

# Q2 2015 UK Employment Confidence Survey

## Overview

The Glassdoor® UK Employment Confidence Survey<sup>1</sup>, conducted online quarterly by Harris Interactive UK in June among 2,035 GB adults (ages 16+), monitors four key indicators of employee confidence: salary expectations, re-hire probability, job security and company outlook. For purposes of reporting, employees refers to those employed full or part-time unless otherwise indicated.

*Please note: company outlook and re-hire probability above based on all those employed and self-employed.*

### Employment Confidence Highlights - Q2 2015

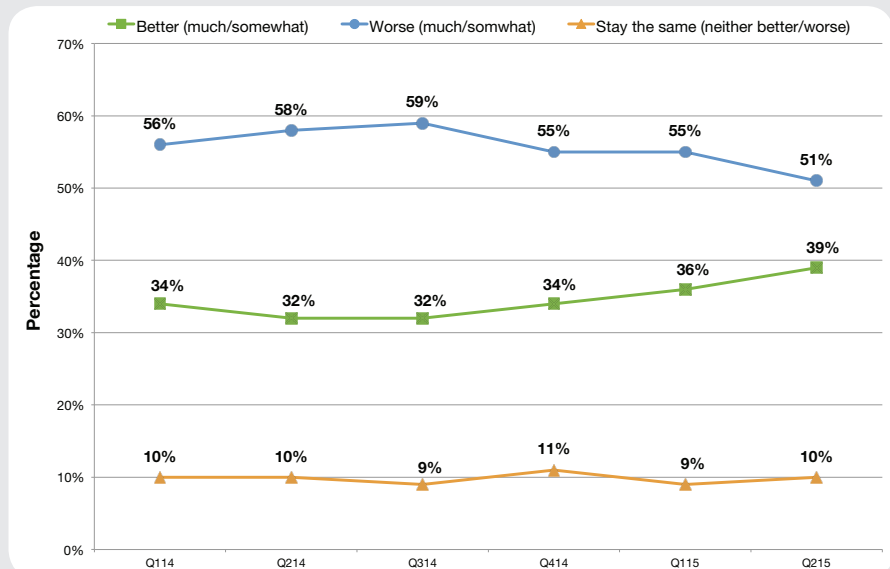
Indicator	Q1.15	Q2.15	% Change
Redundancy concerns — self	27%	29%	↑ 2
Redundancy concerns — others	37%	41%	↑ 4
Salary expectations — pay increase in 12 months	35%	34%	↓ 1
Company outlook — better	36%	39%	↑ 3
Re-hire probability (employed)	36%	34%	↓ 2

## Highlights

### Business Outlook In The Next Six Months

- Thirty nine percent of employees believe that their company's business outlook will improve in the next six months, up slightly from 36 percent in Q1 15.
- Forty one percent of men have a positive outlook compared to just 37 percent of women.
- Employees aged 16-24 are the most optimistic, as 62 percent believe that their company's business outlook will improve in the next six months. This compares to just 28 percent of employees aged 45-54, making this the most pessimistic age group.

### Business Outlook: Next 6 Months (Base: Employed full/part-time; self-employed)



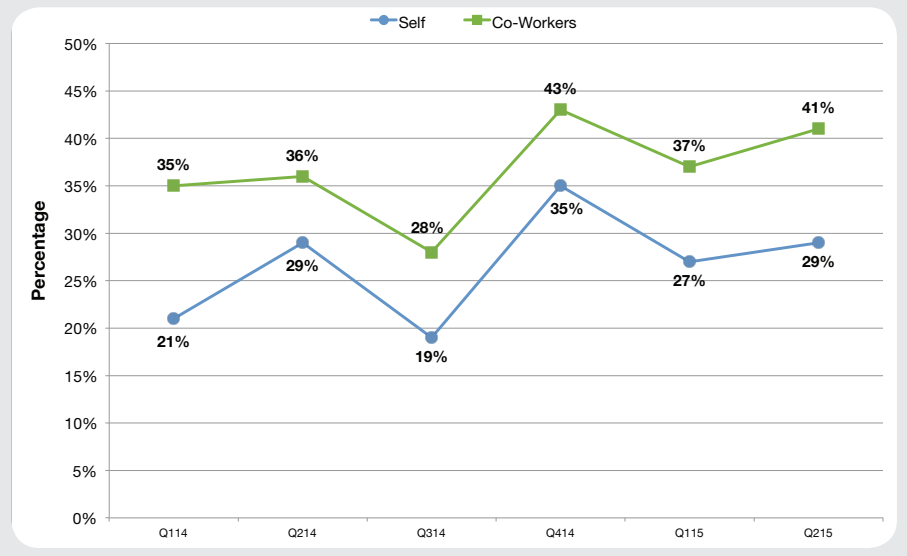
Gender Comparison	Male	Female	Gender Comparison	Male	Female
Expect a pay rise in the next 12 months	27%	40%	Value a supportive boss	63%	52%
Positive about outlook for employer	37%	41%	Value a boss that mucks in with the team	52%	39%
Confident of getting a new job if lost current job	32%	37%	Value a motivational boss	38%	46%
Would rather have a male boss	21%	29%	Value a boss that listen to ideas	25%	30%
Would rather have a female boss	18%	10%	Left a previous job due to low salary	30%	39%

## Job Security In The Next Six Months

- A quarter of employees (29 percent) are concerned that they may be made redundant, a marginal increase since last quarter at 27 percent.
- Employees concerned about co-workers being made redundant stands at 41 percent, up four percentage points since last quarter.
- Thirty three percent of employed men are worried about being made redundant compared to 26 percent of women.
- Thirty seven percent of people in the North West are concerned about being laid off, whereas in the East of England, just 19 percent of employees are concerned.

## Employees Concerned About Redundancies in Next 6 Months

(Base: Employed full/part-time)



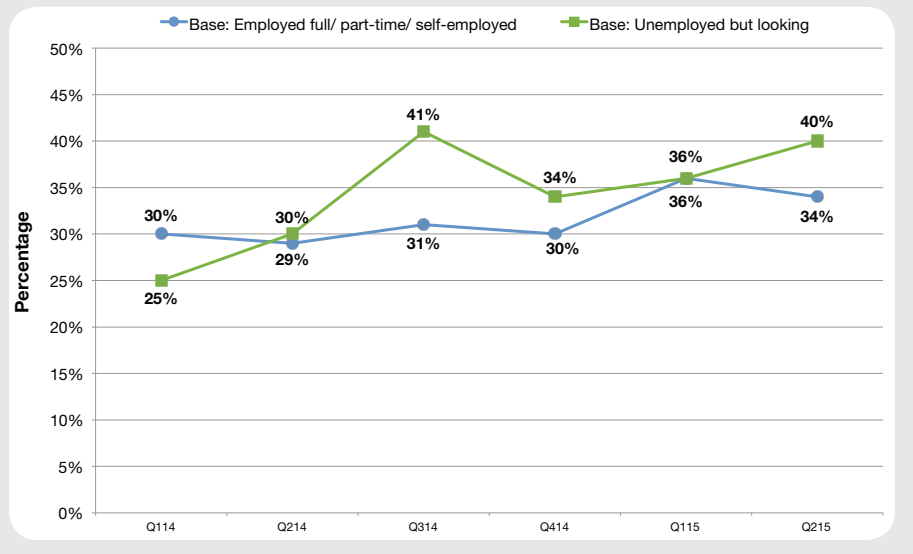
## Job Market: Re-Hire Probability In The Next 12 Months

- Thirty four percent of employees (full and part-time employees and those self-employed) say they think it is likely that they would be able to find a job matched to their experience and current compensation levels in the next six months, down two percentage points since last quarter.
- Those unemployed but looking for work are more confident when it comes to finding a job – 40 percent of those unemployed but looking for work report optimism that they could find a job matched to their experience and most recent compensation level in the next six months, a rise of four percentage points since Q1 15.
- Of those employed/self-employed and unemployed but looking, men are most confident (37 percent) when it comes to finding a job compared to women at 32 percent.
- Forty seven percent of employees aged 16-24 think it is likely that that they could find a job matched to their experience and current compensation levels in the next six months, compared to just 22 percent for those aged 55 and over.

## Re-Hire Probability:

**Question:** Ability to find job matched to experience and compensation level in next 6 months

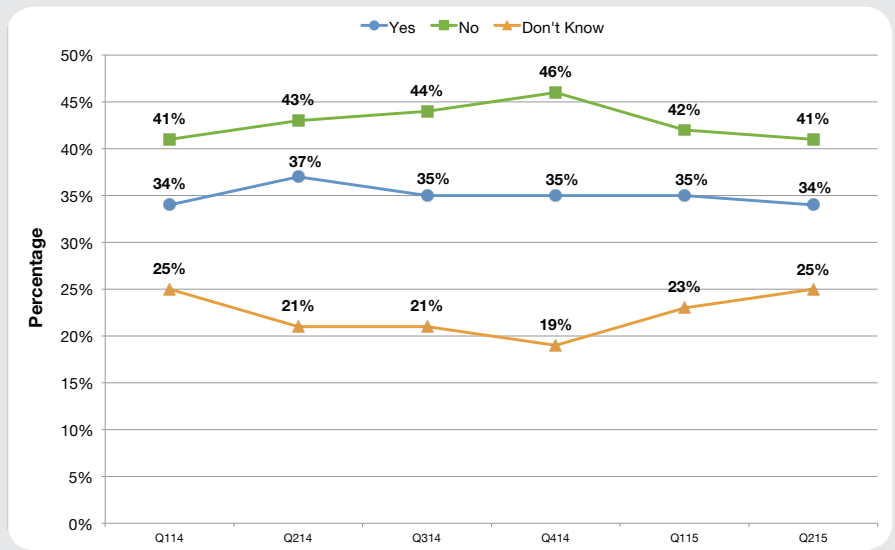
**Answer:** Very likely (or) somewhat likely



## Salary Expectations In The Next Six Months

- Thirty four percent of employees expect to receive a pay rise in the next 12 months, little change since Q1 15. Forty percent of men expect a pay rise, compared to just 27 percent of women.
- Thirty nine percent of full time workers expect a pay rise in the next 12 months compared to just 22 percent of part-time workers.
- The region most optimistic about a pay rise is the North East at 40 percent, whereas the most pessimistic region is the North West at 29 percent.

### Salary Expectation: Expect Pay or Cost-of-Living Increase in Next 12 Months (Base: Employed full/part-time)



## Employer Actions During The Past Six Months

- Forty seven percent of employees reported their company made changes to the number of staff, organisational structure, compensation and benefits, or other listed activities in the past six months, up four percentage points since Q1 15.
- Of employees surveyed who reported a *positive change* at their organisation:
  - Fifty seven percent said that they were awarded new company benefits, such as flexible working hours or casual dress code, which is a jump of 12 percentage points since Q1 15.
  - Thirty nine percent said that their employer had restored pay and benefits previously cut, up just one percentage point from last quarter.
  - Thirty one percent said that their company had initiated large scale hiring, an increase of two percentage points since Q1 15.
- Among employees who reported *negative changes* at their organisation:
  - More than half (51 percent) said that their company had made employees redundant (or had communicated the intention to), down from 53 percent last quarter.
  - Thirty three percent said that they had their pay or bonus reduced, or bonus not paid, up from from 30 percent in Q1 15.
  - Twenty-four percent said that their employer had restructured their job or laid them off, consistent with last quarter.
  - Sixteen percent said that their company had initiated a hiring freeze, up four percentage points.

## In The Past 6 Months, What Additions Has Your Organisation Made?

(Base: Employees who say their company has changed something positive in the past 6 months.)

	Q1.14 %	Q2.14 %	Q3.14 %	Q4.14 %	Q1.15 %	Q2.15 %
Awarded new perks (option to work remotely, casual dress, flexible work hours)/new stock	48	32	30	49	45	57
Awarded new stock or other compensation	19	33	26	25	17	30
Initiated large scale hiring	38	31	31	22	29	31
Restored health and dental benefits, pay and perks previously cut	24	44	45	41	38	39

## In The Past 6 Months, What Negative Changes Has Your Organisation Made?

(Base: Employees who say their company has changed something negative in the past 6 months.)

	Q1.14 %	Q2.14 %	Q3.14 %	Q4.14 %	Q1.15 %	Q2.15 %
Made employees redundant/ and or communicated plans to make employees redundant	53	51	50	47	53	51
Restructured job/ created redundancy	24	30	15	18	24	24
Initiated or communicated a hiring freeze	19	20	13	13	12	16
Reduced individual's pay/ bonus/ didn't pay bonus	29	30	27	36	30	33
Initiated or communicated bonus reductions or eliminations	10	8	11	10	7	11
Initiated or communicated pay cuts	6	9	9	8	8	8
Made changes to compensation structure (e.g., changed formulas or percentages for salary increases and/or bonuses, initiated salary caps)	16	18	16	18	16	16
Reduced health and/or dental benefits coverage	7	7	5	9	5	7
Taken away company benefits such as travel allowance, subsidised canteen, subsidised study support	13	13	13	13	10	12
Initiated unpaid leave	7	10	6	10	8	11

## Methodology

<sup>1</sup>This survey was conducted online within Great Britain by Harris Interactive UK on behalf of Glassdoor from 15-19 June, 2015. The sample was 2,035 adults aged 16 and older (among whom 875 are employed full-time/part-time). This online survey is not based on a probability sample and therefore no estimate of theoretical sampling error can be calculated. For complete survey methodology, including weighting variables, please contact [pr@glassdoor.com](mailto:pr@glassdoor.com).