

global report  
randstad workmonitor Q2 2018.

impact of a multi-generational workforce



# contents

multi-generational workforce	3
attitude toward direct manager	10
mobility index	17
actual job change	28
job change appetite	33
job satisfaction	37
about the randstad workmonitor	41
contact information	44



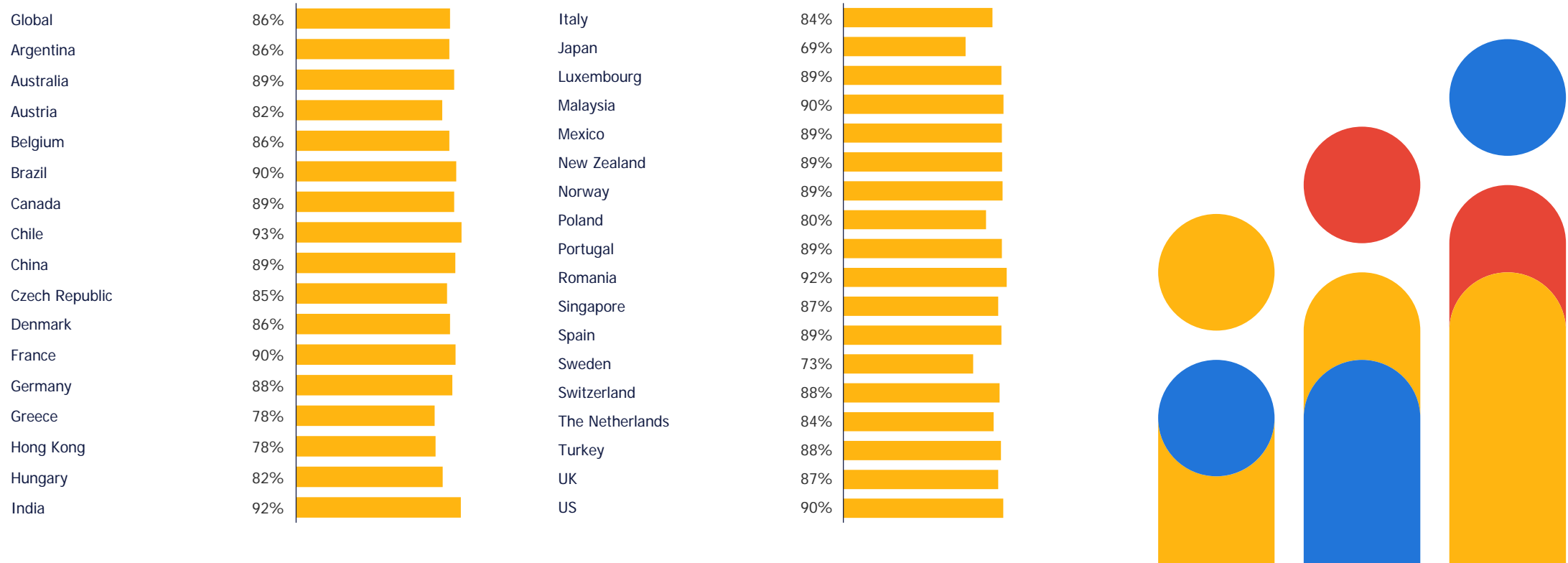
# multi-generational



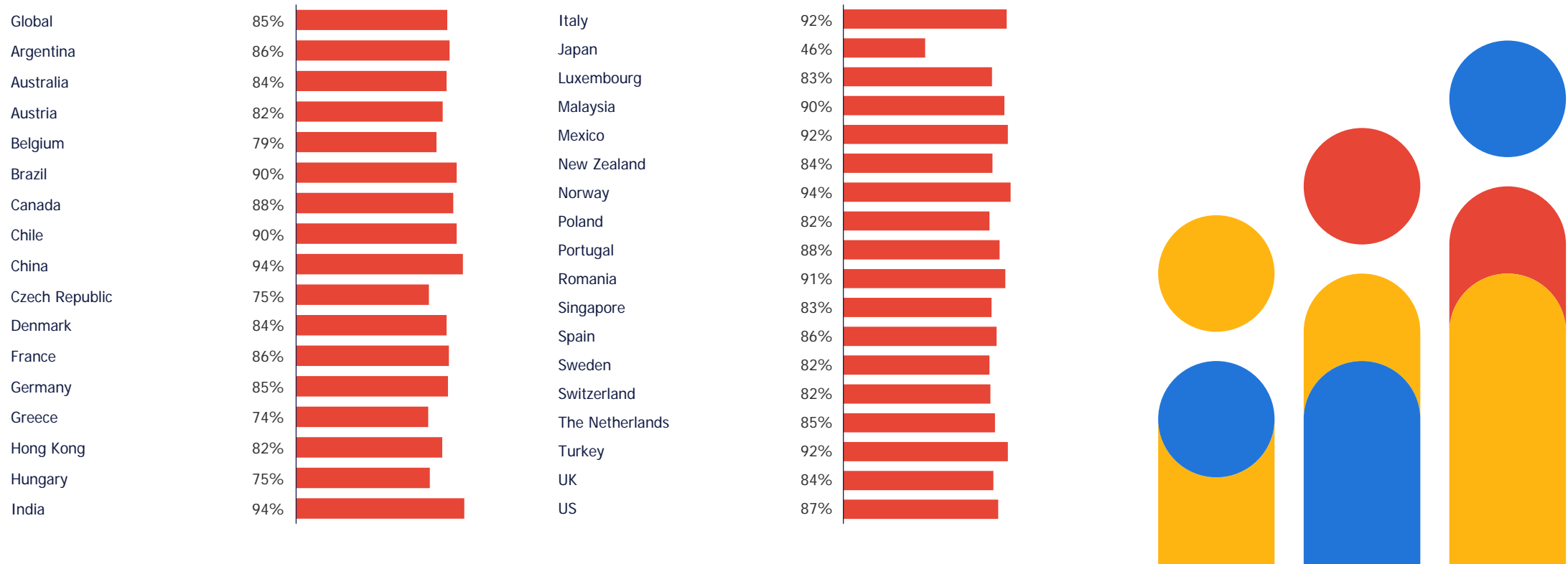
workforce.



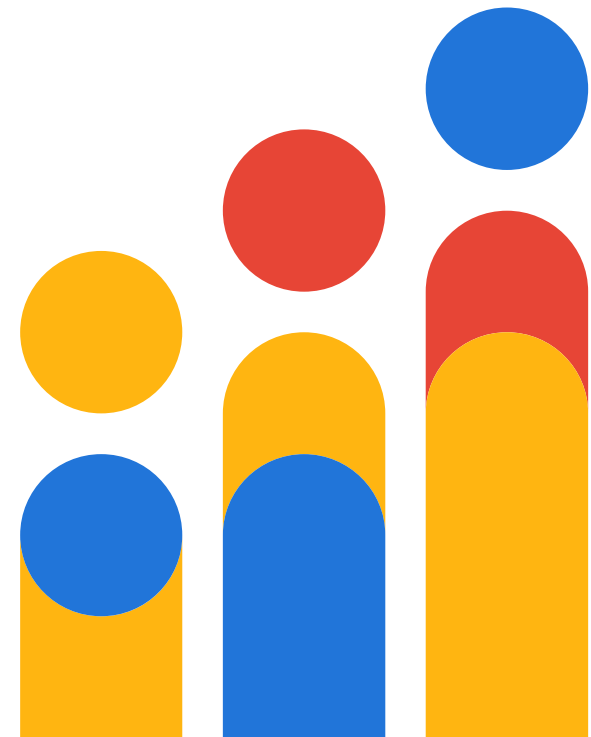
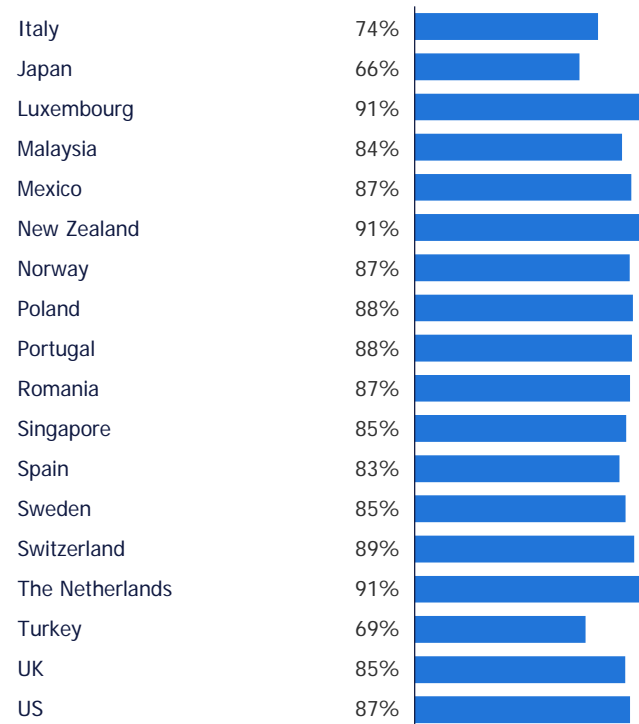
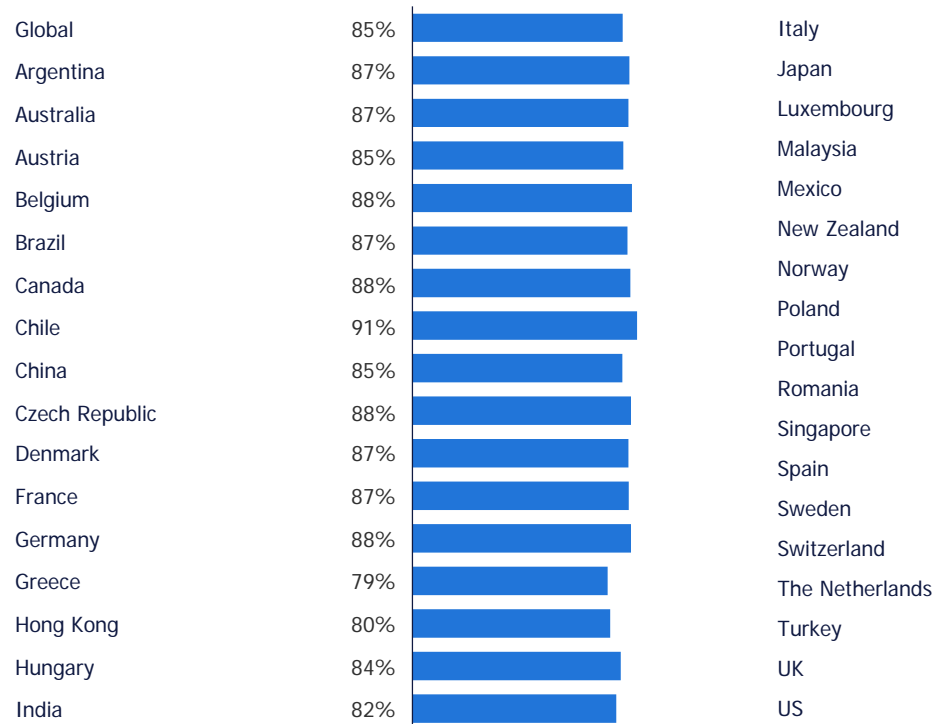
# 86% prefer to work in a multi-generational team.



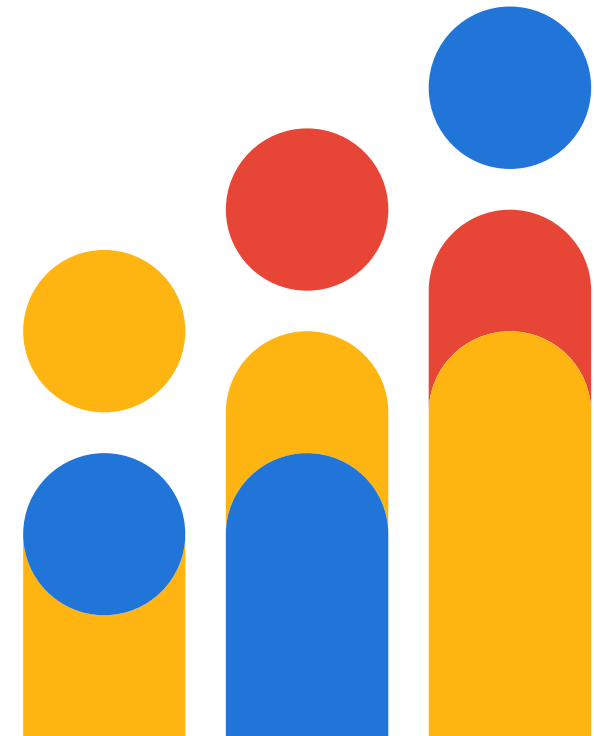
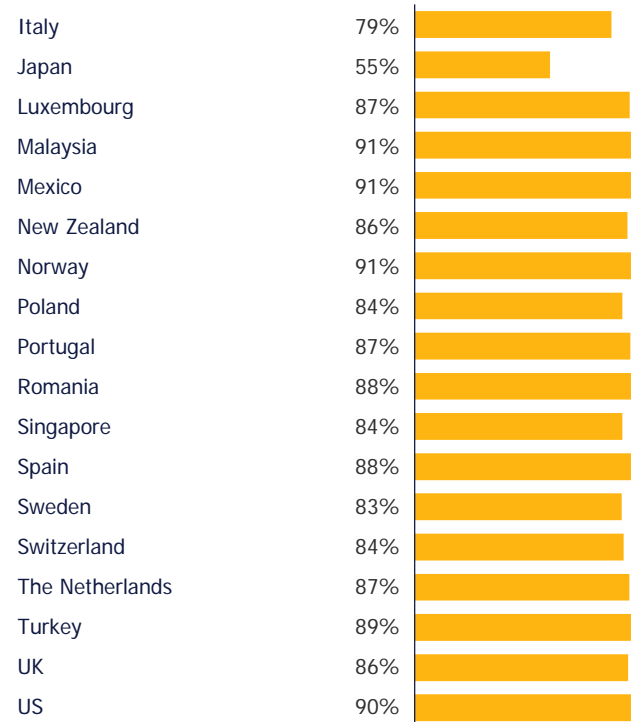
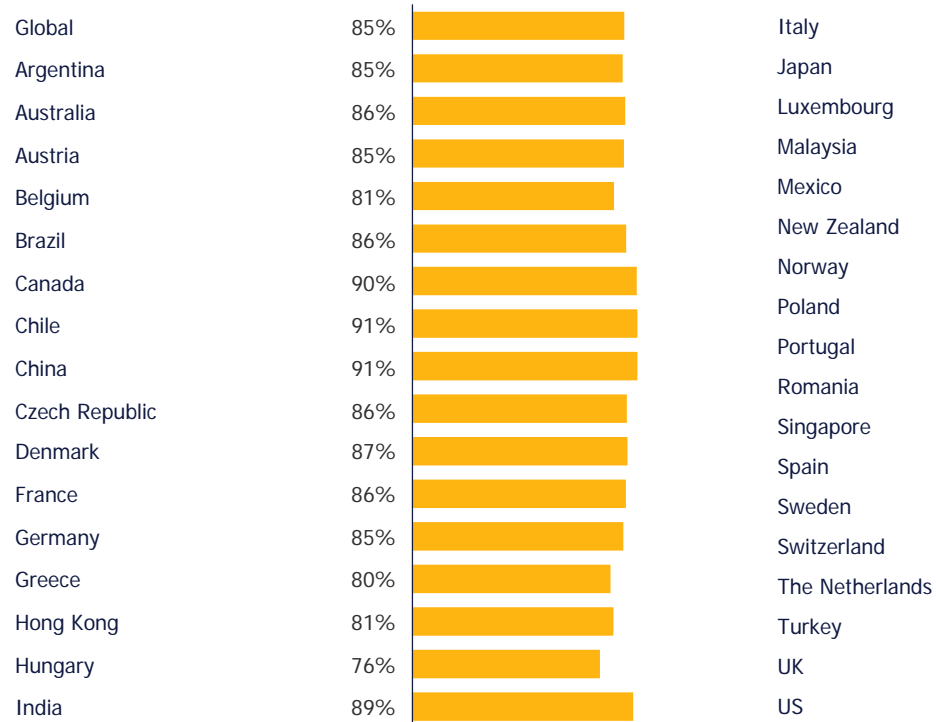
# 85% state that they come up with innovative ideas and solutions, thanks to an age-diverse team.



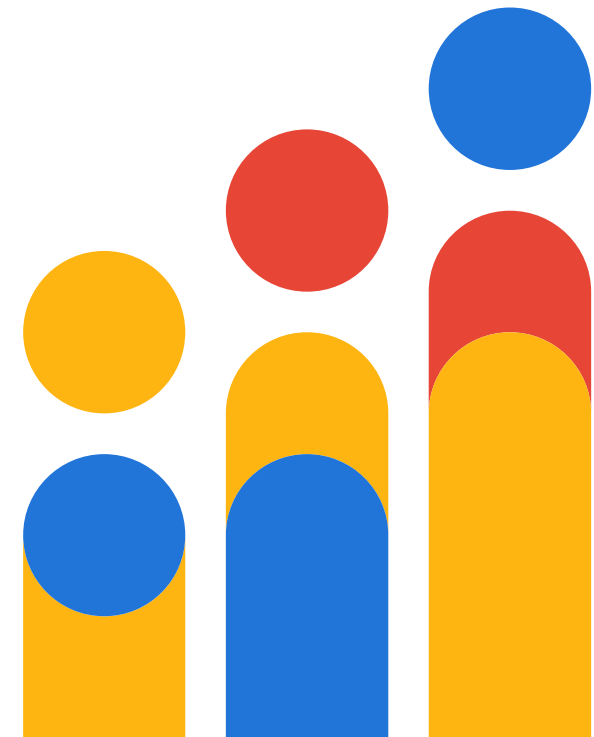
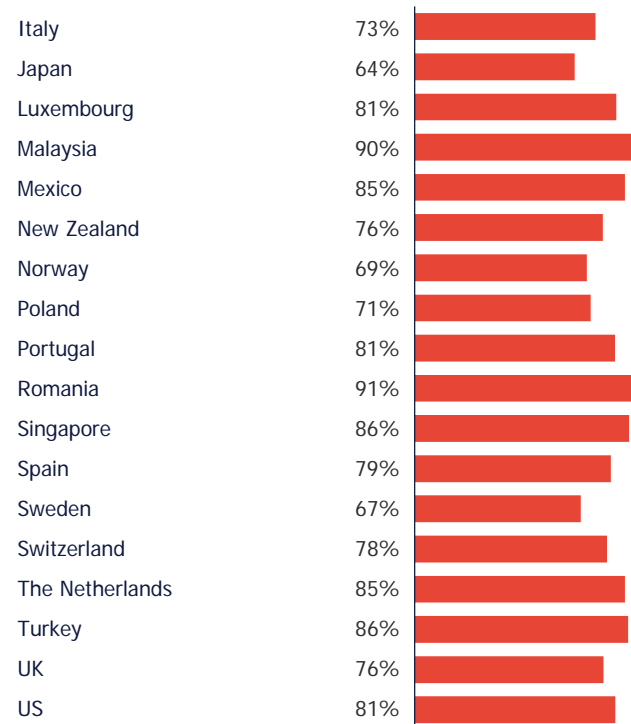
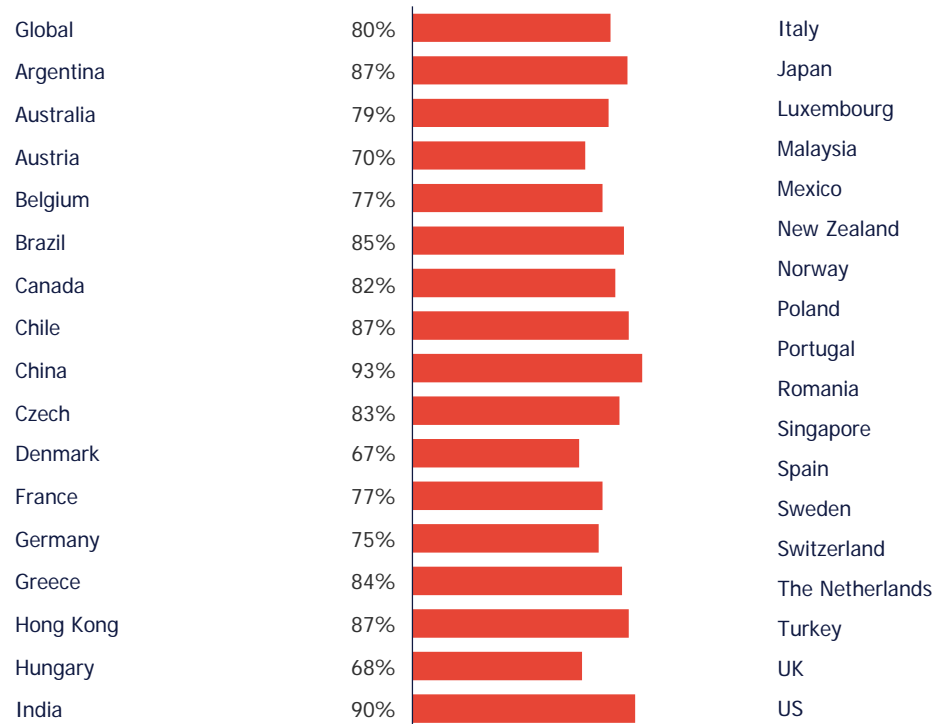
# 85% confirm to work in a multi-generational team (i.e., 10-15 years difference in age).



# 85% believe that the collaboration between generations is mutually beneficial at their company.

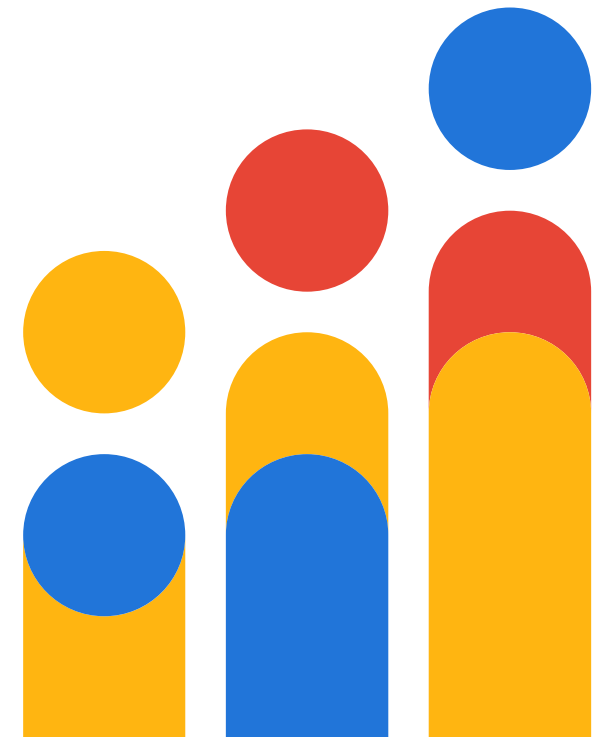
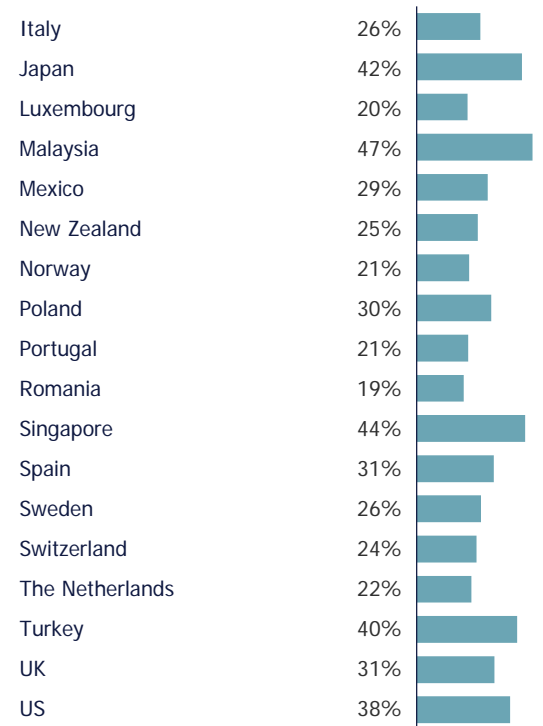
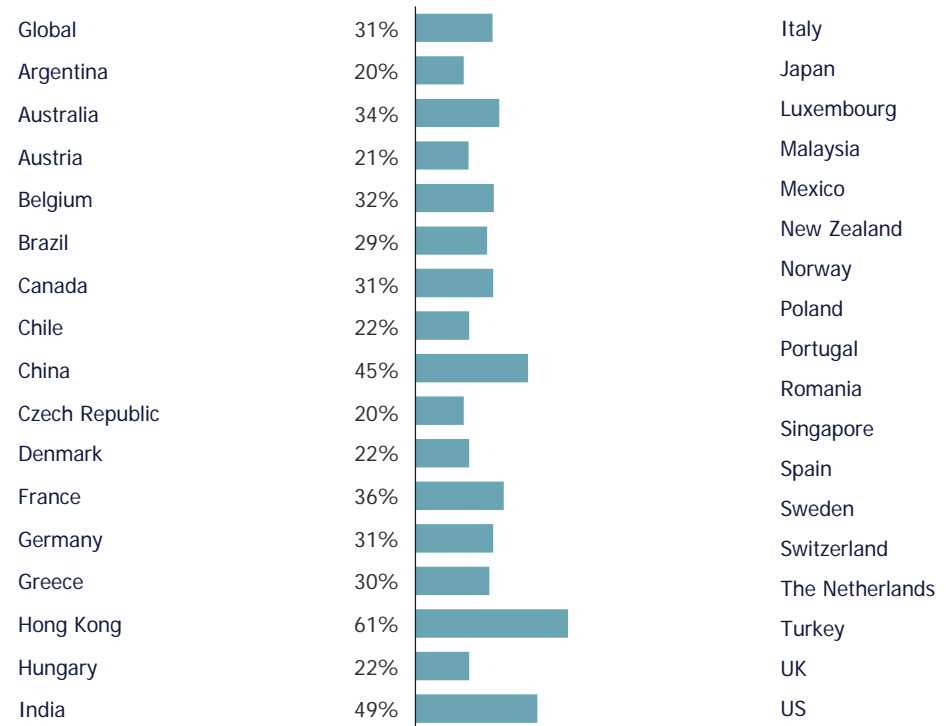


# 80% feel that the main difference with working in a multi-generational workplace is the communication styles.





# 31% find it difficult to communicate with coworkers who are not from their generation or in their age group.

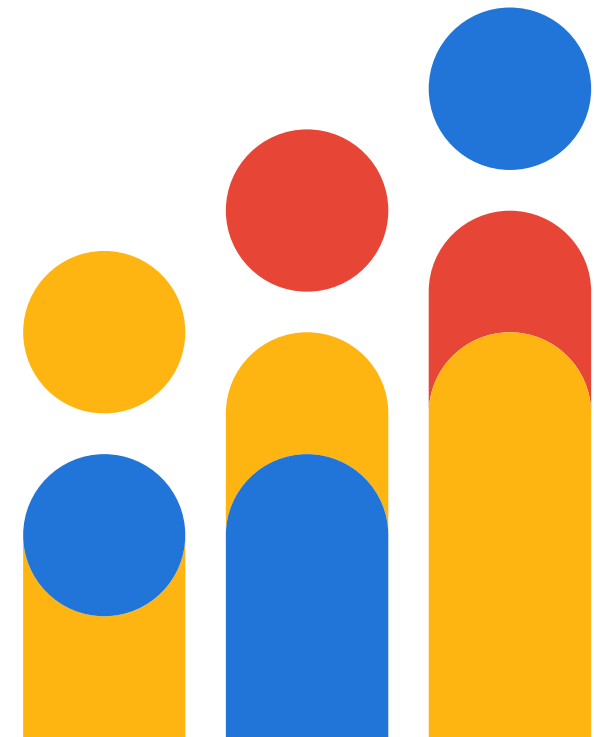


attitude toward

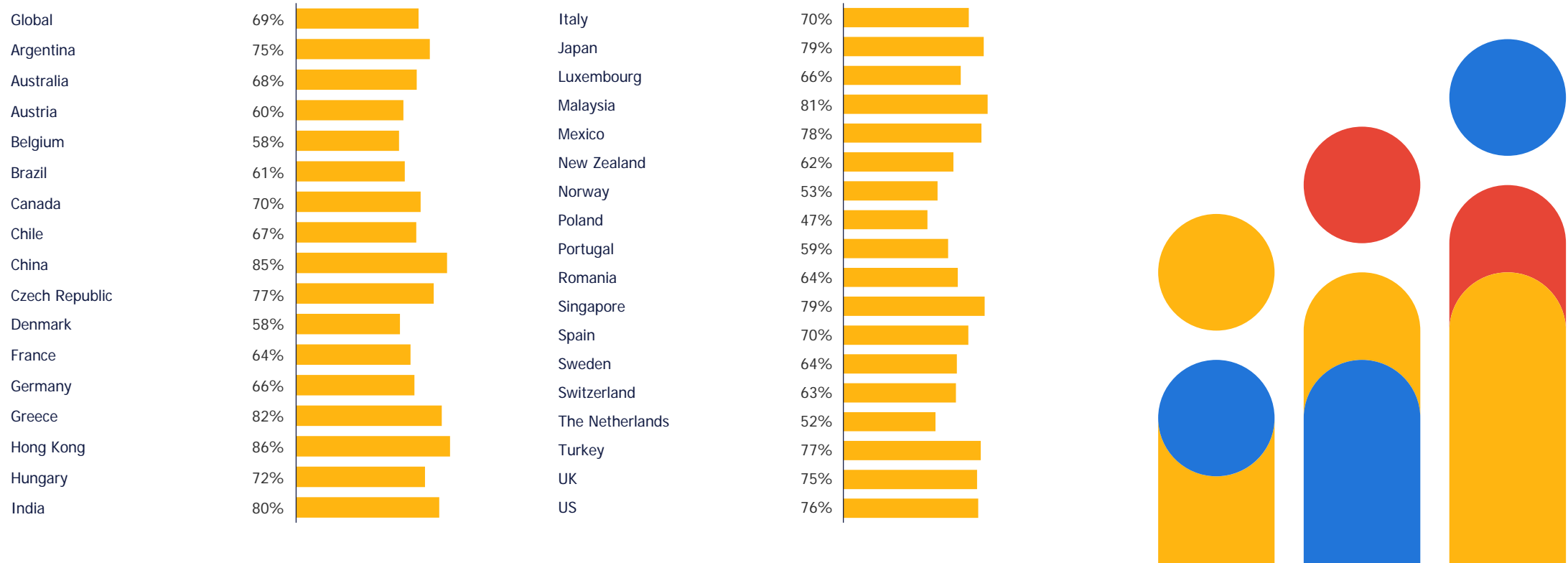


direct manager.

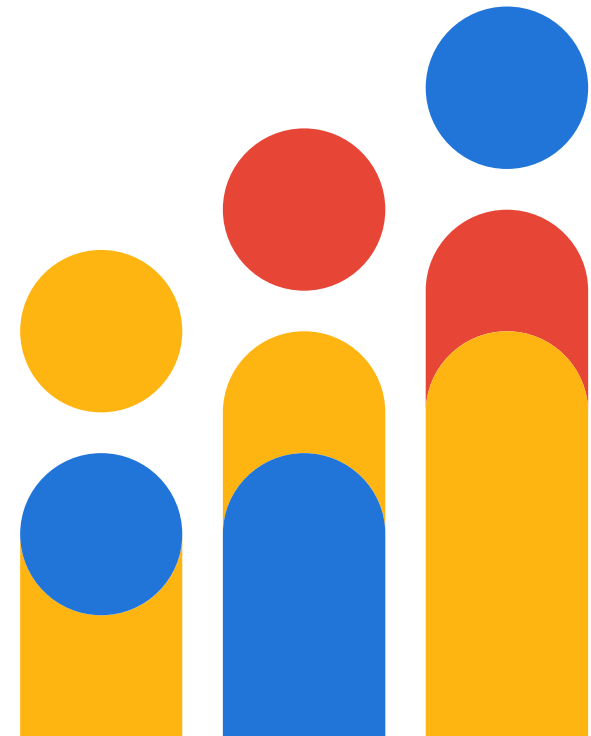
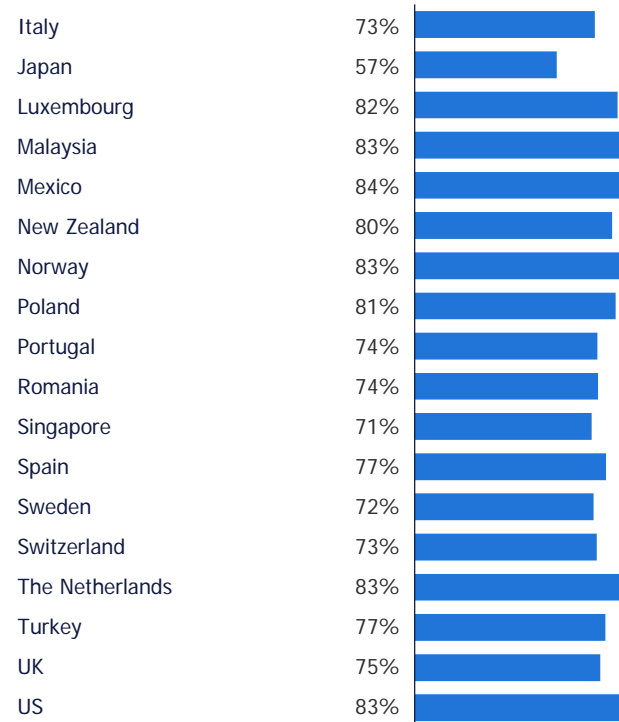
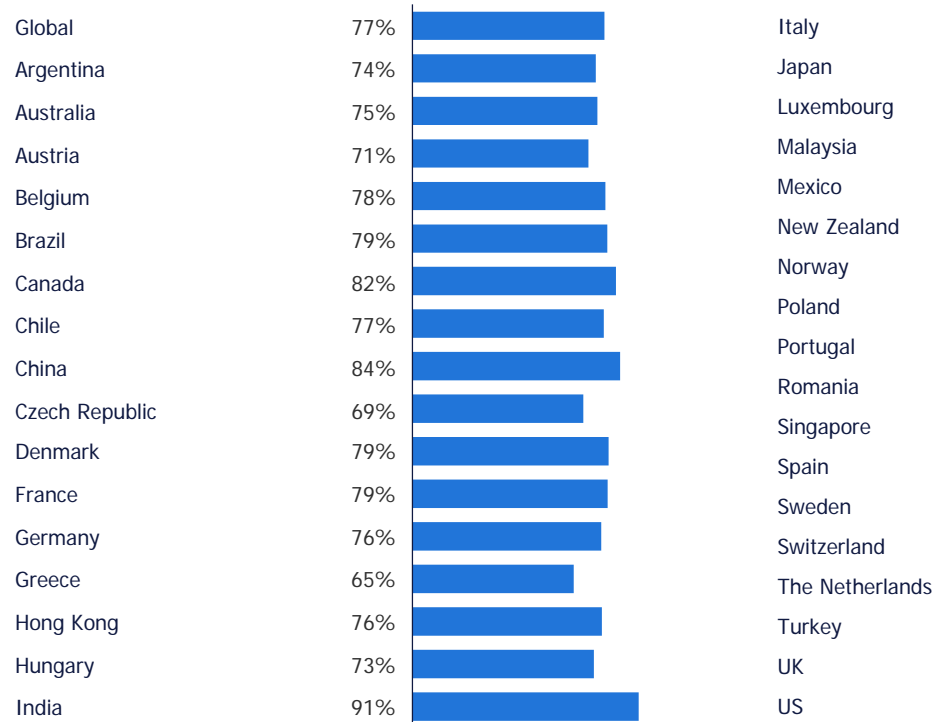
# 83% believe that their direct manager's age is not important, as long as they are inspirational.



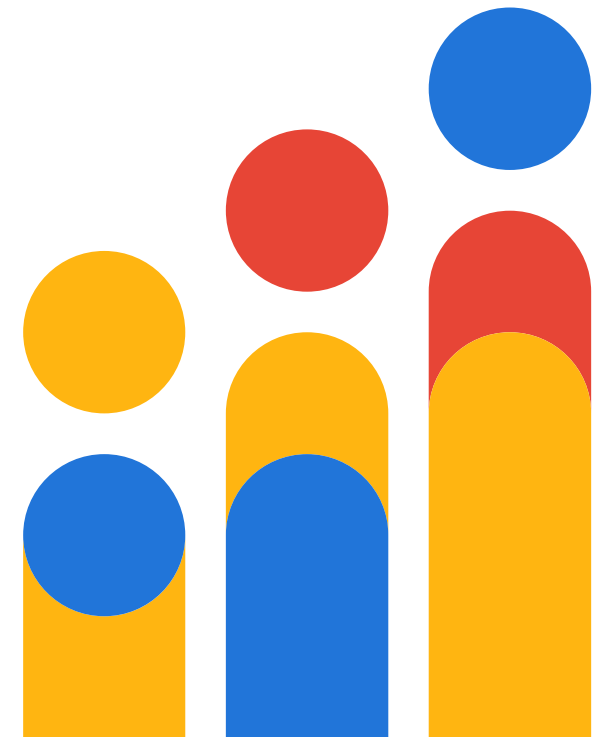
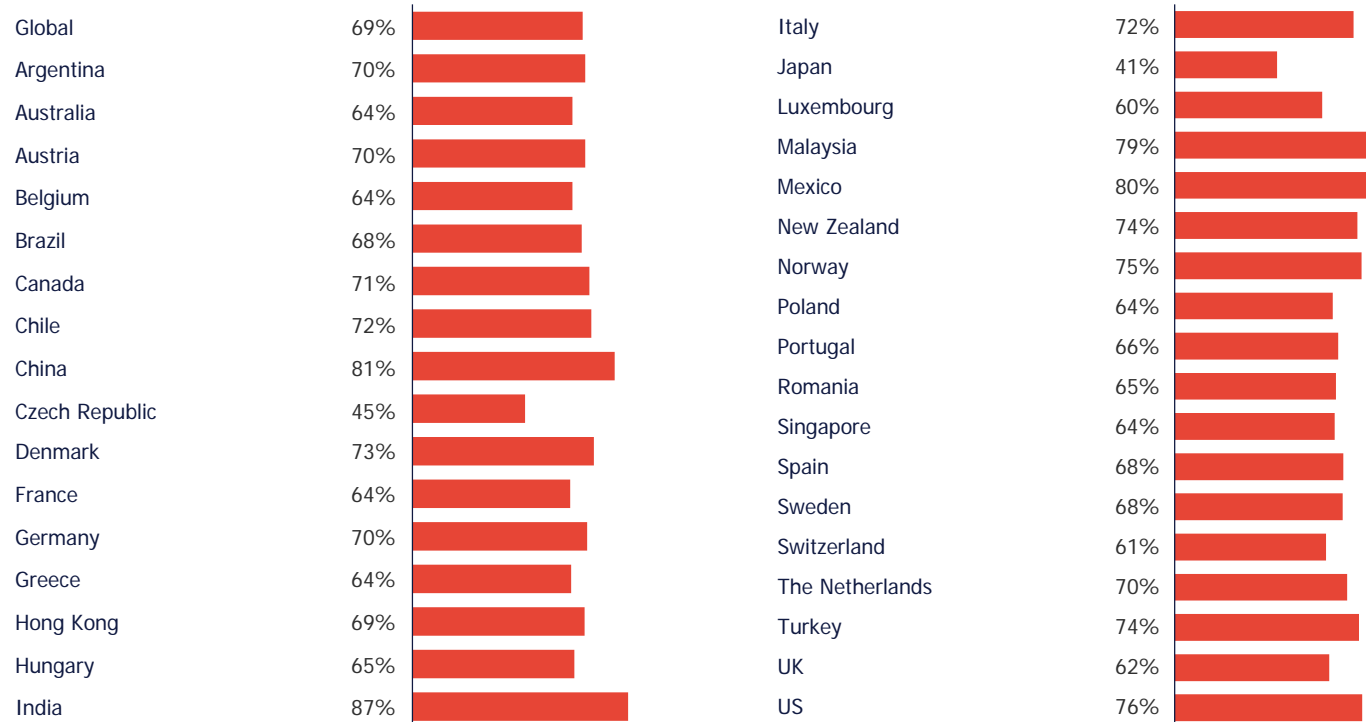
# 69% prefer their direct manager to be their age or older.



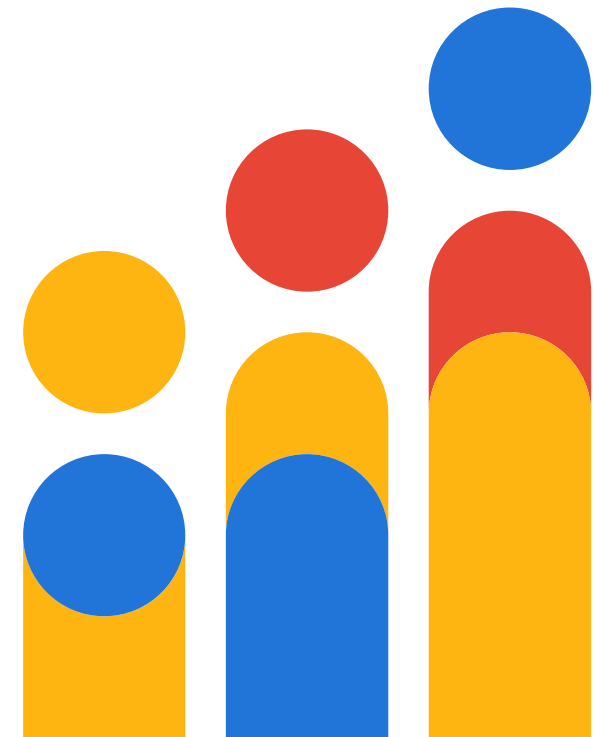
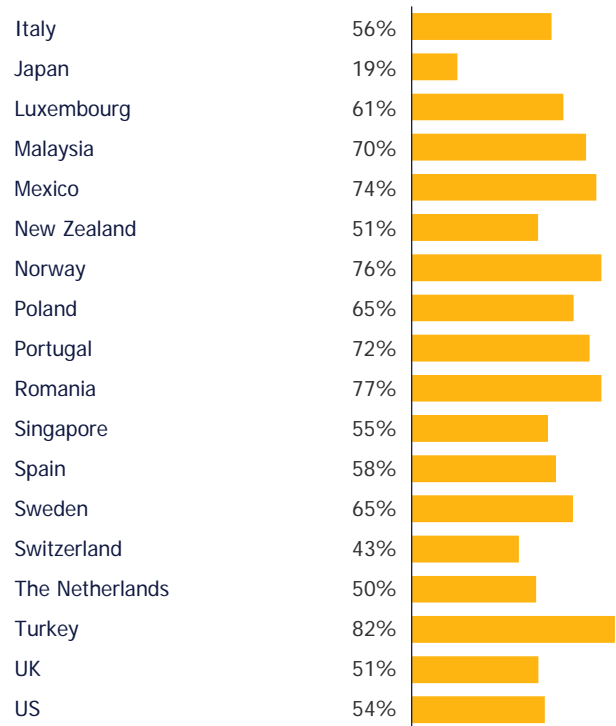
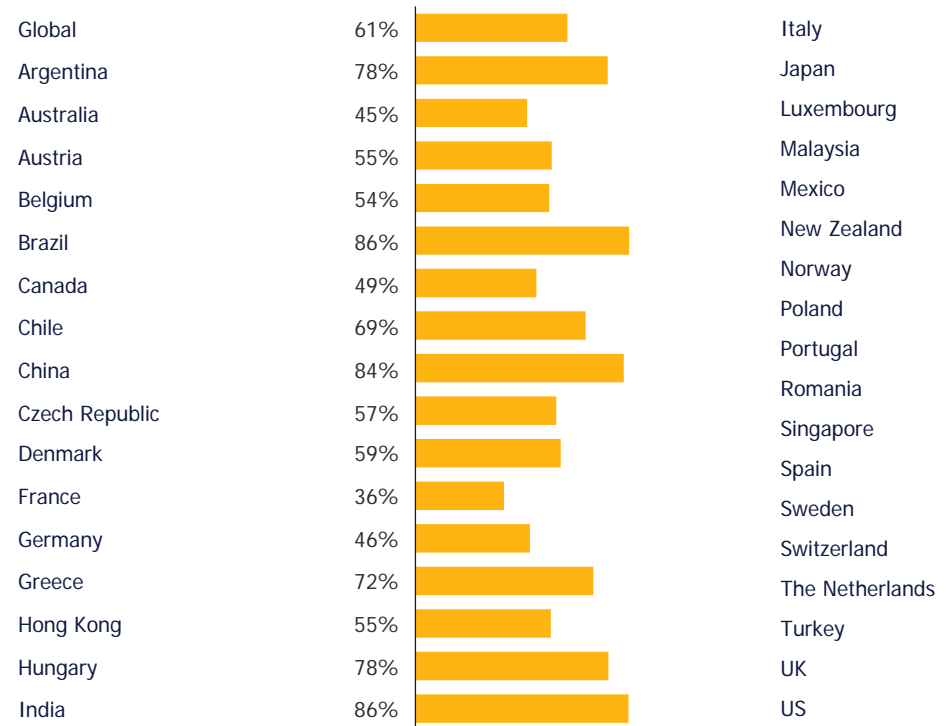
# 77% say their direct manager is talented at working together with various generations.



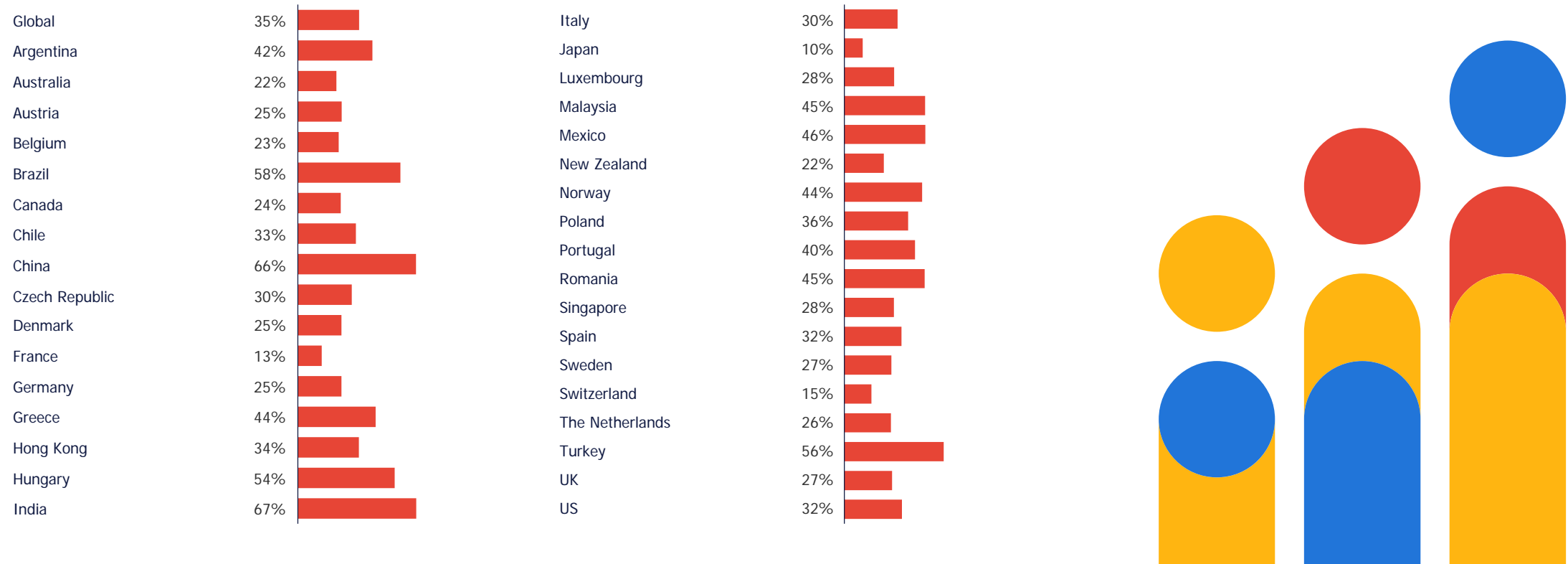
# 69% believe that their direct manager cares about their career path.



# 61% claim to be connected on personal social media such as facebook or instagram with their colleagues.



# 35% claim to be connected on personal social media such as facebook or instagram with their direct manager.





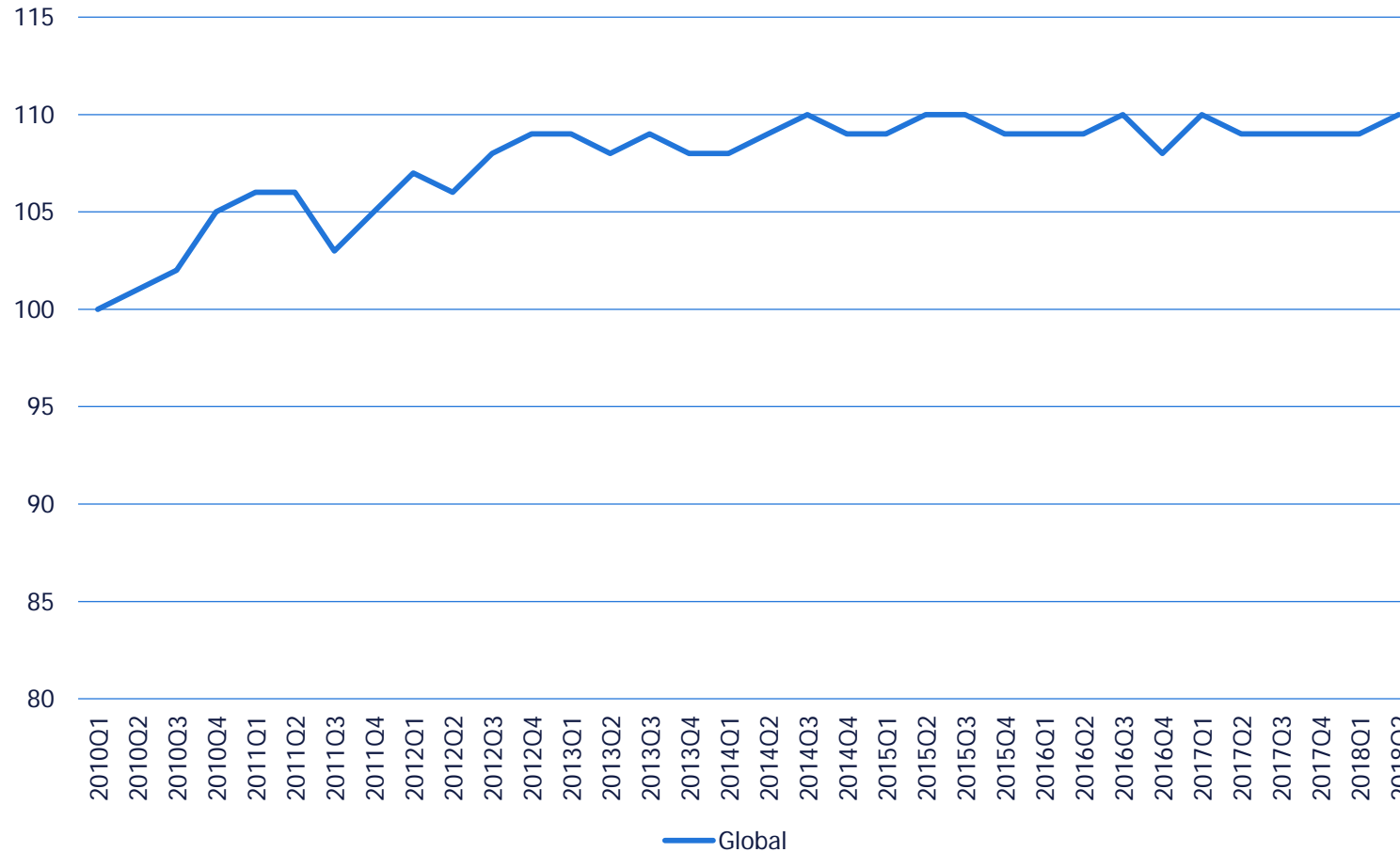
mobility



index.



the global mobility index slightly increased compared to last quarter.

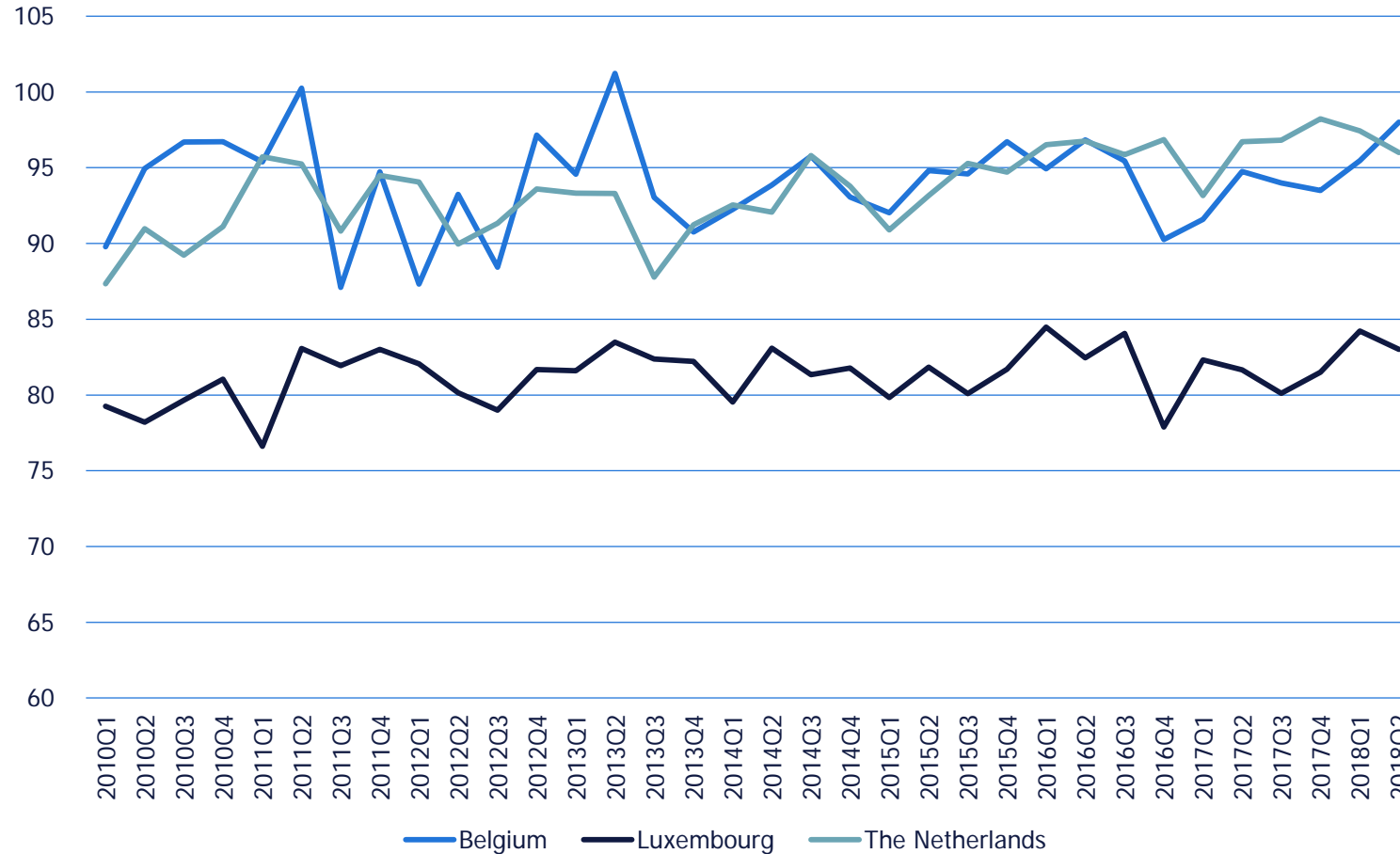


questions:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



mobility belgium +3; netherlands -1 and luxembourg -1.

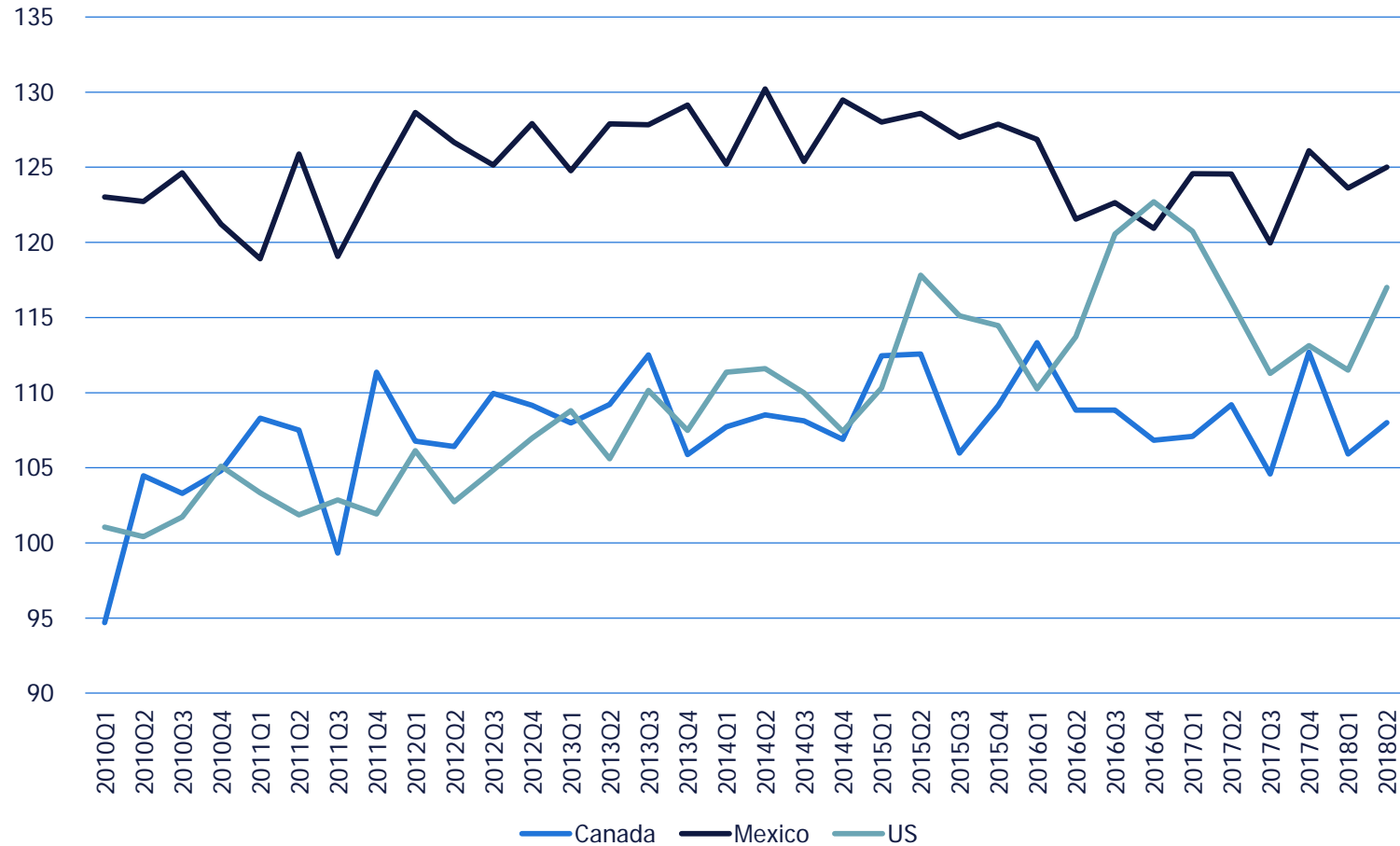


questions:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



mobility us +5 and canada +2; mexico +1.

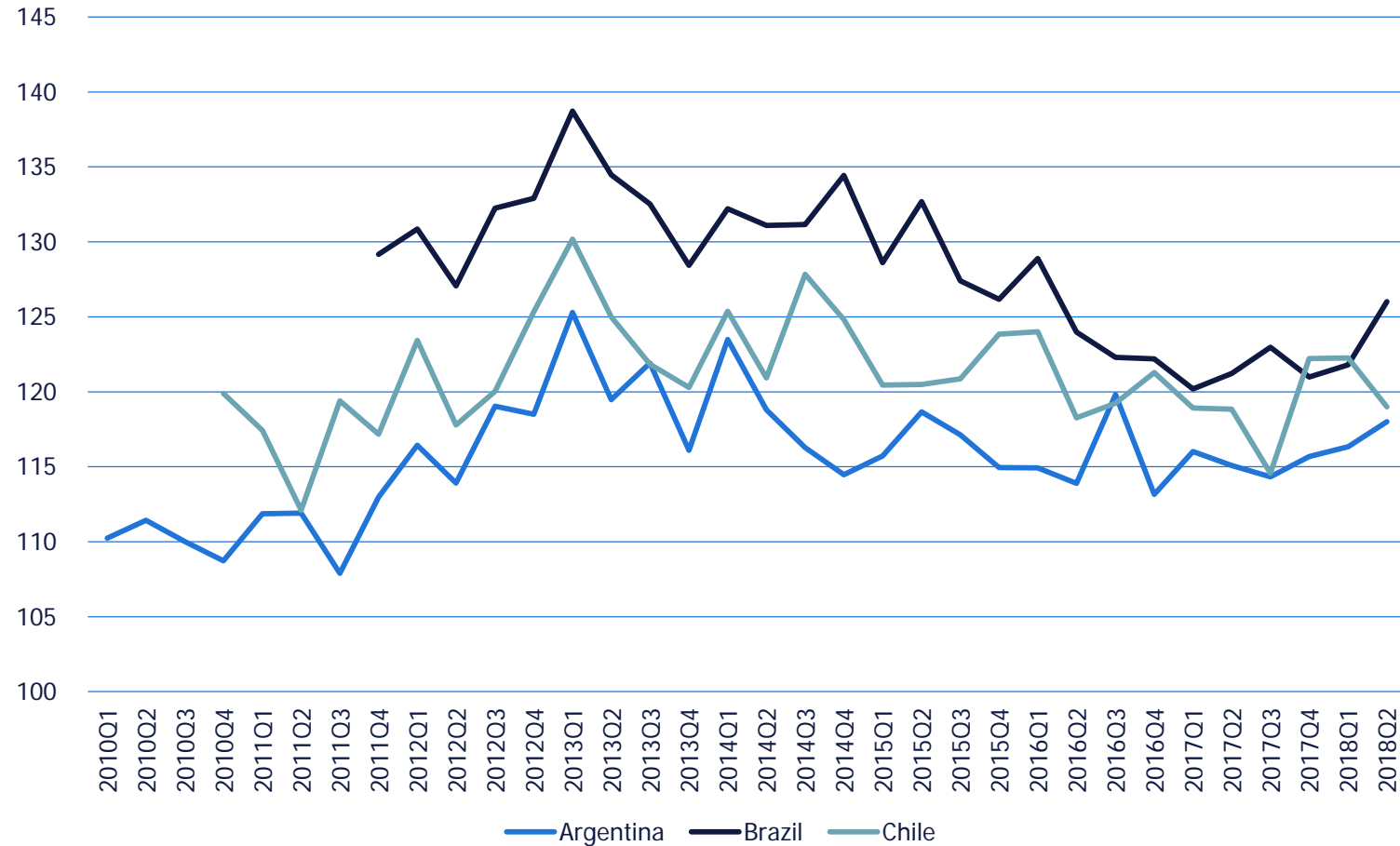


questions:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



mobility brazil +4 and argentina +2; chile -3.

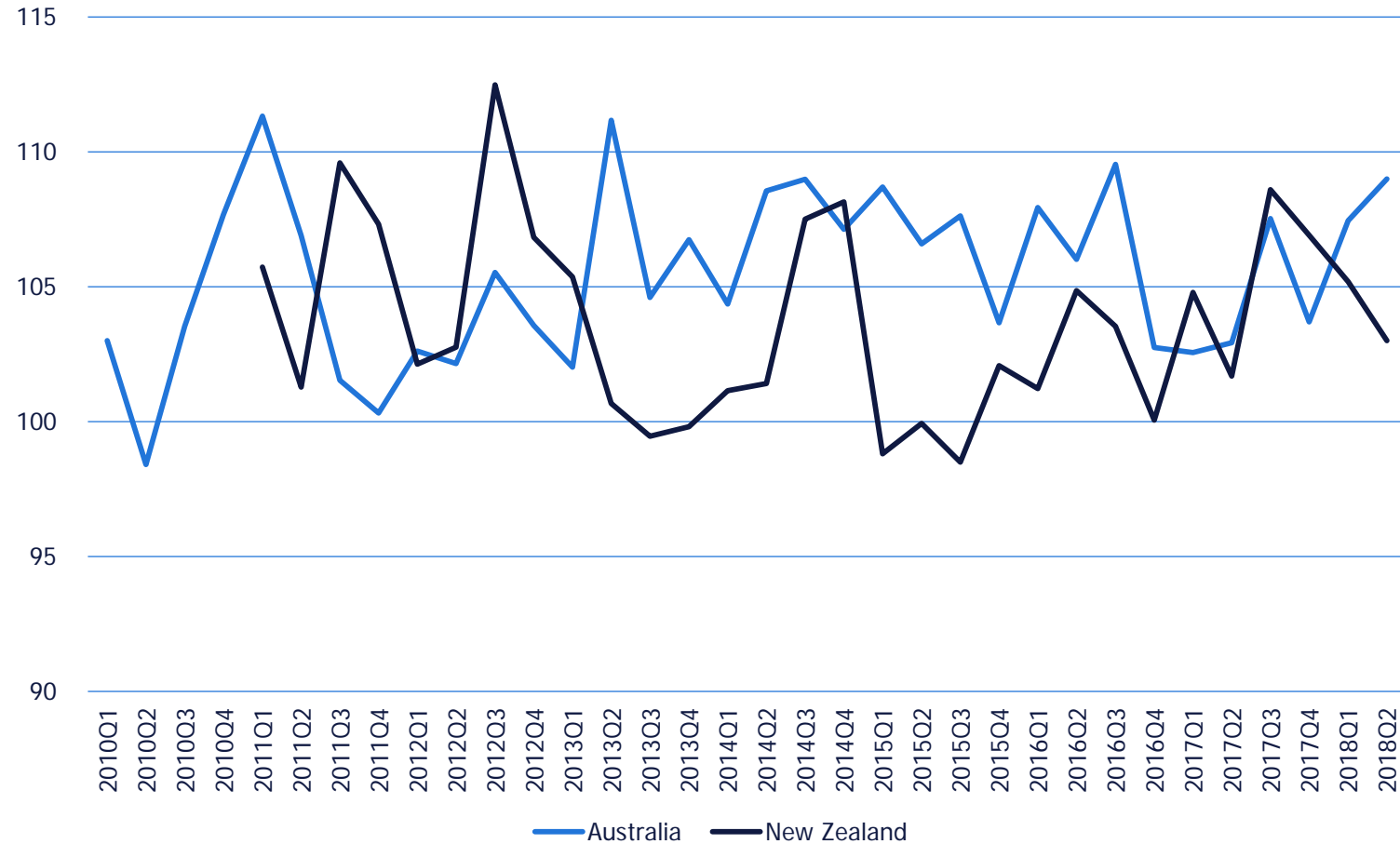


questions:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



# mobility australia +2; new zealand -2.

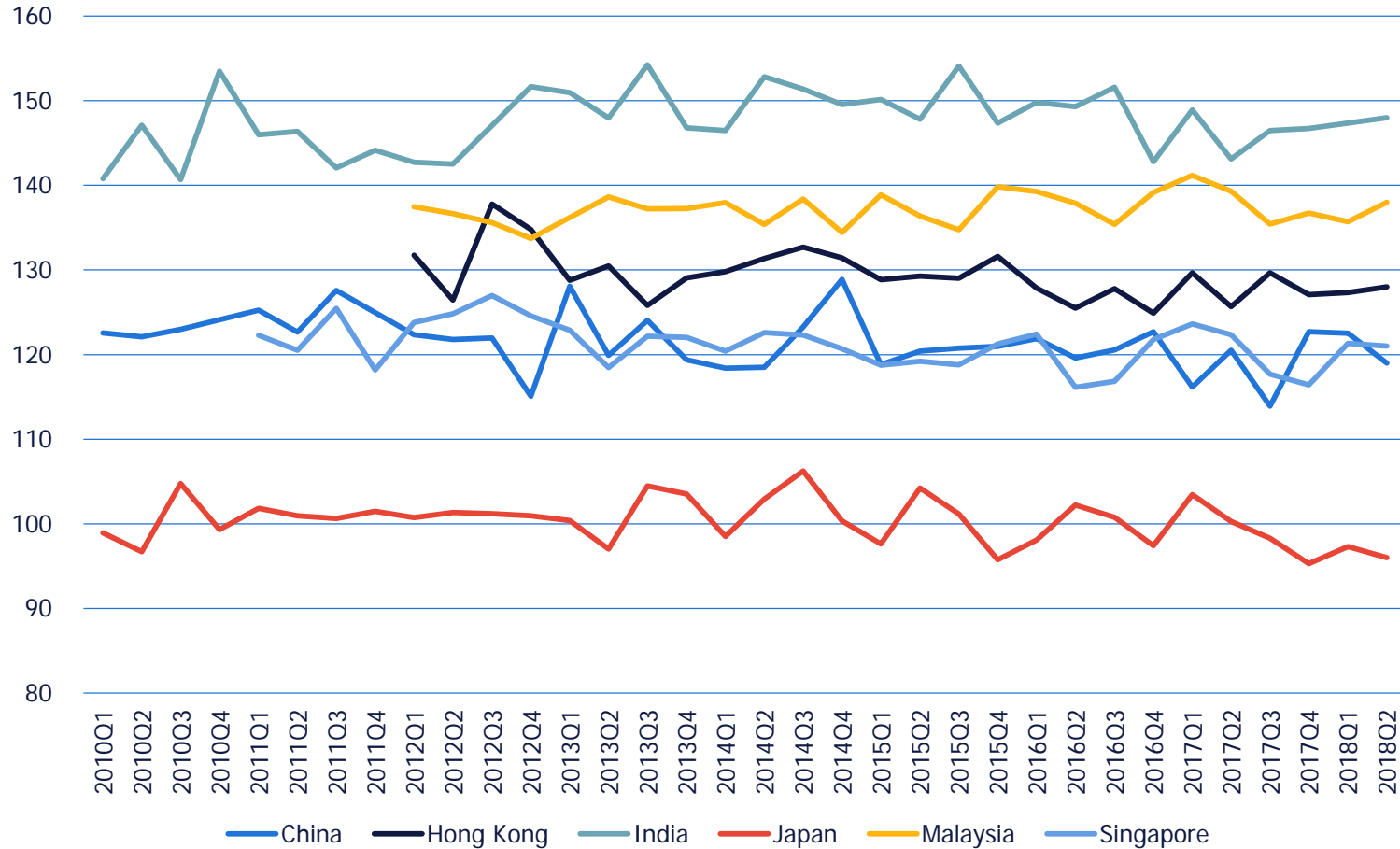


## questions:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



mobility malaysia +2, hong kong +1 and india +1; china -4, japan -1 and singapore no shift.

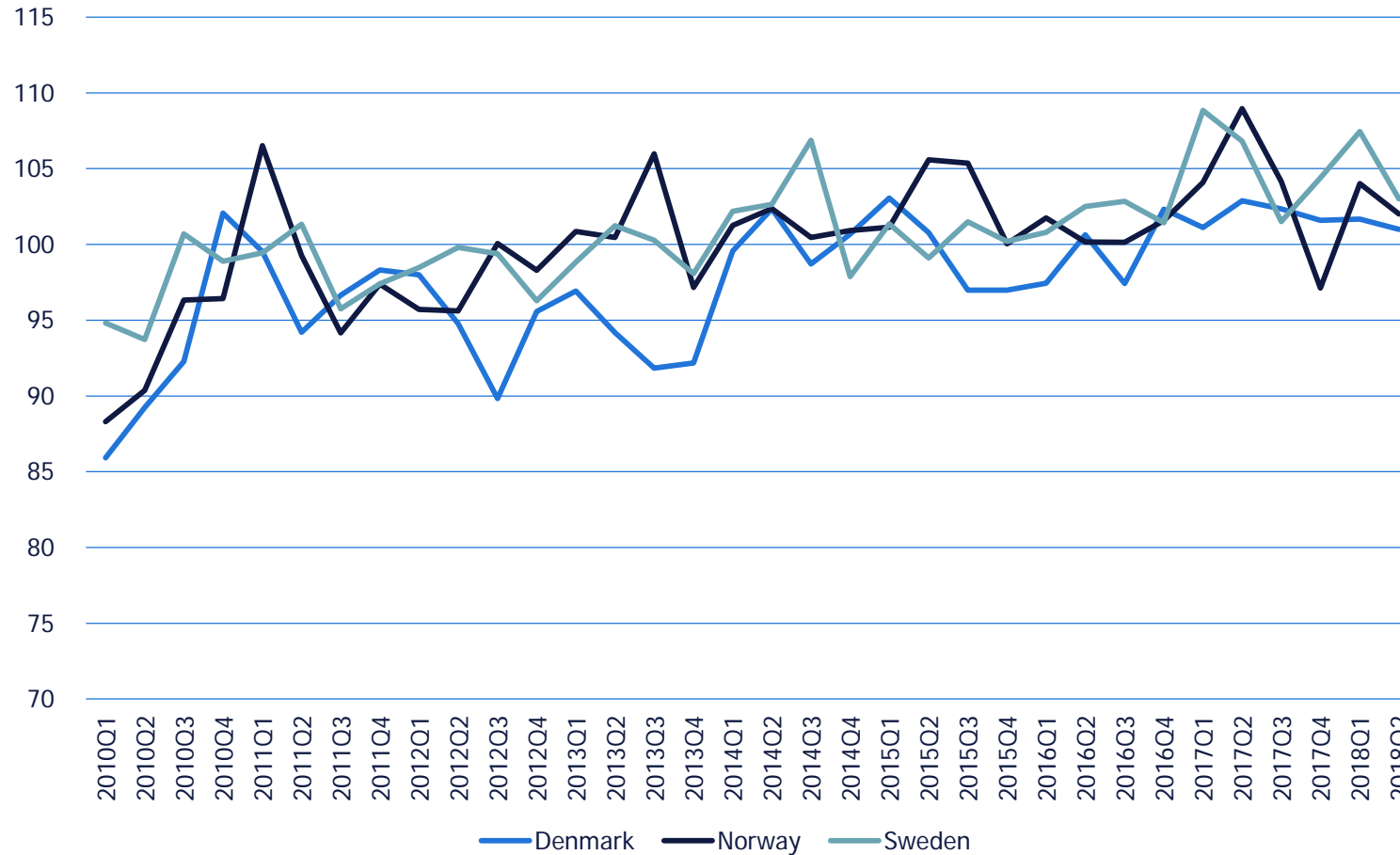


questions:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



# mobility sweden -4, norway -2 and denmark -1.

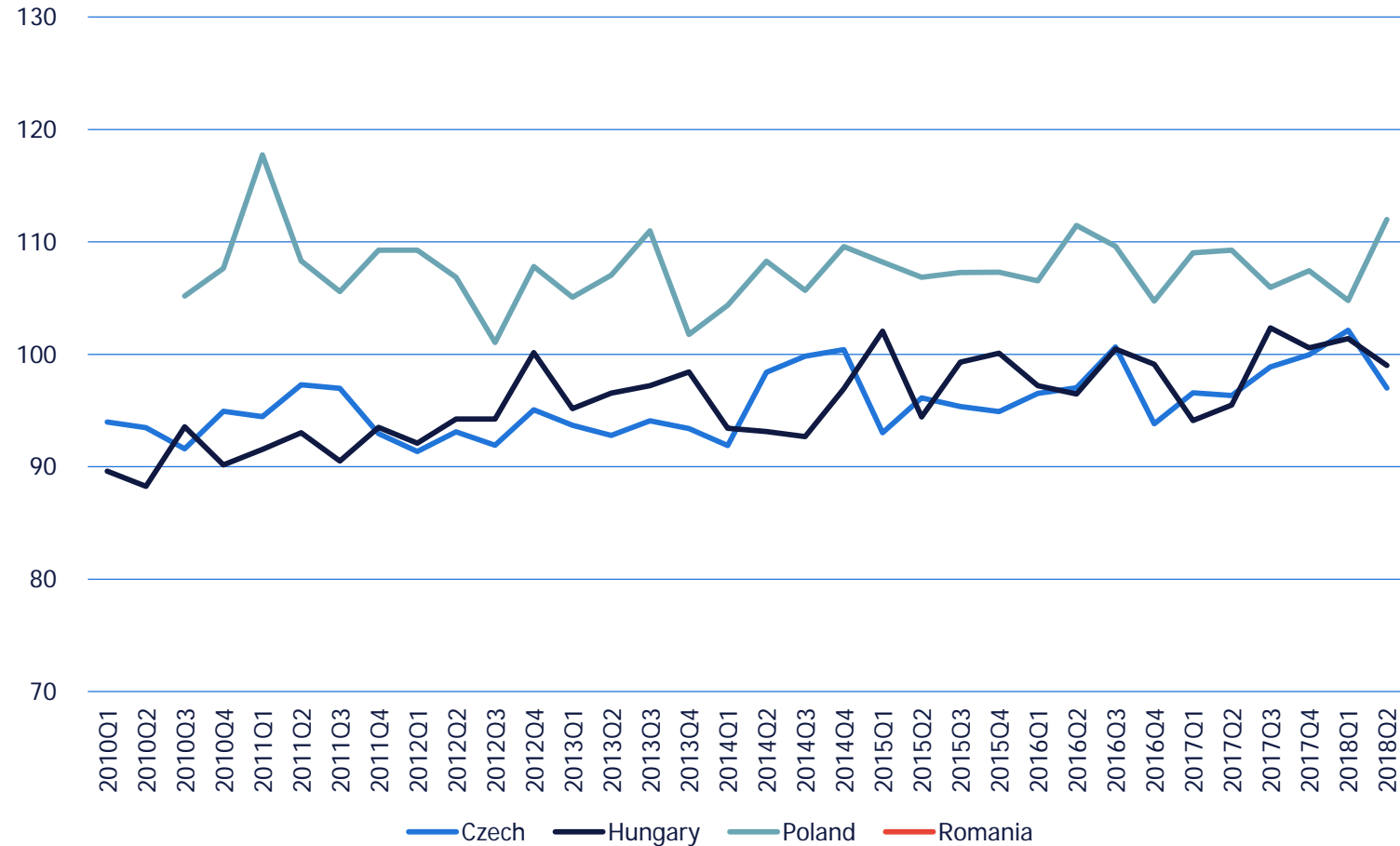


## questions:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



mobility poland +7; czech republic -5 and hungary -2.

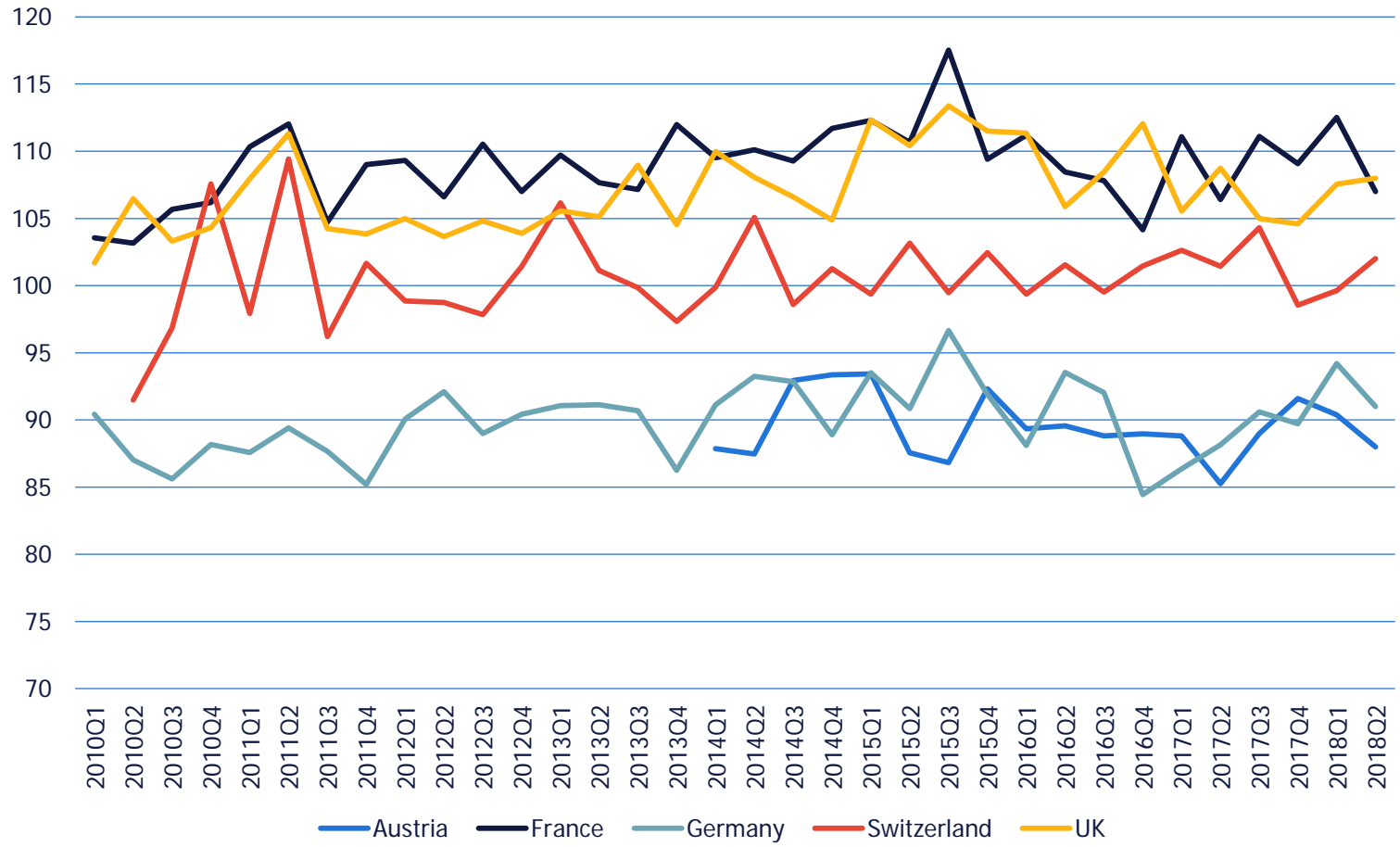


questions:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



mobility switzerland +2; france -5, germany -3, austria -2;  
the uk no shift.

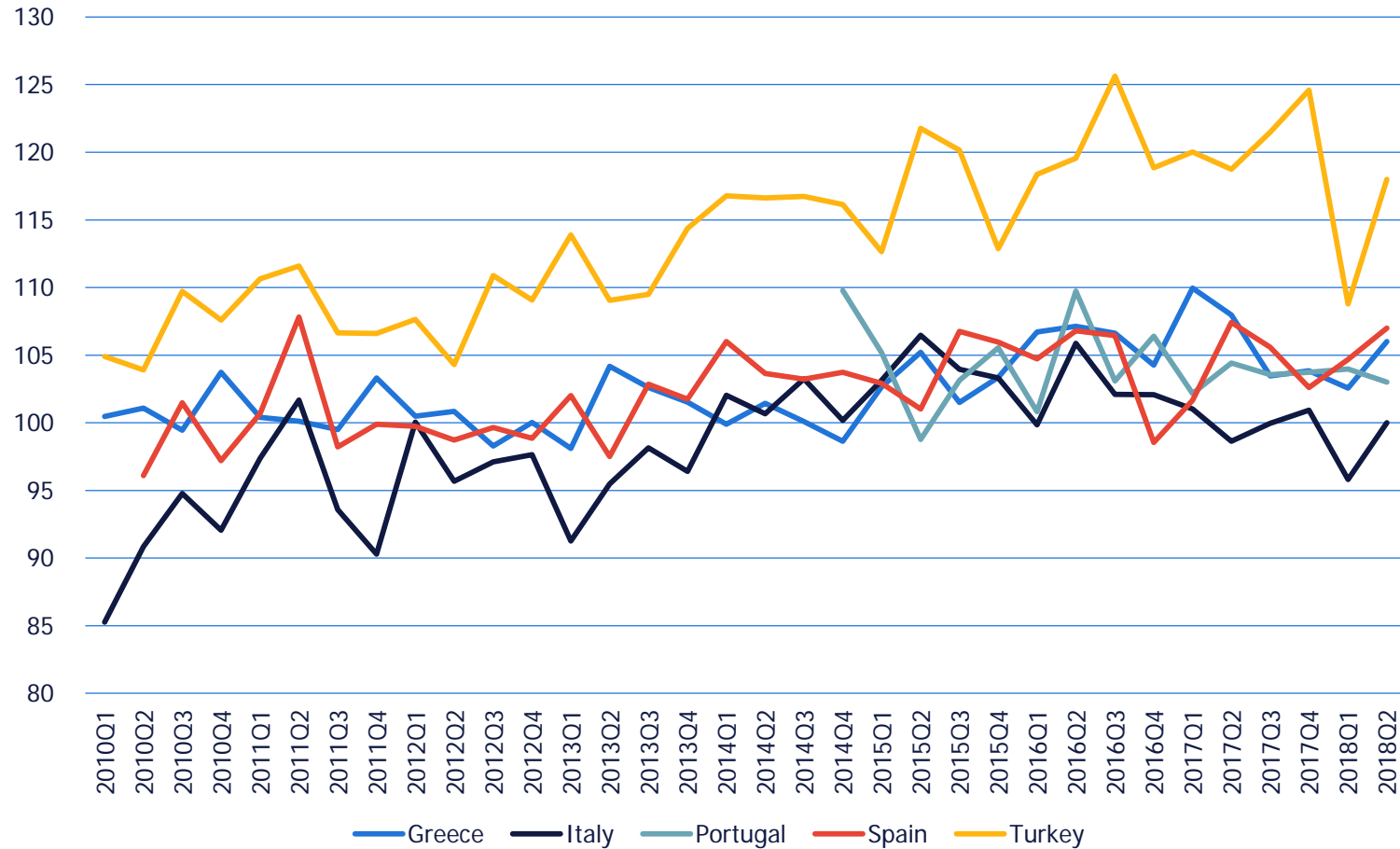


questions:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?



mobility turkey +9, italy +4, greece +3 and spain +2;  
portugal -1.



questions:

- do you think you will be doing the same or comparable work for a different employer within the next 6 months?
- do you think you will be doing different work for a different employer within the next 6 months?

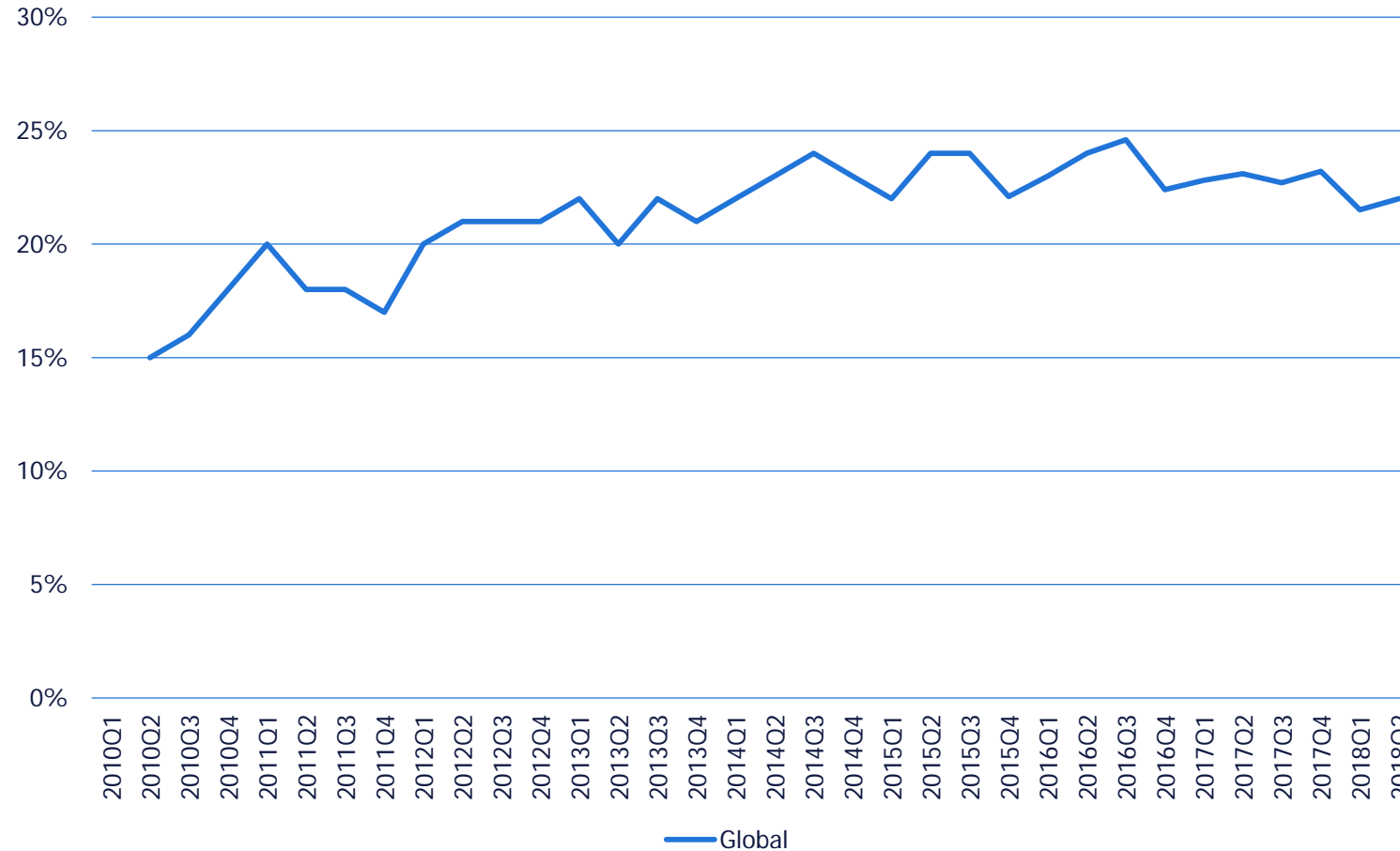


actual



job change.

# the actual job change did not change compared to last quarter.

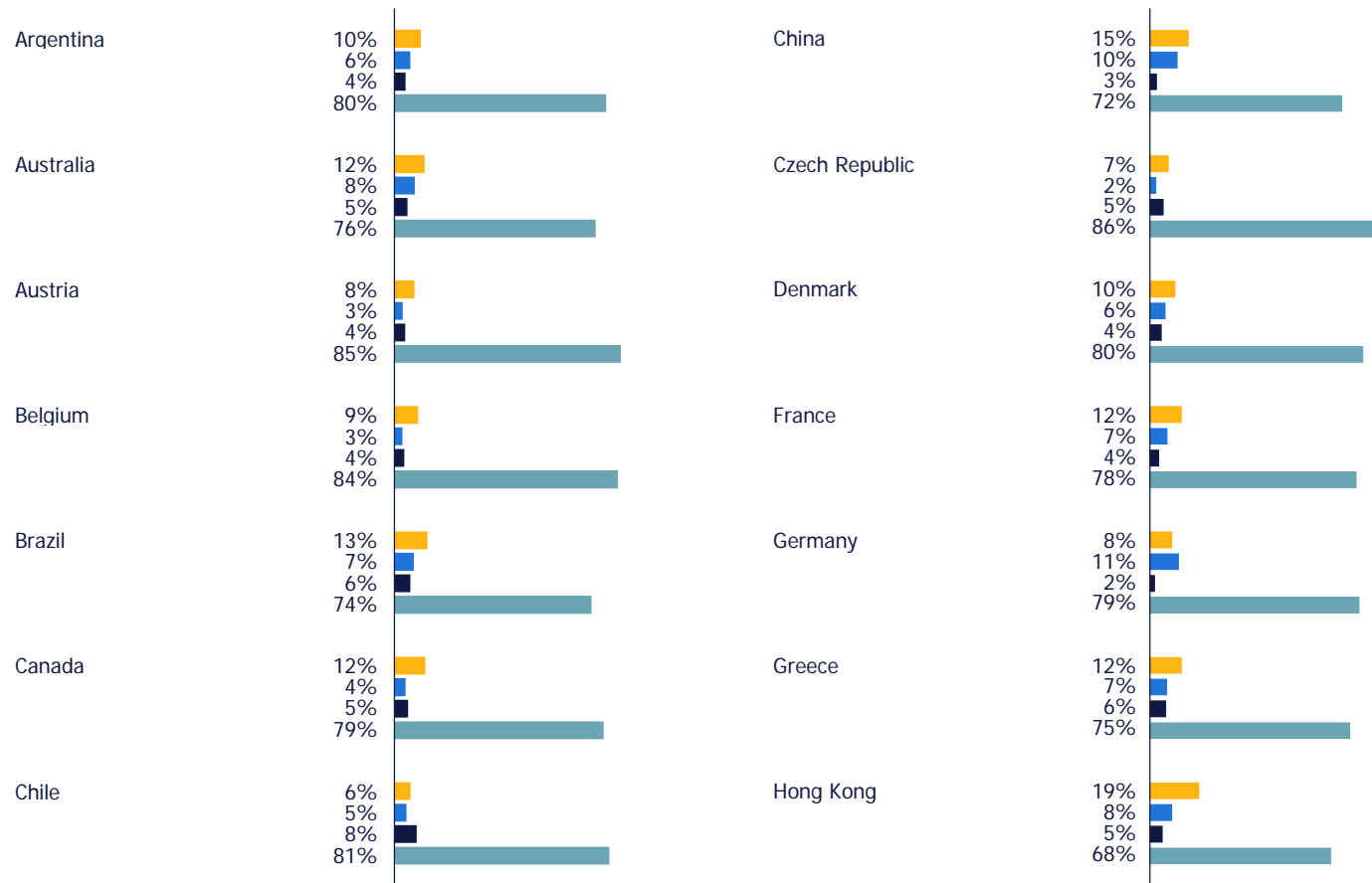


question:

- have you changed jobs during the past six months? If you have started working in your first job during the past six months, this is not a change of employment/ employer; please fill in 'no'.



# actual job change highest in india; lowest in luxembourg and romania.

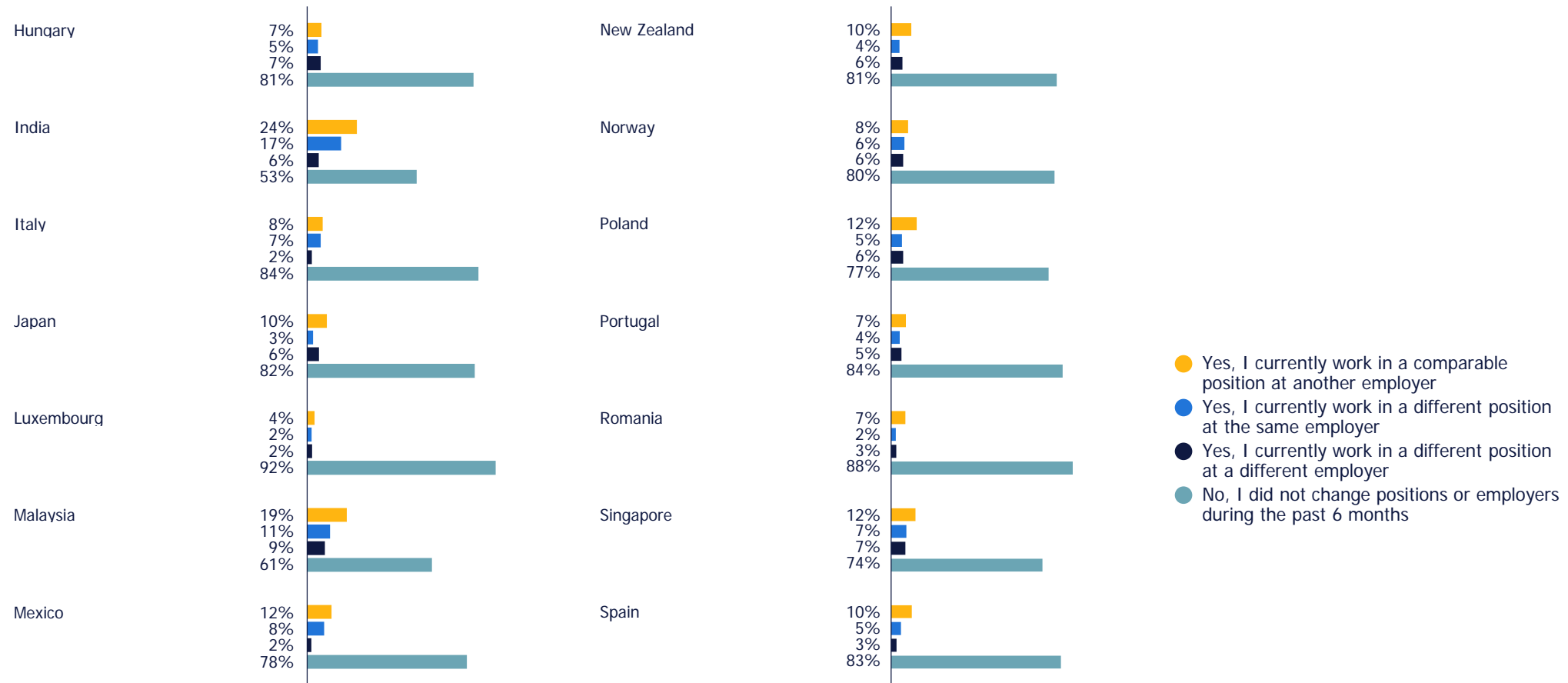


- in Canada, Mexico, Poland, Singapore and Turkey, job change increased.
- job change decreased in Australia, China, Czech Republic and Italy compared to last quarter.

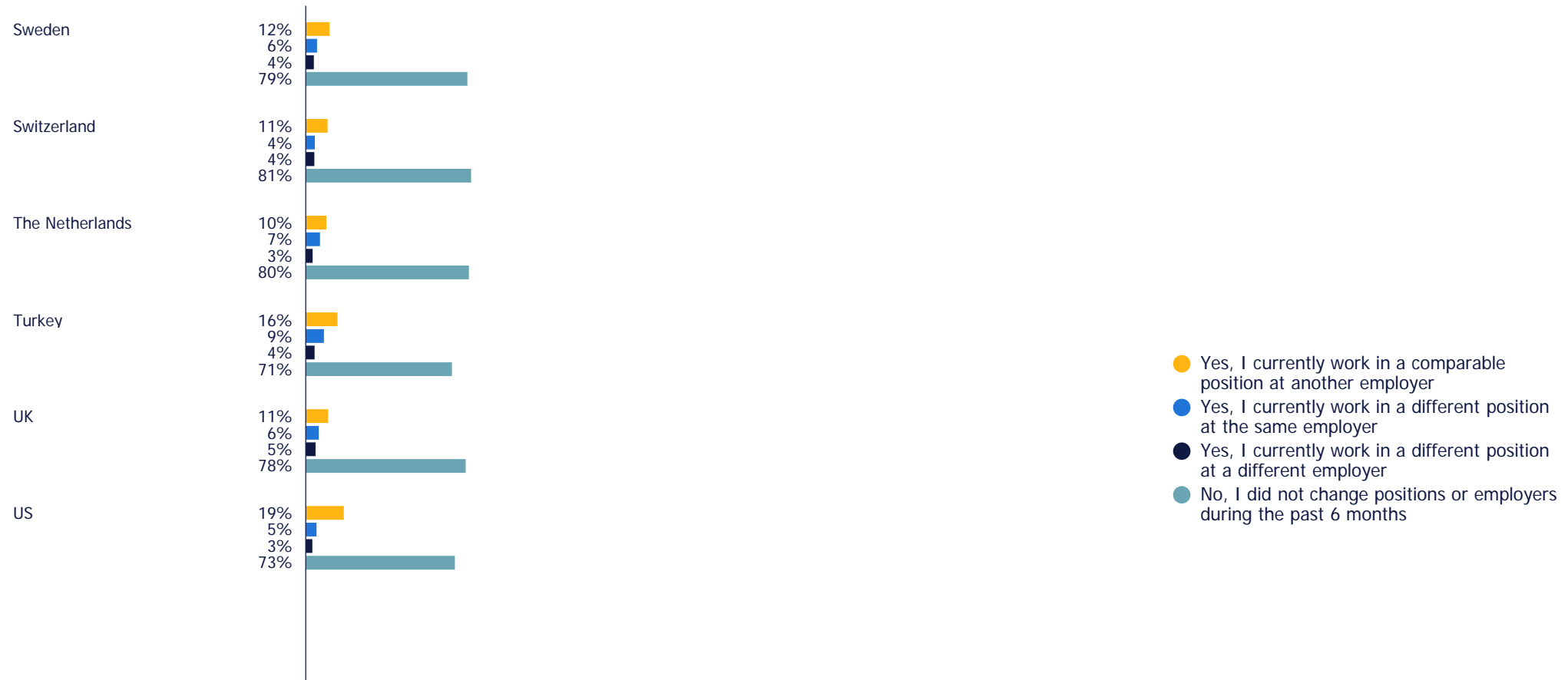
- Yes, I currently work in a comparable position at another employer
- Yes, I currently work in a different position at the same employer
- Yes, I currently work in a different position at a different employer
- No, I did not change positions or employers during the past 6 months



# actual job change.



# actual job change.





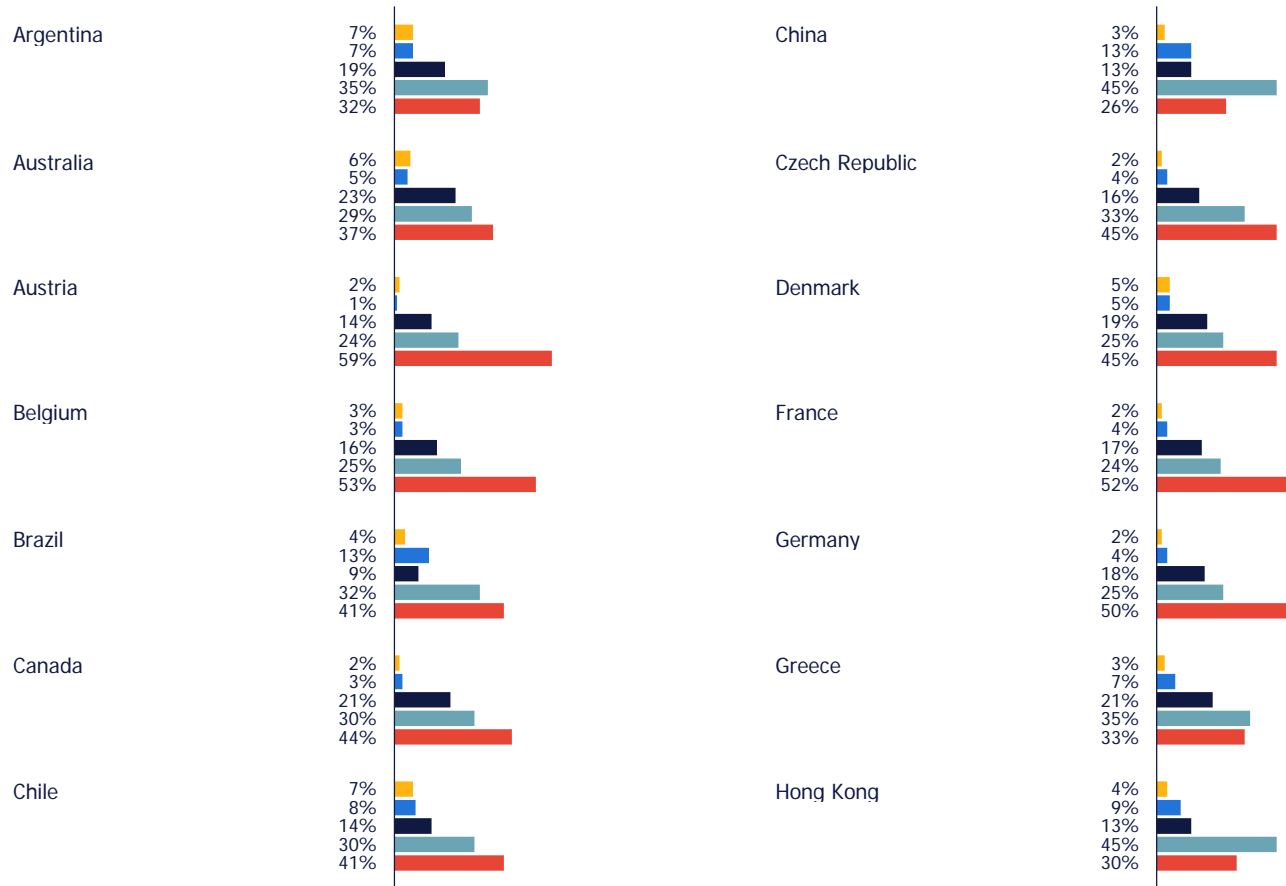
job change



appetite.



# job change appetite highest in india (22%); lowest in turkey (16%).



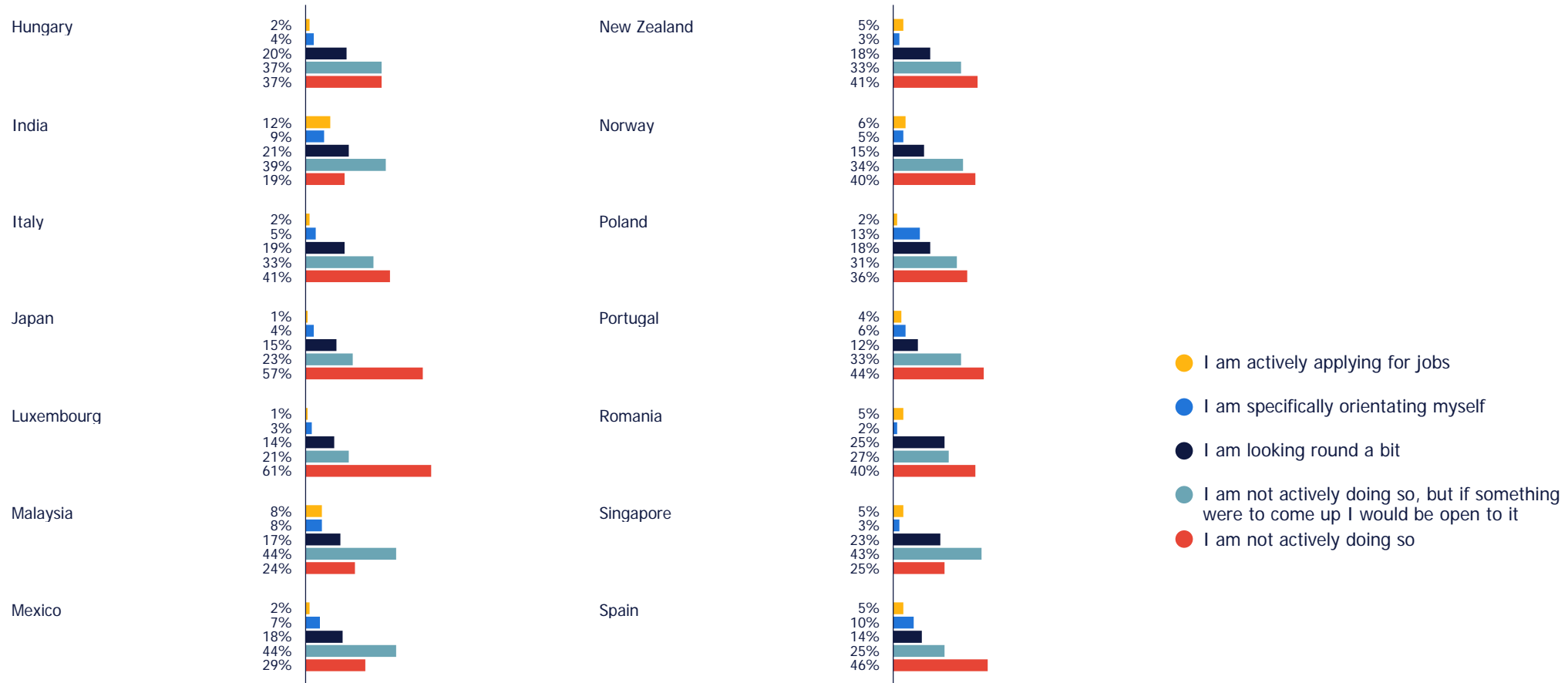
- job change appetite increased in Australia, Mexico, Poland, Portugal, Spain, Sweden, the Netherlands, the UK and the US compared to last quarter.

- in Italy the job change appetite decreased.

- I am actively applying for jobs
- I am specifically orientating myself
- I am looking round a bit
- I am not actively doing so, but if something were to come up I would be open to it
- I am not actively doing so



# job change appetite.



# job change appetite.



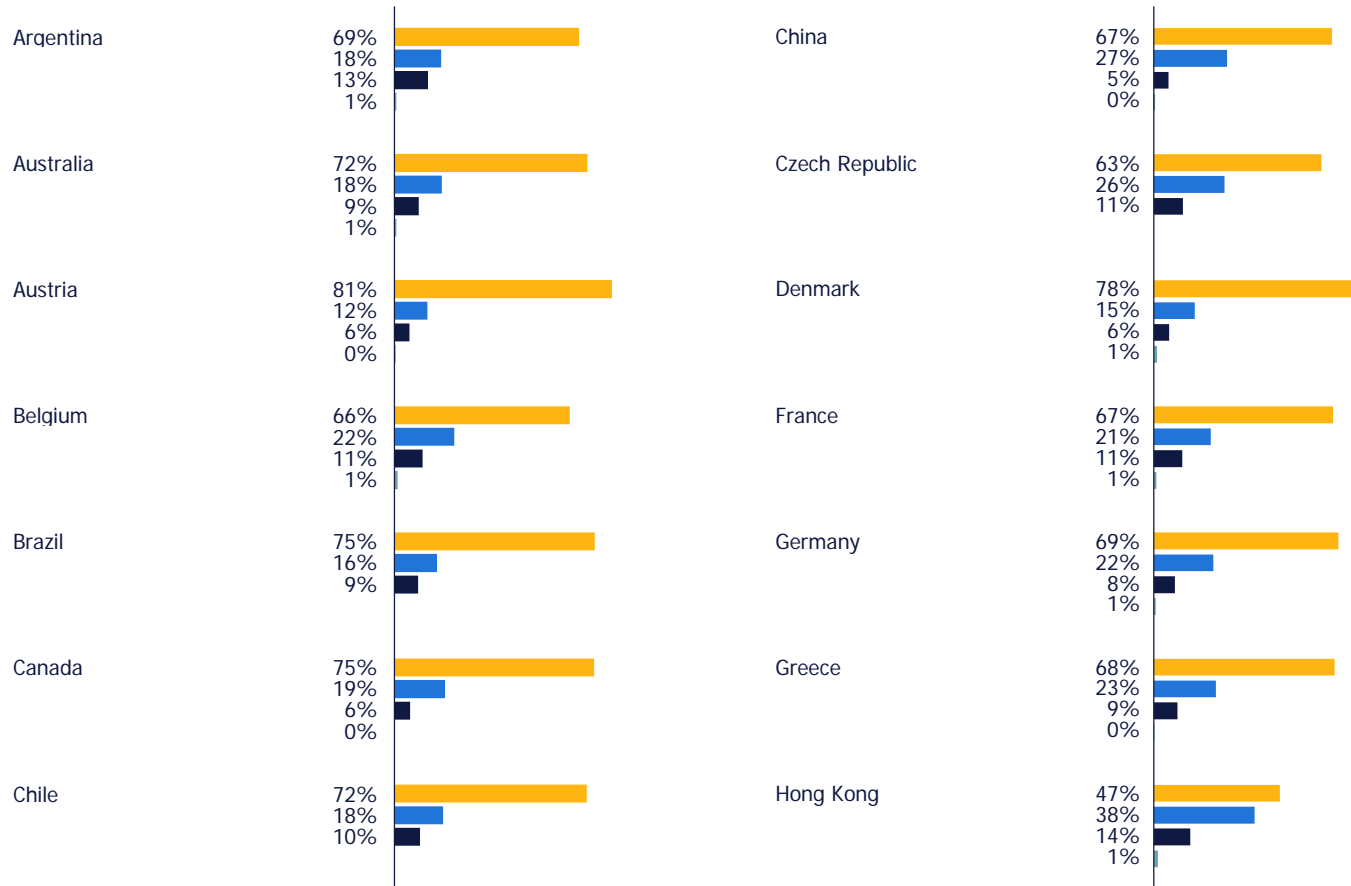
job



satisfaction.



# job satisfaction highest in mexico (84%); lowest in japan (50%).

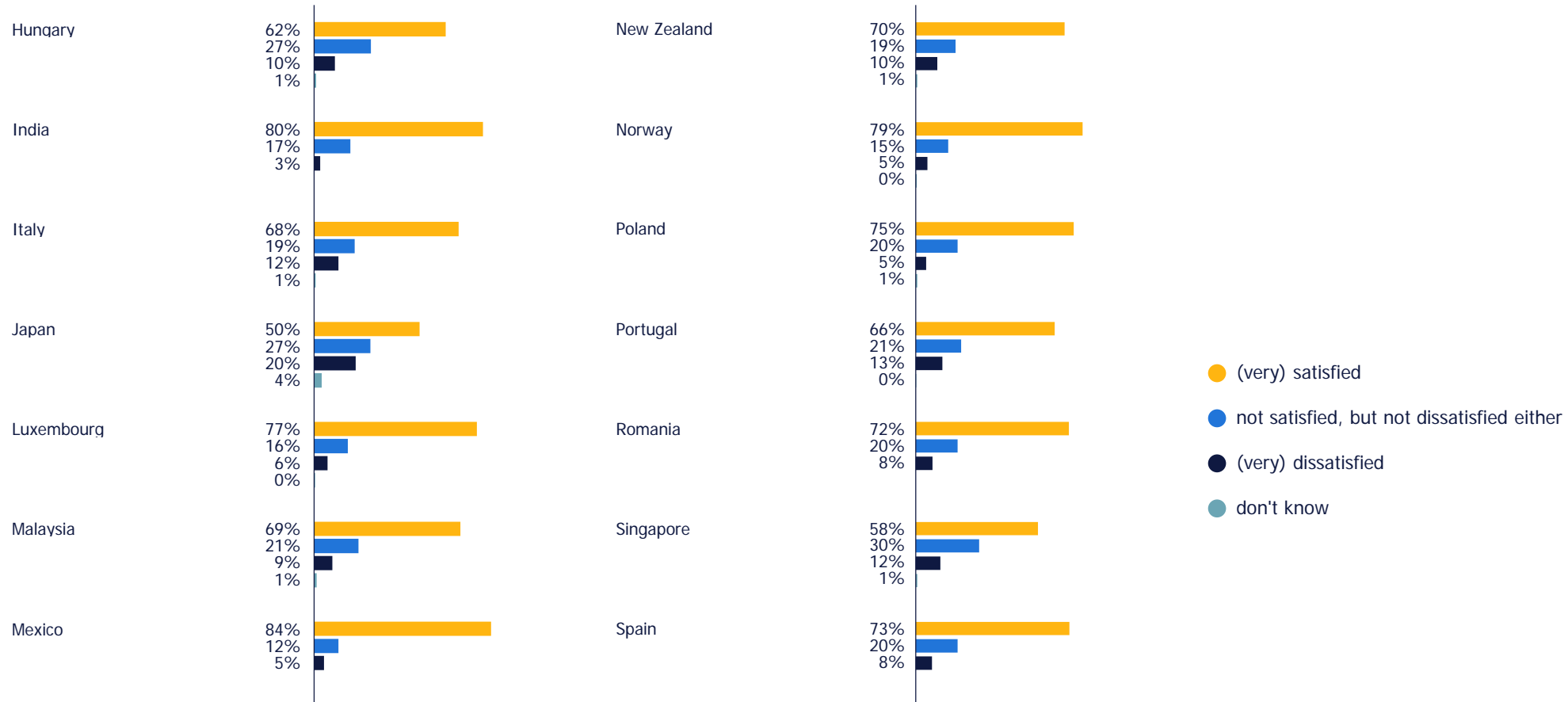


- job satisfaction increased in Italy and Japan, but decreased in Belgium, Canada, Hong Kong, Malaysia, Portugal, Singapore, Sweden and Switzerland compared to last quarter.

- (very) satisfied
- not satisfied, but not dissatisfied either
- (very) dissatisfied
- don't know



# job satisfaction.



# job satisfaction.





about the



randstad  
workmonitor.



# about the randstad workmonitor.

- The Randstad Workmonitor was launched in the Netherlands in 2003, then in Germany, and covers 34 countries around the world. The study encompasses Europe, Asia Pacific and the Americas.

The Randstad Workmonitor is published four times a year, making both local and global trends in mobility visible over time.

- The Workmonitor's Mobility Index, which tracks employee confidence and captures the likelihood of an employee changing jobs within the next 6 months, provides a comprehensive understanding of sentiments and trends in the job market.

Besides mobility, the survey addresses employee satisfaction and personal motivation as well as a rotating set of themed questions.

# about the randstad workmonitor.

- The study is conducted online among employees aged 18-65, working a minimum of 24 hours a week in a paid job (not self-employed). Minimum sample size is 400 interviews per country. The Survey Sampling International (SSI) panel is used for sampling purposes.
- The second survey of 2018 was conducted from 23 April until 14 May 2018 in the following countries:

Argentina	Denmark	Luxembourg	Spain
Australia	France	Malaysia	Sweden
Austria	Germany	Mexico	Switzerland
Belgium	Greece	New Zealand	The Netherlands
Brazil	Hong Kong	Norway	Turkey
Canada	Hungary	Poland	UK
Chile	India	Portugal	US
China	Italy	Romania	
Czech Republic	Japan	Singapore	

# contact information.



---

## randstad

Group Marketing & Communications  
[corporate.communications@randstad.com](mailto:corporate.communications@randstad.com)  
+31 (0)20 569 5623

---

## media enquiries

Ingrid Pouw  
[ingrid.pouw@randstad.com](mailto:ingrid.pouw@randstad.com)  
+31 (0)20 569 1732

---

## research

Max Wright  
[max.wright@randstad.com](mailto:max.wright@randstad.com)  
+31 (0)6 1229 7221

---

randstad

human forward.

