world of work.

My first choice to look for jobs is (please rank options in order of preference)

Source	1 st	2 nd	3 rd	4 th	5 th
Run Google/Internet Search	56%	13%	10%	12%	9%
Follow up on a referral from someone I know	23%	29%	20%	13%	14%
Proactively apply with the company of my choice	20%	21%	21%	22%	15%
Respond to a job ad	17%	25%	23%	18%	17%
Use social media to learn about job openings	11%	24%	25%	17%	24%
Visit the online career section of the company of my choice	9%	23%	26%	20%	22%
Signup on a job board or similar digital platform	12%	16%	21%	28%	24%
Register with a recruitment company	5%	15%	26%	27%	27%

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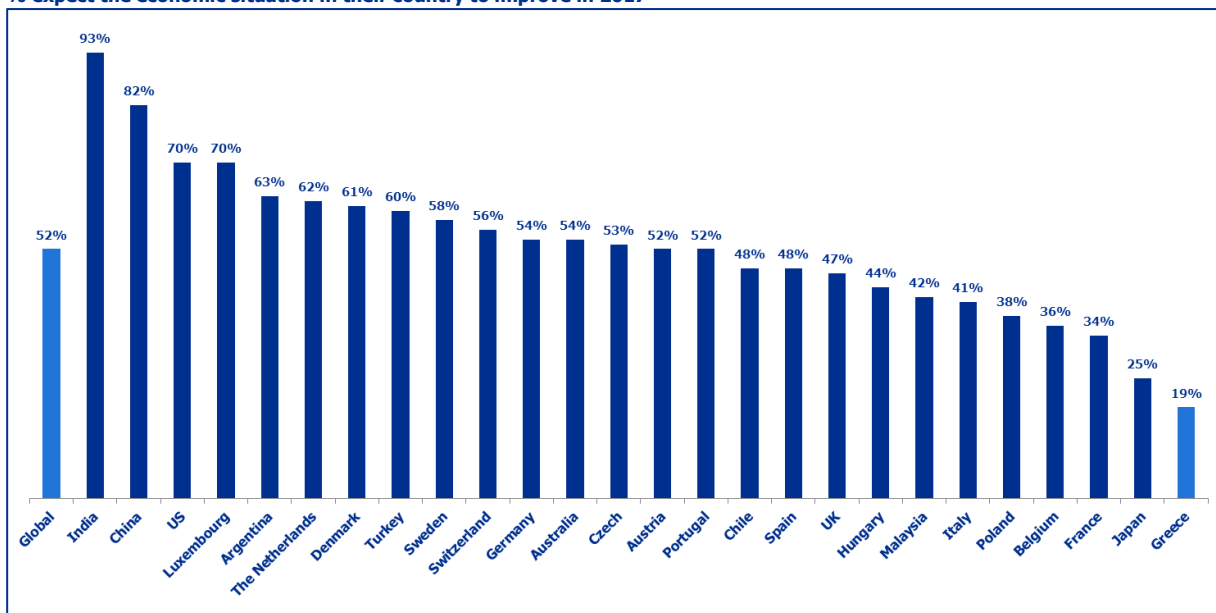
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Economic Outlook 2017

Globally, 52% of the respondents expect the economic situation in their country to improve. In Greece, the respondents had a different opinion. Only 19% of those surveyed in Greece expect the economic situation in their country to improve in 2017.

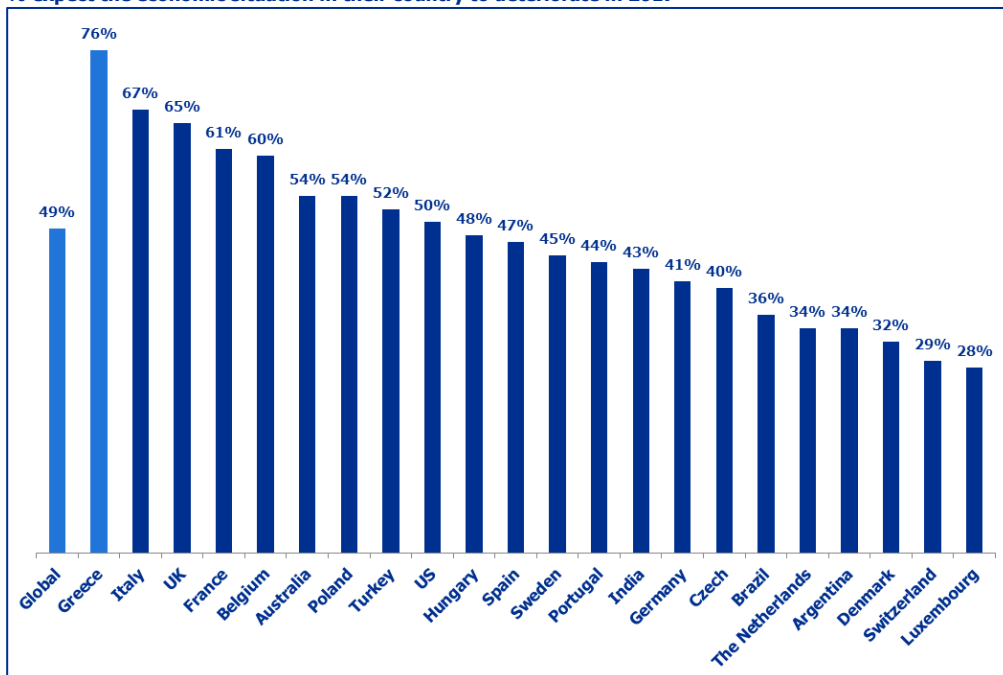
Year	Economic situation will improve	Employers financial performance will improve	Expect a payrise	Expect a financial bonus
2016	19%	45%	20%	19%
2015	19%	37%	18%	38%
2014	29%	Not measured	26%	22%
2013	17%	Not measured	18%	13%
2012	12%	32%	14%	15%

% expect the economic situation in their country to improve in 2017



Holding the first place, 76% of Greek respondents expect the economic situation in Greece to deteriorate in 2017.

% expect the economic situation in their country to deteriorate in 2017

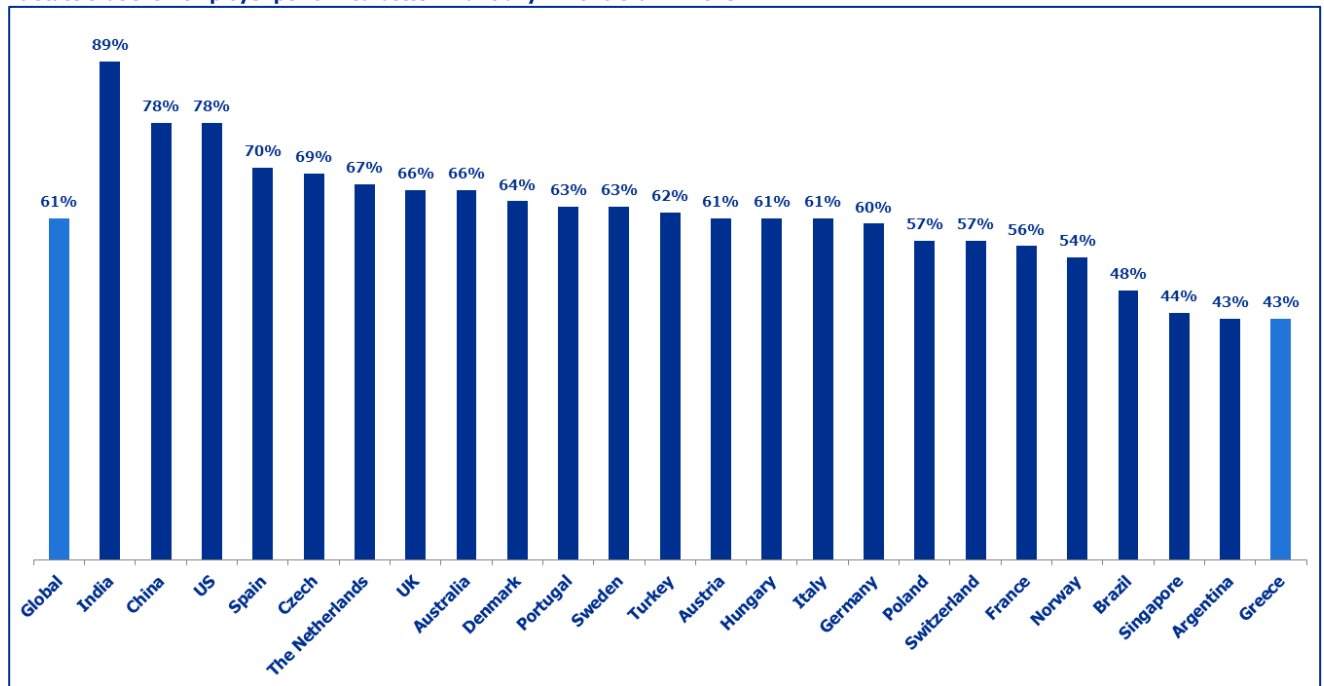


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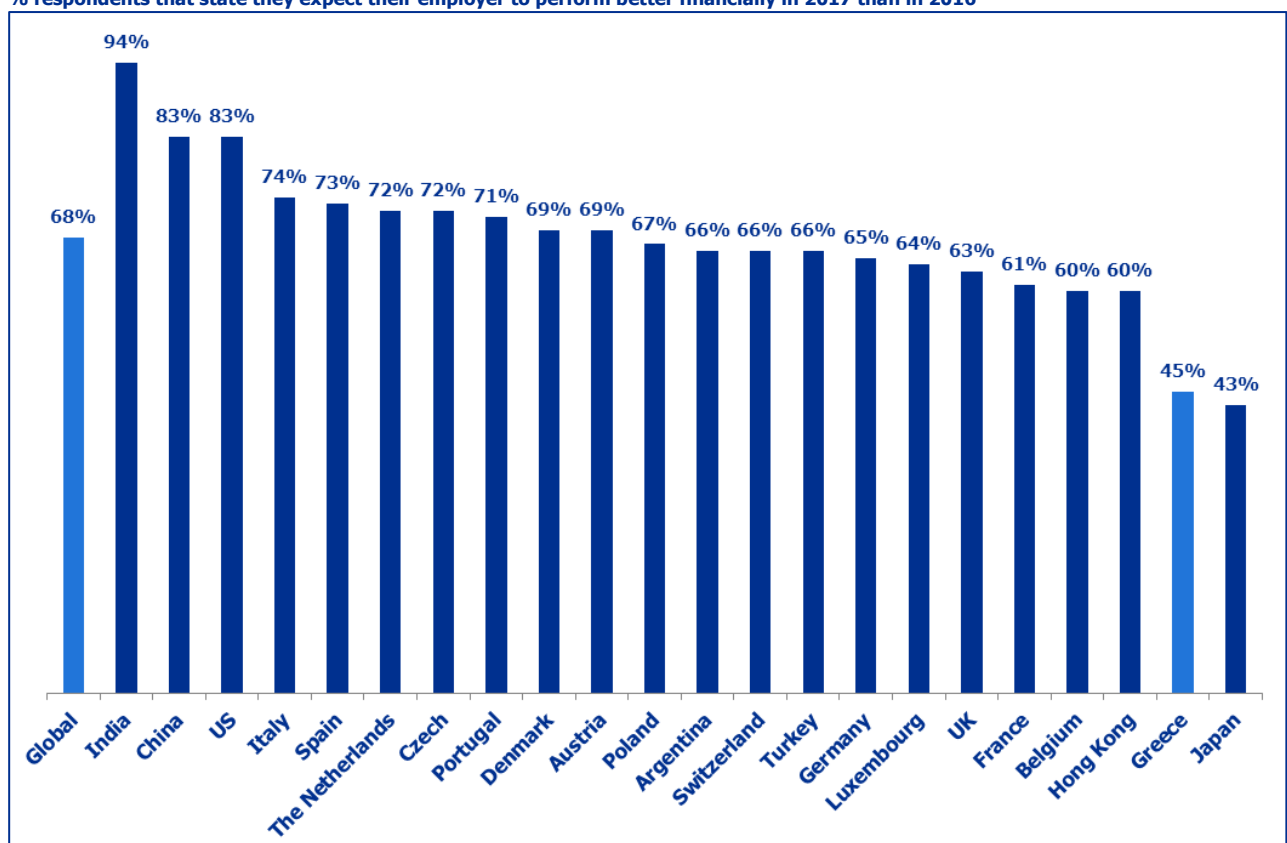
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In Greece, only 43% stated that their employer performed better financially in 2016 than in 2015. Only 45% expect their employer to perform better financially in 2017 than in 2016. In last place with Japan, only 20% of the Greek respondents expect to receive a raise at the end of the fiscal year and only 19% expect to receive a one-time financial reward/bonus at the end of the fiscal year.

% state that their employer performed better financially in 2016 than in 2015



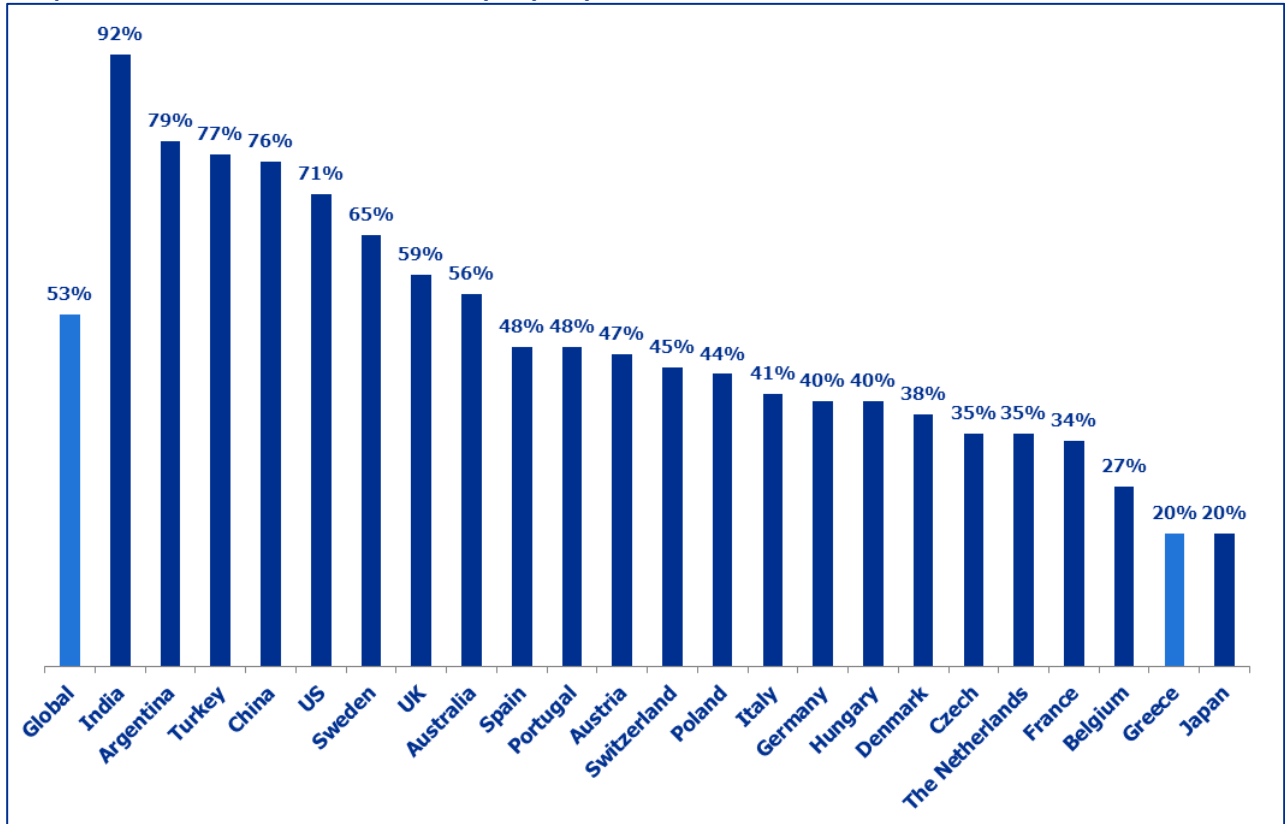
% respondents that state they expect their employer to perform better financially in 2017 than in 2016



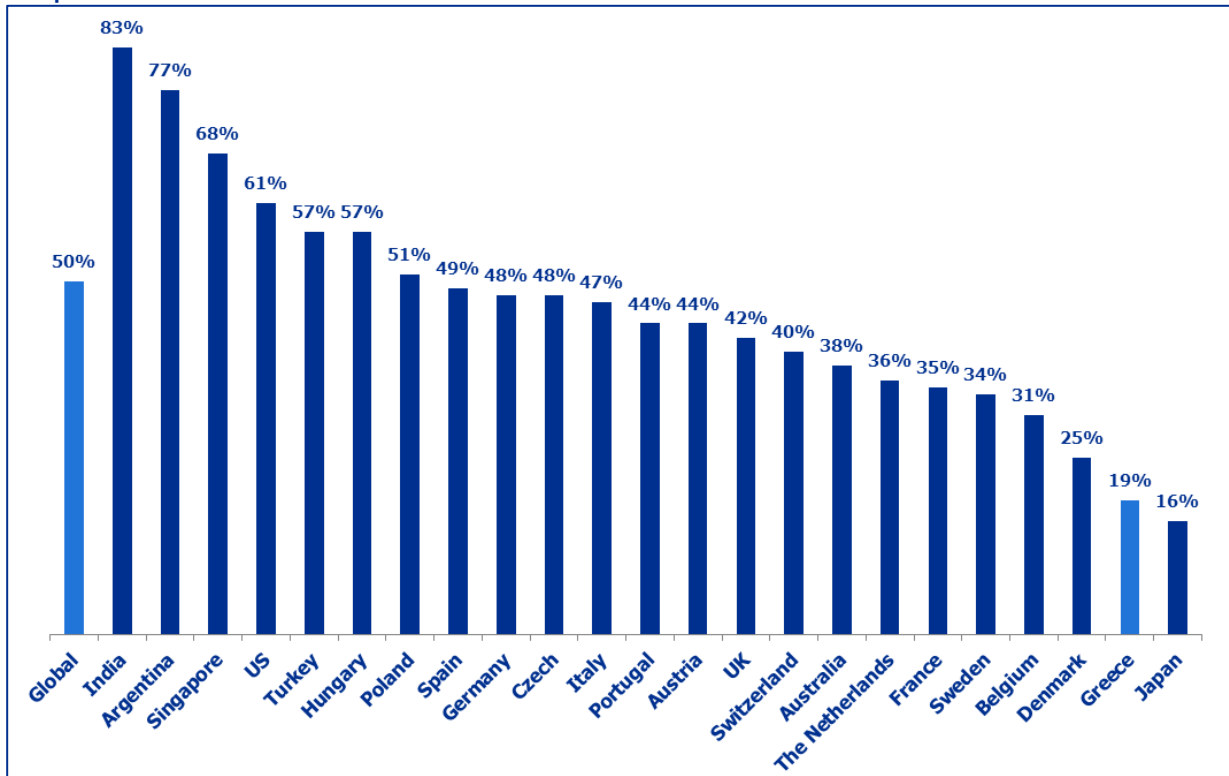
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% expect to receive a raise at the end of the fiscal year (2016)



% expect to receive a one time financial bonus for 2016



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Quarterly recurring items

Mobility Index in Greece remains static

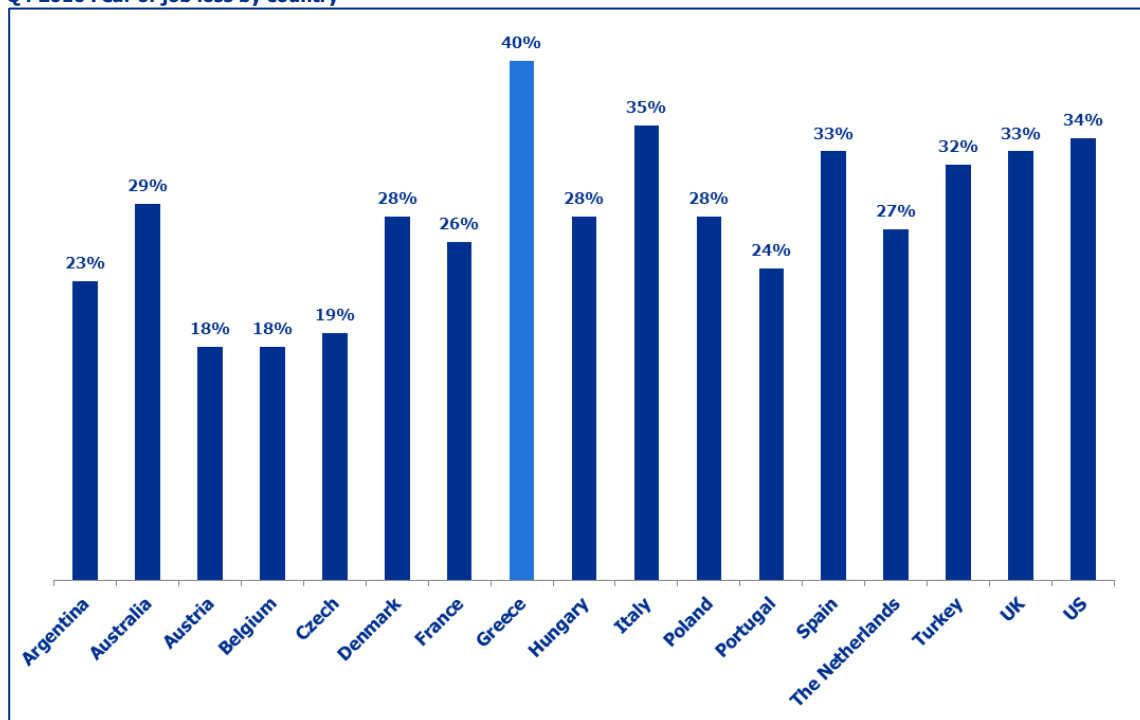
The Randstad labour market "mobility index" assesses the number of employees who expect to find another job within the next 6 months. This is based on employee's current job satisfaction, their fear of being fired, their need to find new personal challenges and confidence in finding a job elsewhere.

The mobility index for Greece decreased 3 points to 104 for 4th quarter. Globally the mobility index decreased 2 points from 110 to 108 this quarter.

Fear of job loss increases

When asked how likely the respondents find the possibility of losing their job or the chance that their contract will not be extended within the next six months, 40% responded that it is highly likely, an increase of 1% since Q3 2016. Of the employees in Greece surveyed, females were found to have the highest level of fear of job loss at 44%, whilst males are at 37%. The age group with the highest fear of job loss is noted in the 25 – 34 age bracket. Those who classified themselves as middle educated have the highest fear of job loss at 40%.

Q4 2016 Fear of job loss by country



Job satisfaction

According to survey findings, in Greece, job satisfaction increased by 2% since last quarter, now at 63%. The most satisfied age group is the 55-67 age bracket (79%), followed by the 18-24 age bracket (75%). 64% of the females surveyed in Greece were satisfied with their job whilst 62% of males indicated this. Those that indicated that they had a high education level had the highest job satisfaction at 65%.

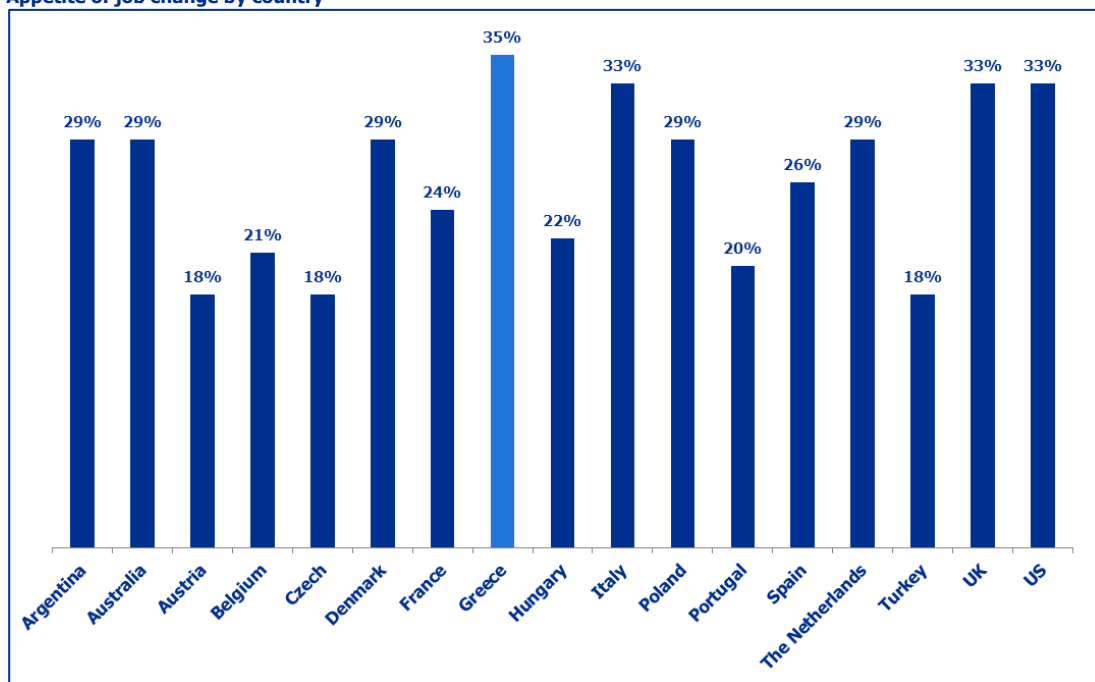
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Appetite to change jobs

The number of people in Greece looking for a new job increased by 4% to 35% in Q4 2016. The highest number of new job seekers can be found in the 25-34 age bracket with 42%. 39% of the females surveyed indicated they were seeking a new job and 32% of males.

Appetite of job change by country



Actual Job change

The percentage of employees that actually changed jobs in the last six months remains static at 19% since last quarter. The 25-34 age group bracket (29%) had the highest rates of actual job change. The results also reveal that slightly more male respondents (19%) as opposed to females (18%) changed jobs. From an educational perspective those that indicated they were highly educated (25%) were the group that had the most job changes.

The Randstad Workmonitor

The Randstad Workmonitor was launched in 2003, and now covers 33 countries around the world, encompassing Europe, Asia Pacific and the Americas. The Randstad Workmonitor is published four times a year, making both local and global trends in mobility regularly visible over time.

The Mobility Index, which tracks employee confidence and captures expectations surrounding the likelihood of changing employers within a six month time frame, provides a comprehensive understanding of job market sentiments and employee trends. In addition to measuring mobility, also employee satisfaction and personal motivation, as well as a rotating set of themed questions are part of the survey.

The quantitative study is conducted via an online questionnaire among a population aged 18-65, working a minimum of 24 hours a week in a paid job (not self-employed). The sample size in Greece was 405 interviews, using Survey Sampling International. Research for the second wave in 2016 was conducted between 26 October to 9 November 2016.



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Shaping the World of Work

Randstad specializes in solutions in the field of flexible work and human resources services. Our services range from temporary staffing and permanent recruitment to HR Solutions (outplacement, career design, RPO and assessment centres), and inhouse services.

The Randstad Group is one of the leading HR services providers in the world with top three positions in Argentina, Belgium & Luxembourg, Canada, Chile, France, Germany, Greece, India, Mexico, the Netherlands, Poland, Portugal, Spain, Switzerland, the UK, and the United States as well as major positions in Australia and Japan.

In 2015 Randstad had approximately 29,750 corporate employees and around 4,473 branches and inhouse locations in 39 countries around the world. Randstad generated revenue of 19.2 billion euro in 2015. Randstad was founded in 1960 and is headquartered in Diemen, the Netherlands. Randstad was founded in 1960 and is headquartered in Diemen, the Netherlands. Randstad Holding nv is listed on the NYSE Euronext Amsterdam, where options for stocks in Randstad are also traded. For more information see www.randstad.gr.