

Press Release

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WAGES...WHAT ELSE?

SALARY POLICY REMAINS THE MOST IMPORTANT CRITERION WHEN APPLYING FOR A JOB

Workers and companies alike rate salary, the company atmosphere and career opportunities as the most important criteria in the application decision. In other aspects, however, remarkable nuances and differences can be found, as a survey by Adecco shows.

The Adecco survey involved over 1,300 workers and 155 companies in 16 countries¹, asking them about the expectations of job applicants with the aim of finding out whether companies correctly assess the expectations of workers - and vice versa. Topics in the survey included the general work environment, the salary policy, the corporate culture, the management style of the company's leadership, motivational criteria for applying to a particular company, and the manner of recruitment and employment processes.

The salary, the atmosphere in the company and the career opportunities were the three most important criteria. The salary- including a possible health coverage - is on top of aspirations across all regions and age groups, from "Gen Z" to baby boomers: 53% of the survey's participants mentioned it as their top criteria. Even more frequently than the applicants themselves, 80% of the Companies name salary as the top priority of the workers. The companies also assume that a good working atmosphere is almost as important to applicants as career opportunities. In the survey, however, workers show a clear preference for a good working atmosphere.

Workers also attach great importance to flexibility in the performance of work - both in terms of time and location. The priorities set by them here basically correspond to their assessment by the companies, whereby the latter tend to expect slightly higher demands on local flexibility - keyword: home office - than revealed in the survey of workers.

Workers also rate general well-being and health protection as important - aspects that have become much more prominent in the recent past, especially as a result of the Covid 19 pandemic. There is also a slight mismatch here with the assessment by the companies, which have lower expectations with regards to applicants' demands on health protection.

A surprising finding: While 14% of companies assume a high level of notoriety as important, thus ranking this criterion in the top 10 of their expectations, only 4% of workers approve the importance of the company's notoriety, which therefore ranks almost at the very bottom of their priority list when selecting a new job.

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Adecco is part of the Adecco Group - the world's leading talent advisory and solutions company. We believe in making the future work for everyone, and every day enable more than 3.5 million careers. As a Fortune Global 500 company, we lead by example, creating shared value that fuels economies and builds better societies. The Adecco Group AG is headquartered in Zurich, Switzerland (ISIN: CH0012138605) and listed on the SIX Swiss Exchange (ADEN). The Group is powered by three global business units: Adecco, Talent Solutions and Modis.