

Survey Evaluation:
July / August 2009
Grafton Recruitment



Dear Business Partners,

Grafton Recruitment closely monitors the situation on the labour market and we want to share with you the results of our latest survey conducted among jobseekers. We had almost 2500 respondents. Their feelings, ambitions and motivation are influenced by the current economic climate which still remains in the shallow waters of a small number of job opportunities and increasing unemployment.

Despite this fact, there are jobs on the market and Grafton currently offers close to 1500 jobs in the Czech Republic. The competition for one job is fierce though with as many as two to three times as many applicants for one job vacancy.

The results of the survey: July/August 2009

A – The description of the respondents

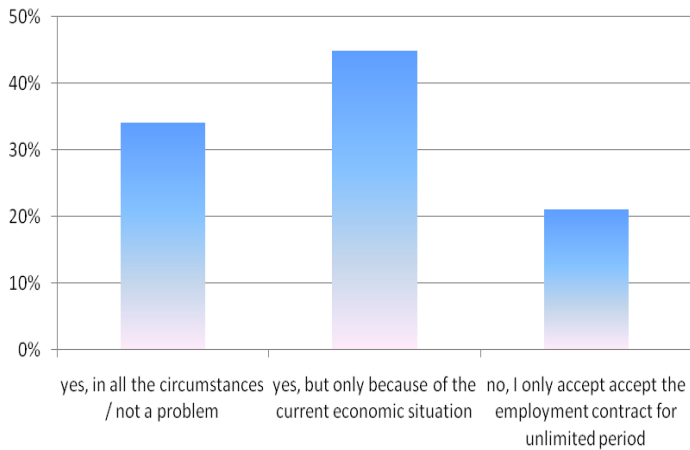
Our survey indicates an equal balance between men and women, 76% of the respondents are in the age group 20 – 40 (note: 6,6% is above 50 years of age). 60% of the total number are searching for job opportunities, the rest consists of unemployed individuals.

Education wise, there are 45% of secondary school graduates, 40% have higher education, and approximately a quarter are University graduates. In regards to the foreign languages, English and German dominates among all. While searching for jobs, the majority prefers a combination of sources. They search through recruitment agencies but they also involve friends and relatives.

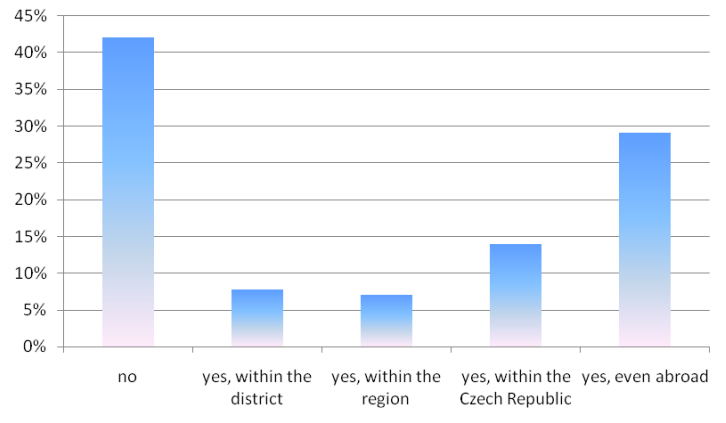
B – Jobseekers trends

The economic climate and the low number of jobs on the market is putting pressure on the jobseekers to evaluate all types of work agreements. We can see higher interest in short term contracts (see table 9) and increased willingness to take jobs with lower qualification requirements. At the same time people are open to re-training. The labour mobility is not improving though. Our last survey showed an increased willingness to commute to jobs, however a willingness to move/relocate because of a new job remains quite low (see table 11)

9. Would you, in the current situation accept a short term contract?



11. Would you be willing to move because of a new job?

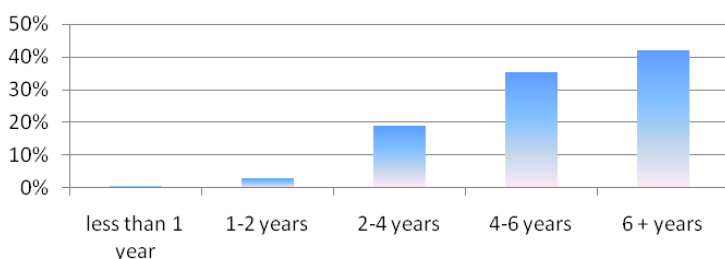


C – Motivation to change jobs

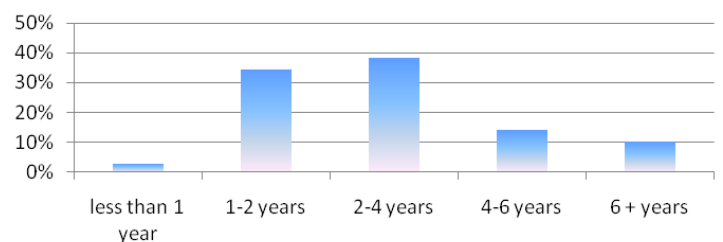
The economic situation has a positive effect on the turnover of staff in the companies. People are aware of the poor market situation, so they do not tend to change jobs as they were used to in the past. When asked about the ideal length of the employment relationship with one employer, 77% respond more than 4 years (42% more than 6 years).

However if we look at the ideal length of staying in one position, there are two large groups divided between – very ambitious which claim 1 – 2 years and ambitious which claim 2-4 years. It is a never ending challenge for HR personnel to retain ambitious employees and to utilize the best talent through job rotation, promotions, project work and personal development.

7. What is in your opinion the ideal length of employment with one employer?



8. What is in your opinion the ideal length of employment on one position?



Financial motivation is important but people will not change for small differences, the salary offers would need to be 20% or 30% higher than their current status. This applies to currently employed respondents.

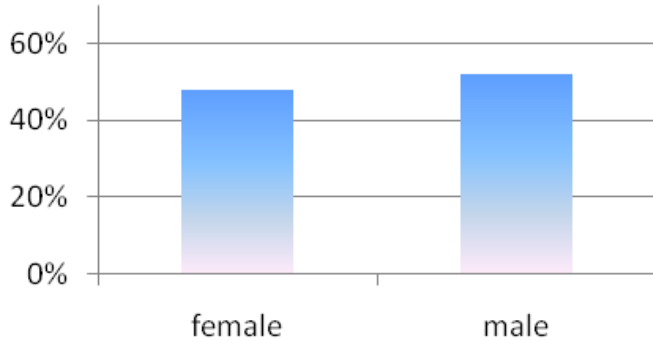
I hope our survey provides you with interesting information and findings.

Kind Regards,

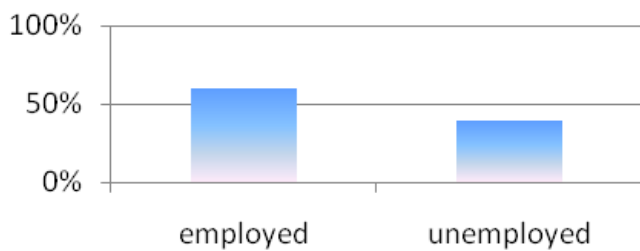
Milan Novak
Country Manager

Complete research evaluation

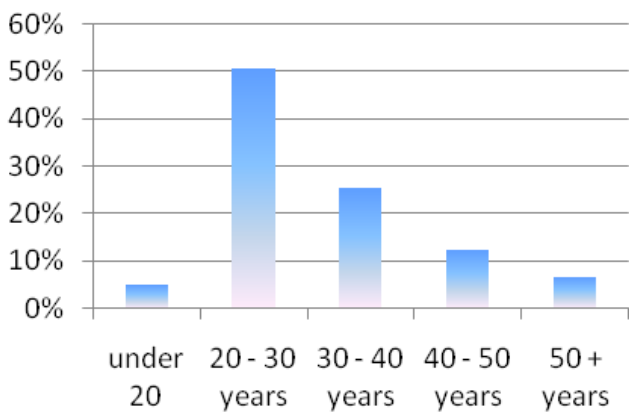
1. Respondents' gender



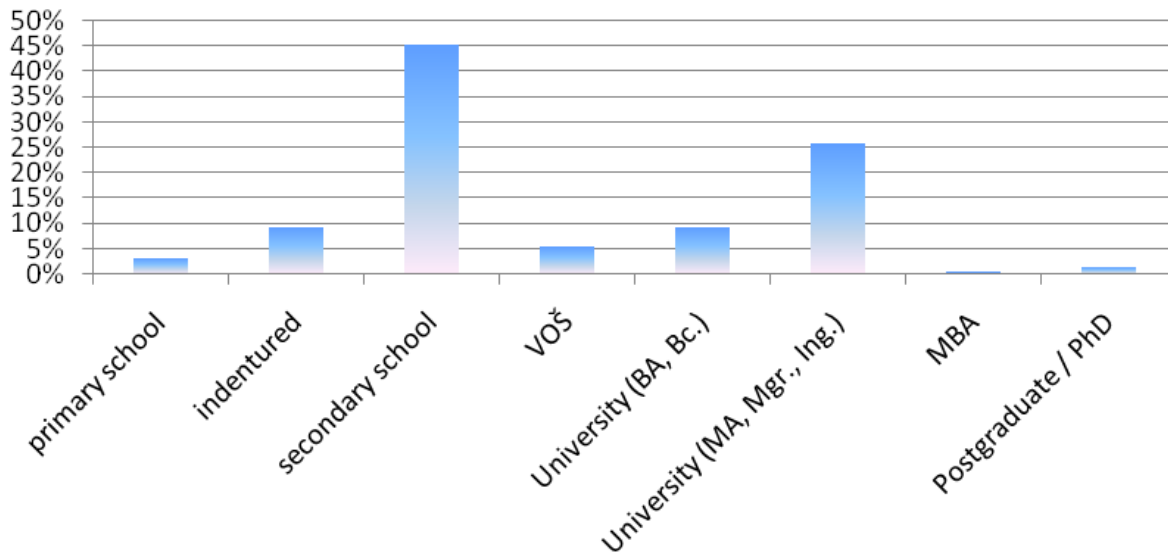
2. Respondents' un/employment status



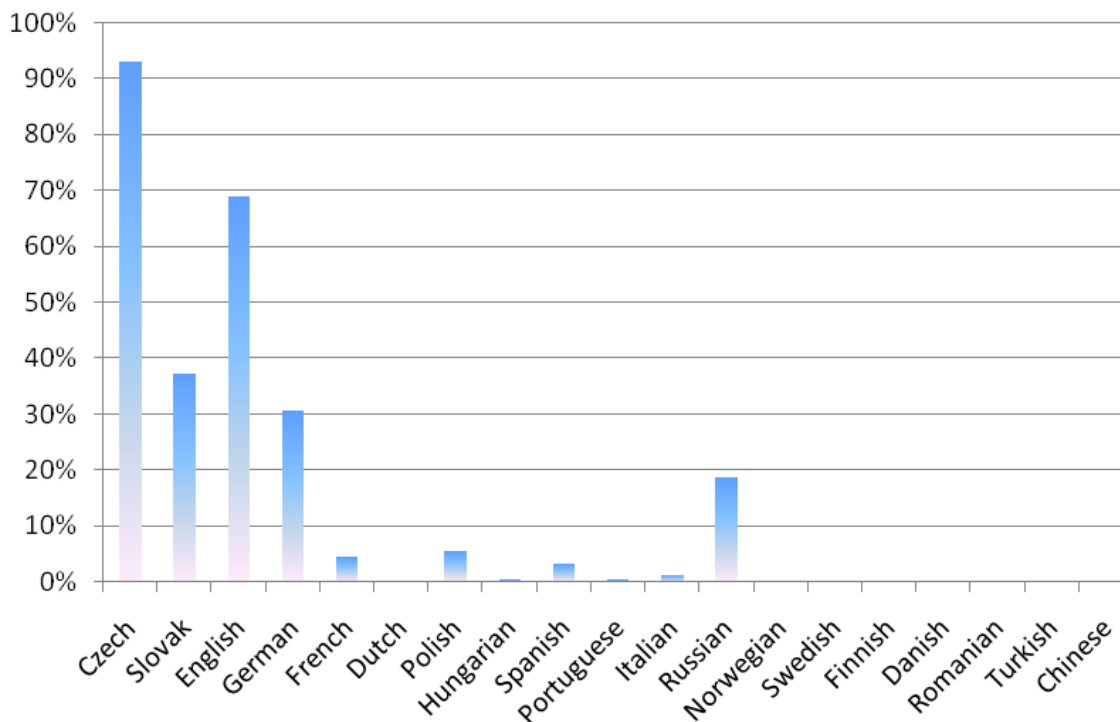
3. Respondents' age



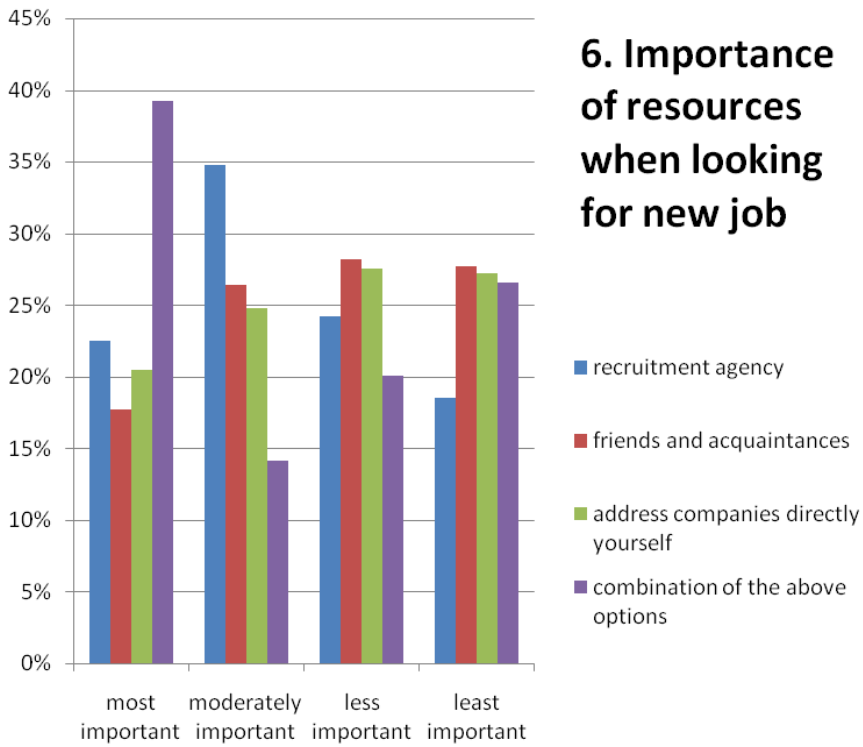
4. Respondent's highest education



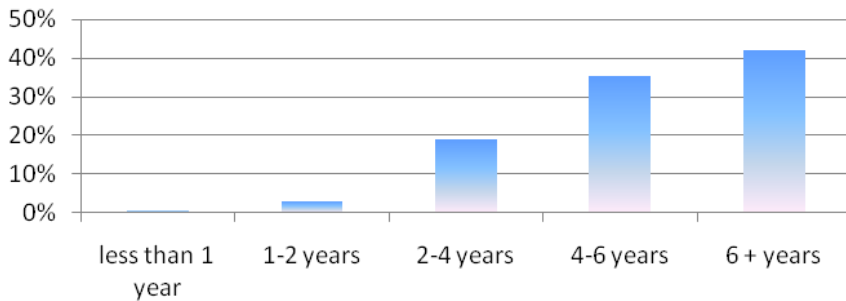
5. What language do you speak at the intermediate and higher level



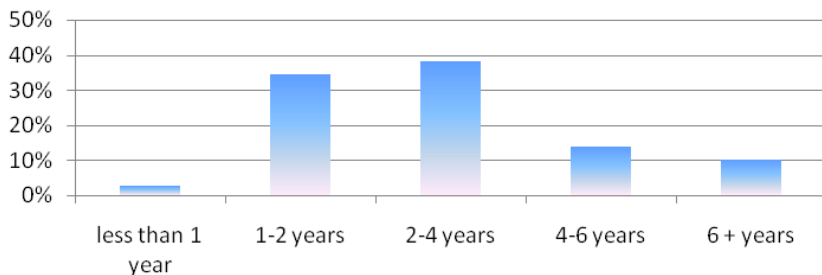
6. Importance of resources when looking for new job



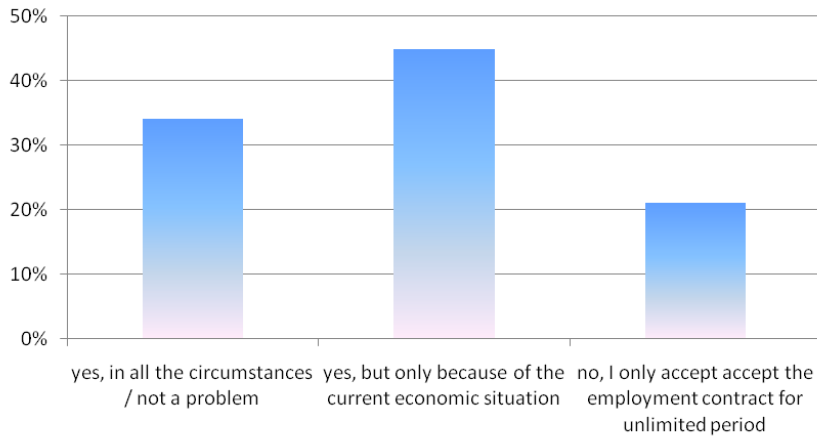
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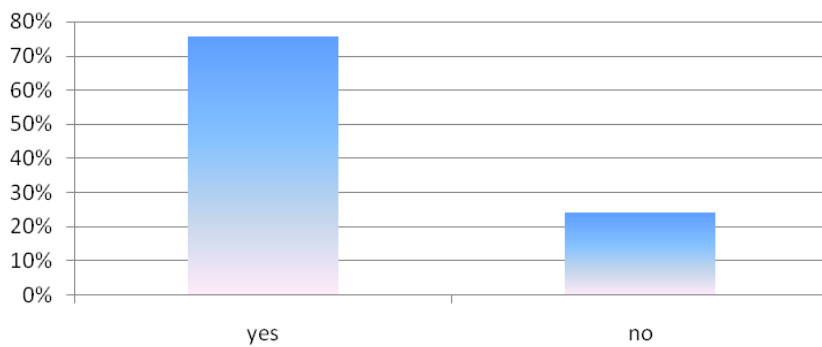
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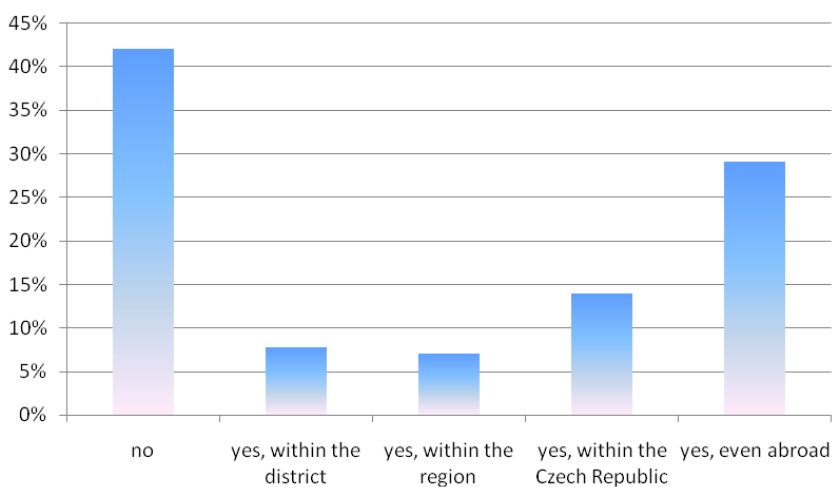
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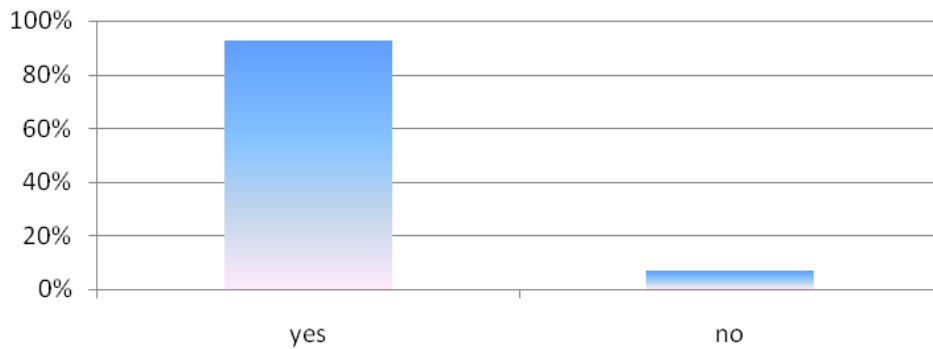
10. Would you accept a job with lower qualification requirements than you have?



11. Would you be willing to move because of a new job?



12. Would you be willing to change your branch of expertise, eventually pass a requalification course?



13. If you get a similar offer for a position on what you are, what percentage of finance would it have to be higher for you to respond to it?

