

## Press Release

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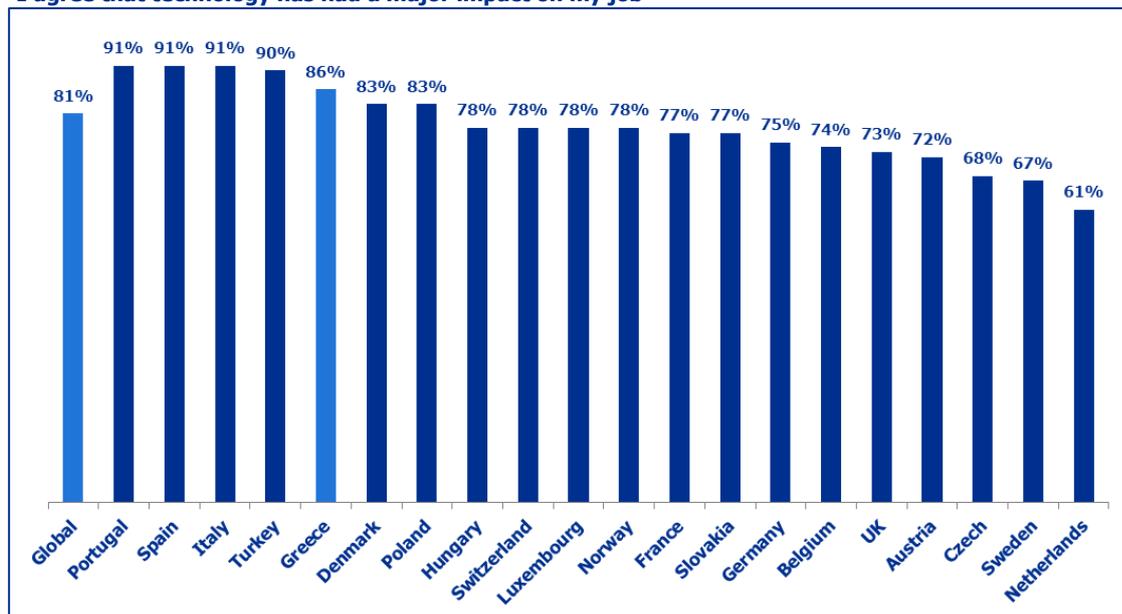
# Randstad Workmonitor: The impact of Technology on the way we live and working abroad

Randstad Hellas is a leading HR services company in Greece and each quarter, since 2010, conducts the Workmonitor survey to capture labour market trends locally. The Randstad Workmonitor survey for first quarter 2016 explores the impact of technology, international travel and working abroad as well as the quarterly mobility index, fear of job loss and job satisfaction of Greek employees.

## Technology

According to the latest findings of the Randstad Workmonitor, technology impacts the way we live and work. 86% of the Greek respondents agreed that technology has had a major impact on their job which is in line with the global figure of 81%. With that said, 83% in Greece also pointed out that they see the increasing impact of technology on their job as an opportunity and 69% feel that they need more training to keep up with the developments in technology.

**"I agree that technology has had a major impact on my job"**

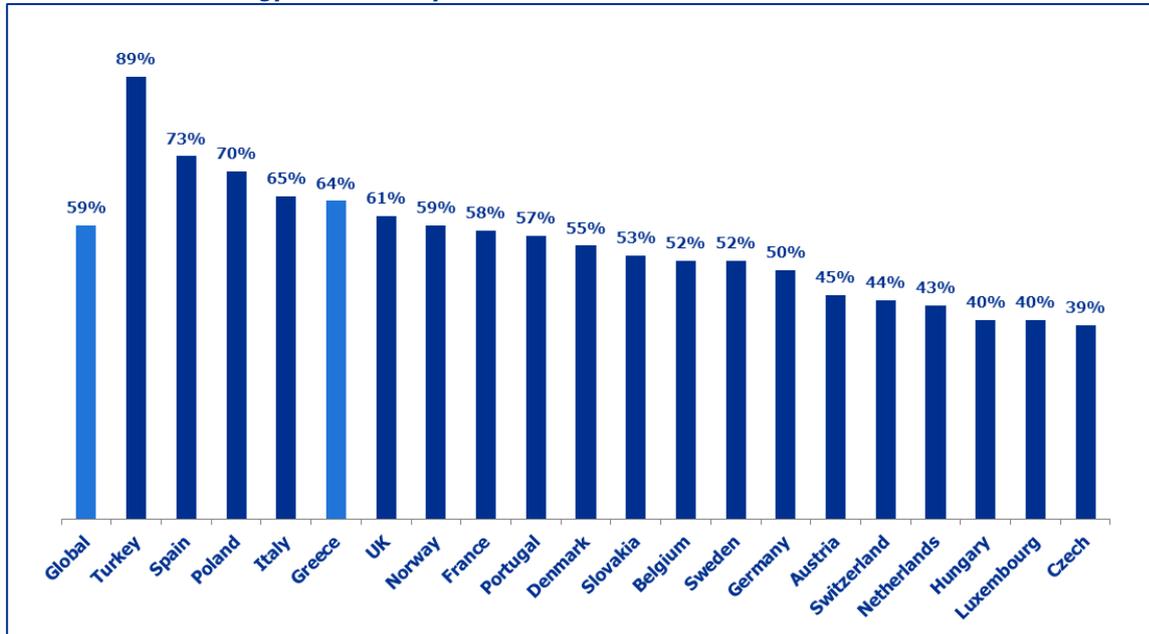


64% locally also stated that they see technology and its global reach as an enabler to create a more humane society. However, 58% state that the presence of technology makes them feel less connected to people in the real world. 92% believe that a face-to-face meeting is the best way to interact with someone and 60% point out that due to technology their interactions with work contacts are less frequently face-to-face. 48% agree that they have fewer personal interactions with their colleagues due to technology.

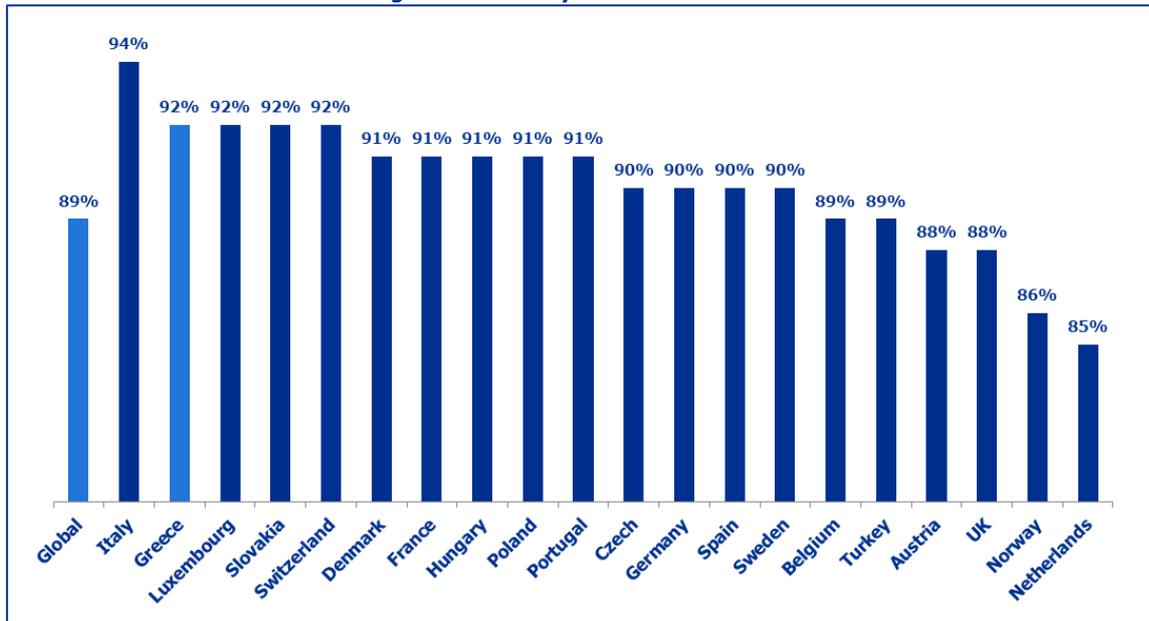
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**"I believe that technology makes society less humane"**



**"I believe that a face to face meeting is the best way to interact with someone"**



**Working abroad**

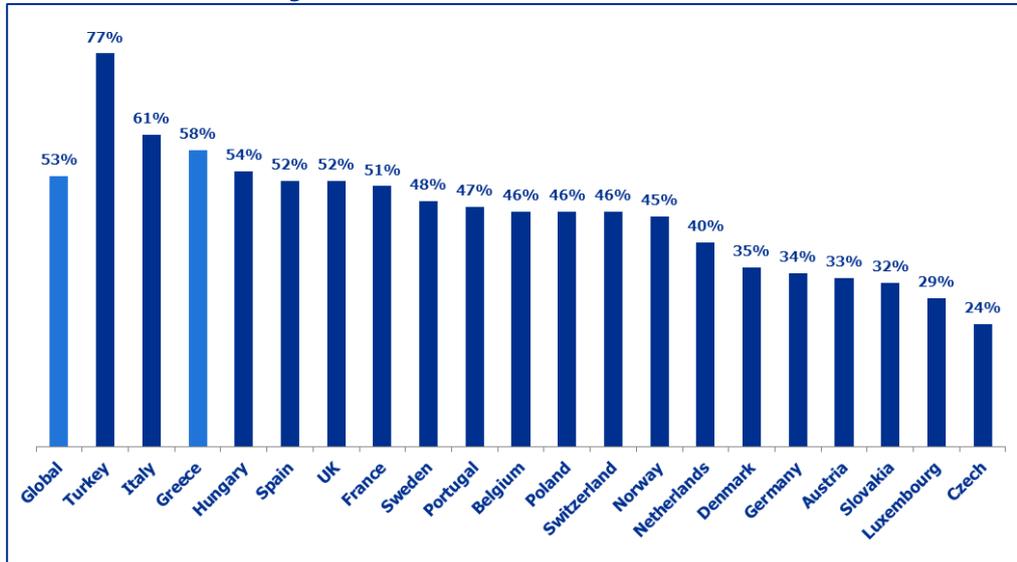
58% of the Greek respondents stated that they are interested in working abroad. The age group most interested in working abroad is the 18-24 age group (74%). 57% of Greek employees stated they are willing to move abroad for the right job, 61% being women and 55% men. The 18-24 age group had the highest number of people willing to move aboard for the right job (67%, followed by the 25-34 age group (61%).

59% of Greek employees state that their current job includes international travel whilst the global figure is at 28%. 90% consider travelling for work as an added value to their job whilst only 32% of Greek employees see traveling for work a burden on their personal life. 66% would like to have a job which requires international travel and 77% would like to work with colleagues from different nationalities or cultures.

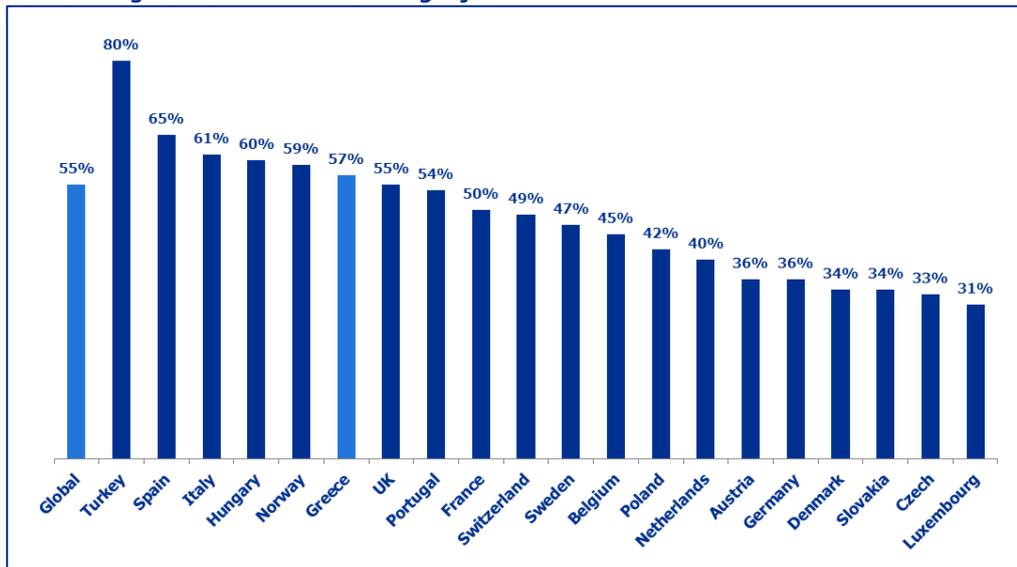
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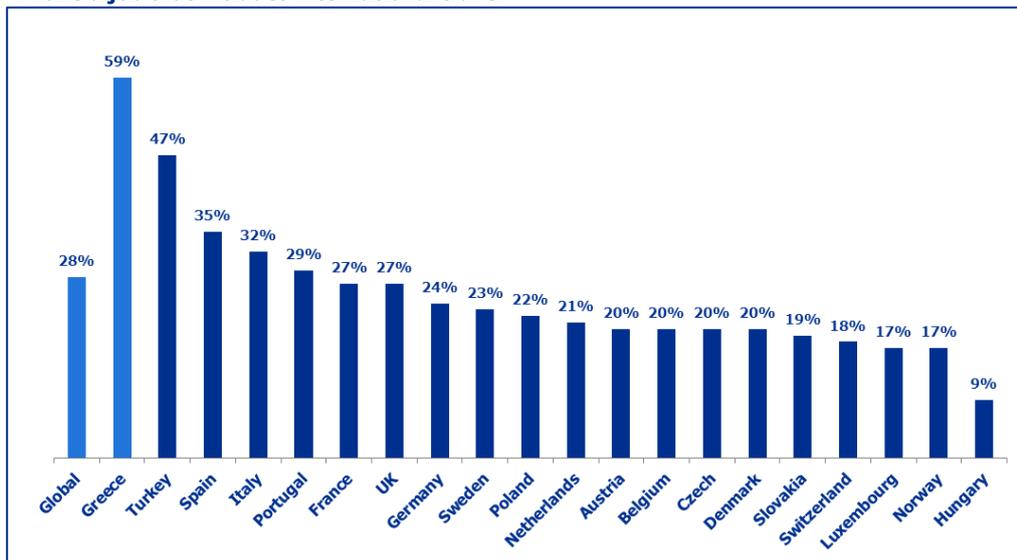
**"I am interested in working abroad"**



**"I am willing to move abroad for the right job"**



**"I have a job that includes international travel"**



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**Quarterly recurring items****Mobility Index in Greece slightly increases**

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 increased from 103 in Q4 2015 to 107 in the present quarter. This indicates that more Greek employees expect to be employed elsewhere in the coming six months. Globally the mobility index remains stable at 109.

**Fear of job loss continues to increase**

When asked how likely employees find the possibility of losing their job or the chance that their contract will not be extended within the next six months, 42% responded that it is highly likely, an increase of 3% since Q4 2015. Of the employees in Greece surveyed, females were found to have the highest level of fear of job loss at 46%, whilst males are at 39%. The age group with the highest fear of job loss is noted in the 18 – 24 bracket (49%), followed by the 55-67 age bracket (50%).

**Job Satisfaction**

According to survey findings, in Greece, job satisfaction increased by 7% since last quarter, reaching 65%. The most satisfied age group is the 55-67 bracket (80%), followed by the 45-54 age bracket (66%). 66% of the men surveyed in Greece were satisfied with their job whilst 62% of females indicated this.

**Number of people looking for a new job slightly increases**

When asked to what extent are you looking for another job, in Q1 2016 39% of the respondents in Greece confirmed they were seeking another job, whilst in Q4 2015 the number was 38%. The highest number of new job seekers can be found in the 18-24 age bracket with 48%, followed by the 25-34 age bracket with 44%. 42% of the females surveyed indicated they were seeking a new job and 37% of males.

**The Randstad Workmonitor**

The Randstad Workmonitor was launched in 2003, and now covers 34 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 first wave in 2016 was conducted between 13 and 29 January 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](http://www.randstad.gr).