

Press Release

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For more information

Anna Sykalou

Contact:

asykalou@randstad.gr

Randstad Workmonitor, results 2nd quarter 2018

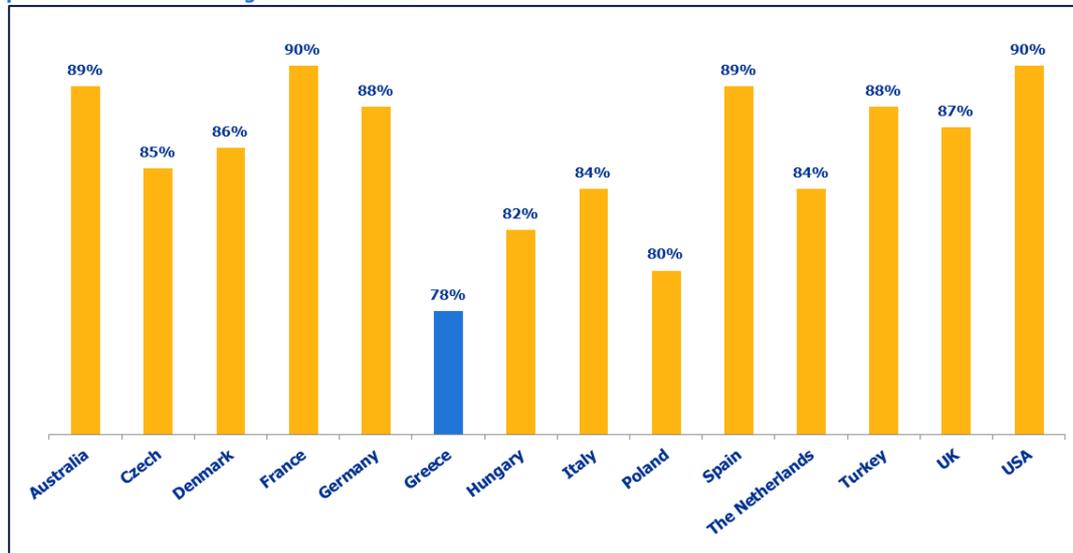
Working in age diverse teams is preferred in the Greek workplace.

The Randstad Workmonitor survey for second quarter 2018 explores the impact of a multi-generational workforce as well as the quarterly mobility index, fear of job loss and job satisfaction of Greek employees.

multi-generational teams

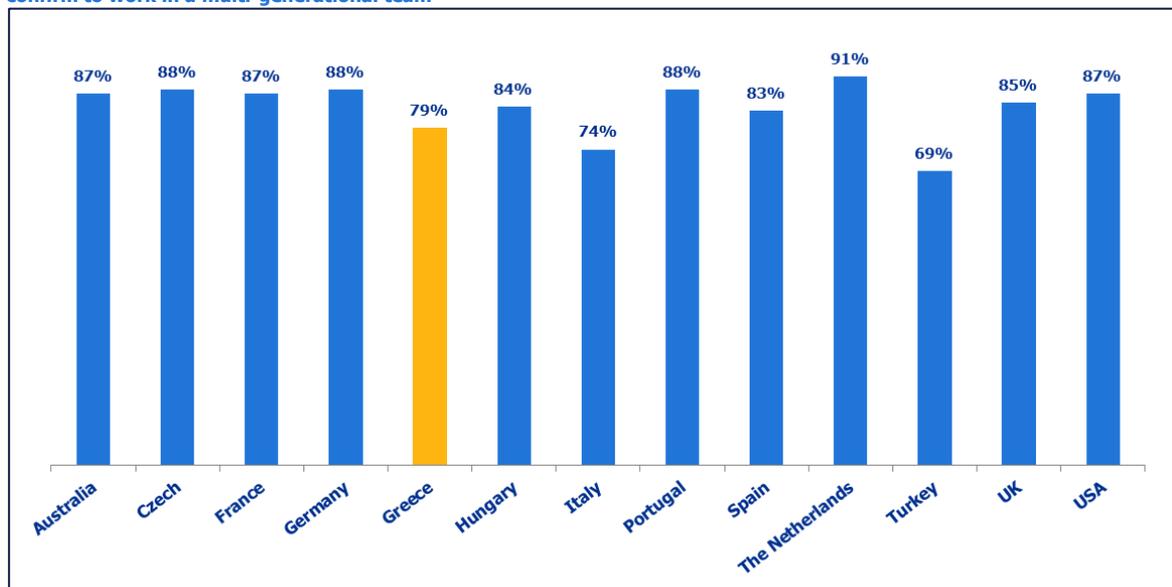
When discussing various generations in the workforce, 78% of Greek respondents stated that they prefer to work in a multi-generational team.

prefer to work in a multi-generational team.



79% declare themselves as working in a multi-generational team and 74% state that they come up with innovative ideas and solutions, thanks to an age-diverse team.

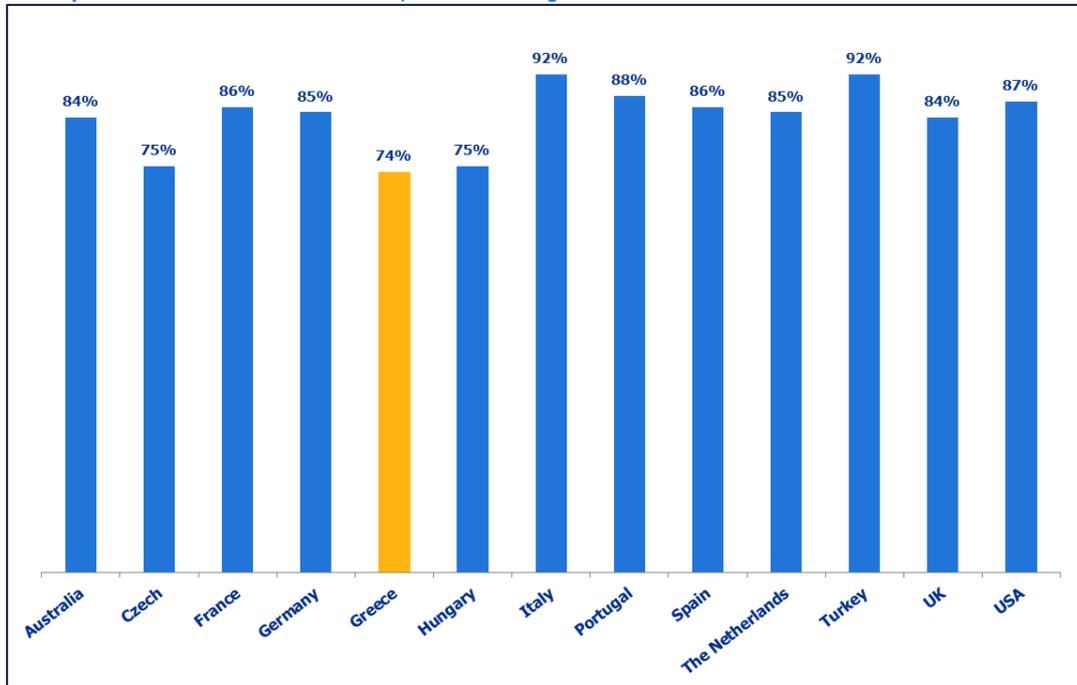
confirm to work in a multi-generational team



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come up with innovative ideas & solutions, thanks to an age-diverse team.

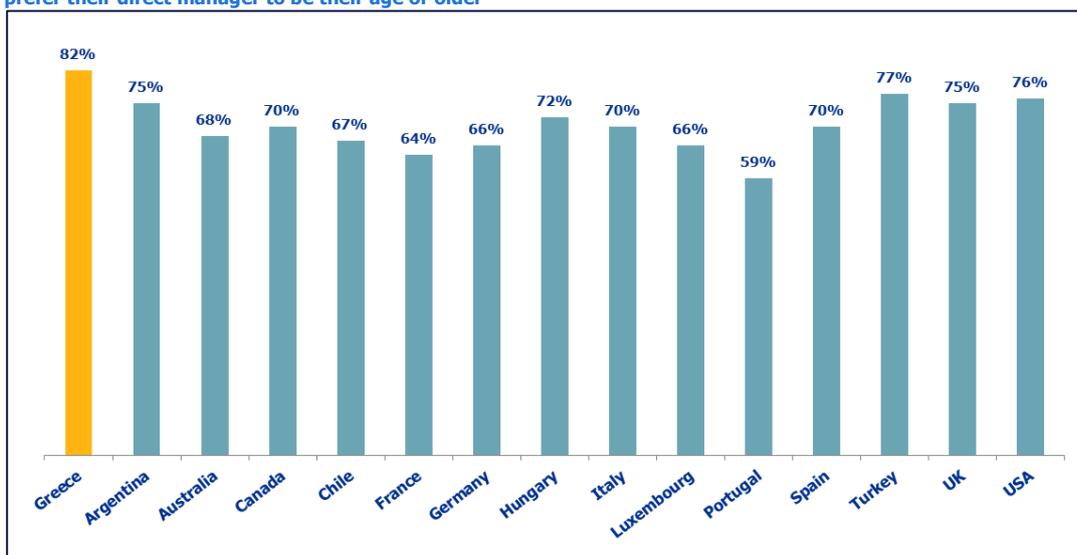


80% believe that the collaboration between generations is mutually beneficial at their company. 84% feel that the main difference with working in a multi-generational workplace is the communication styles. 30% of Greek respondents find it difficult to communicate with co-workers who are not from their generation or their age group.

direct manager

Although 75% of the Greek respondents believe that their direct manager's age is not important as long as they are inspirational, 82% prefer that their direct manager to be their age or older.

prefer their direct manager to be their age or older



65% stated that their direct manager is talented at working together with various generations and 64% believe that their direct manager cares about their career path.

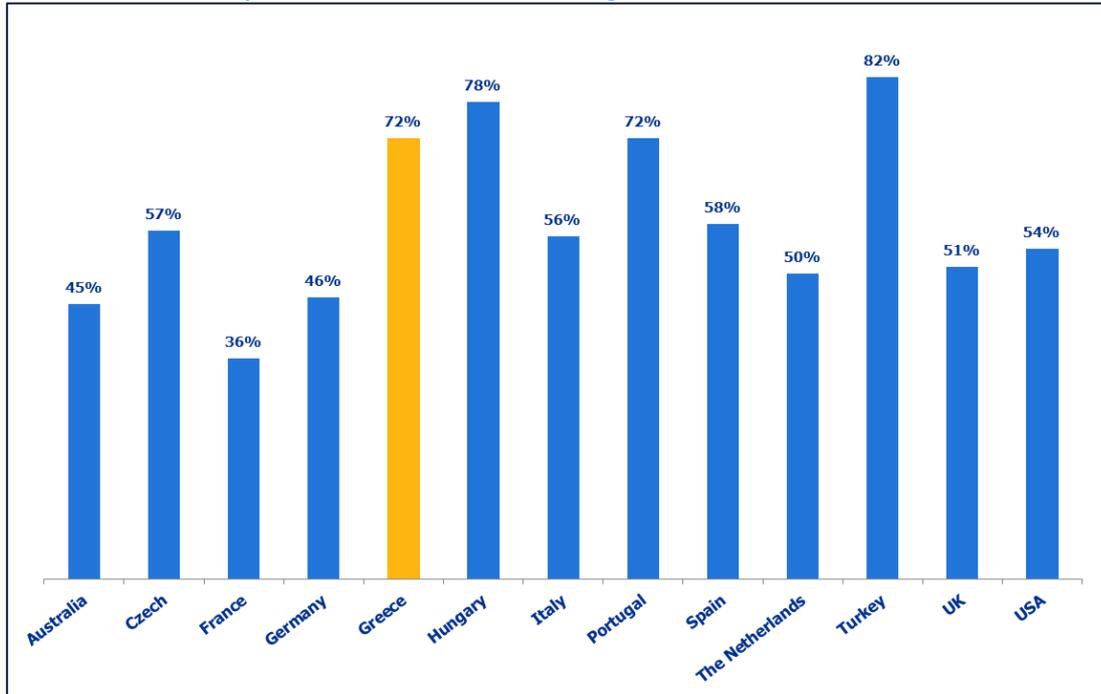
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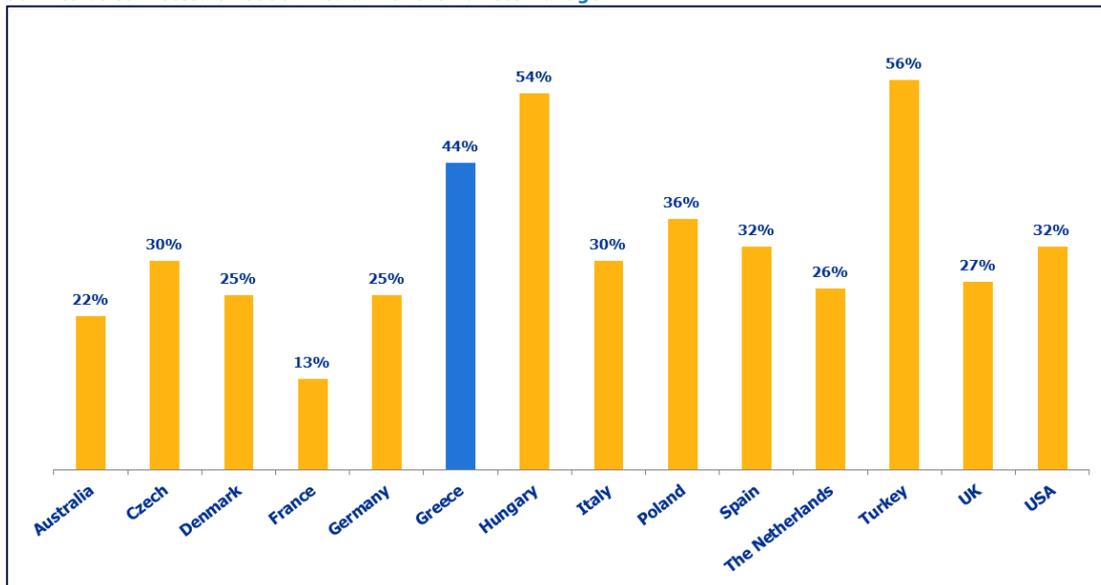
social media connection

With regard to connections on social media such as Facebook or Instagram, 72% of Greek respondents are connected with their colleagues whilst only 44% claim to be connected with their direct manager.

claim to be connected on personal social media with their colleagues



claim to be connected on social media with their direct manager



78% of females in the 18-24 age group are more often connected to their direct manager as opposed to 42% of males.

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Quarterly recurring items

Mobility Index in Greece decreases slightly

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.

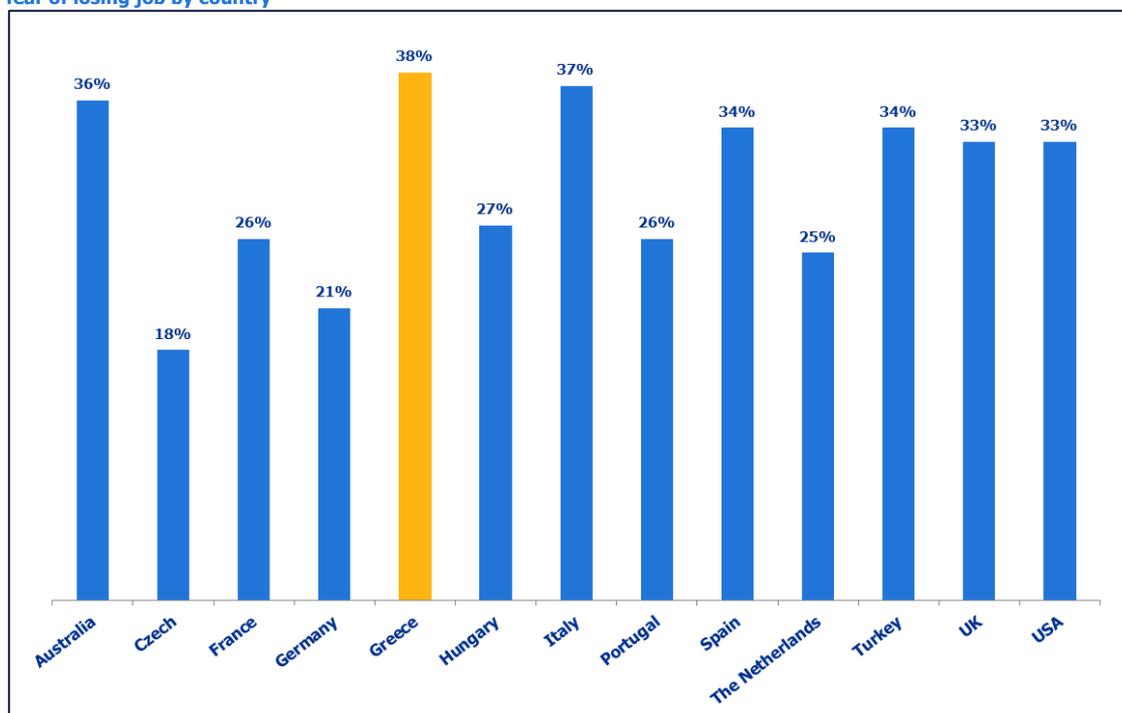
In Greece, the results suggest Greek employees are expecting to work for a different employer in the coming six months. The mobility index for Greece increased by 3 points, from 103 to 106, in the second quarter of 2018. Globally the mobility index increased slightly by 1 point to 110. This quarter the mobility index increased most in Turkey (+9), Poland (+7), the US (+5), Brazil and Italy (both +4). Mobility decreased most in France and Czech Republic (both -5), Sweden and China (both -4).

Labour market in Greece

The percentage of employees in Greece that actually changed jobs in the last six months increased by 2 point to 24% since first quarter. Top reasons given for changing jobs are: better employment conditions (42%), changed jobs due to organisational circumstances (16%), and dissatisfaction with employer (13%). The percentage of people surveyed in Greece looking for a new job remained stable at 31%.

When asked, 38% of the Greek respondents stated they fear losing their job, an increase of 1% since the first quarter. 43% of the 18-24 age group fears losing their job, closely followed by followed by 41% of the 25-34 age group.

fear of losing job by country



According to the current survey findings, in Greece, job satisfaction increased by 2% since last quarter, now at 68%.

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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 2018 was conducted 23 April to 14 May 2018.

About Randstad

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 assessment centres, managed services and outsourcing), 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, Italy, Mexico, the Netherlands, Poland, Portugal, Spain, Sweden, Switzerland, the UK, and the United States, and major positions in Australia and Japan.

At year-end 2017, Randstad had 38,331 corporate employees and 4,858 branches and Inhouse locations in 39 countries around the world. In 2017, Randstad generated revenue of € 23.3 billion. 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 <https://www.randstad.com/>.