

Industry News

CareerBuilder.com: 19 Percent of Workers Plan to Find New Jobs in 2009

Wednesday January 7, 2009

Chicago — Jan. 7

Even with slower hiring predicted for 2009, 19 percent of workers say finding a new job is on their list of New Year's resolutions; and the same amount say they actually plan to leave their current job before the end of the year, according to CareerBuilder.com's latest survey.

The survey, titled "2009 Job Forecast," was conducted from Nov. 12 through Dec. 1, 2008, and included more than 8,800 workers. Additionally, six-in-10 workers say the economy and the tightening job market are not making them hold off on their plans to change jobs.

Workers cited a variety of reasons for wanting to leave their jobs in the new year, with the most workers, 49 percent, reporting better pay and/or career advancement opportunities as the primary reasons they plan to leave their current positions. Fourteen percent are looking for an environment where they feel more appreciated, and 10 percent want to work for a company that is making a difference. Seven percent of workers are electing to change careers entirely, while 3 percent say they are leaving their jobs because they want more flexibility or plan to go back to school.

Looking at key factors that influence job satisfaction and company loyalty, workers reported the following:

- Pay: A quarter of workers are dissatisfied or very dissatisfied with their pay. Thirty-five percent of workers did not receive a raise in 2008. Of those who did receive one, 25 percent were given an increase of 2 percent or less. Sixty-three percent of workers did not receive a bonus.
- Career advancement: Twenty-six percent of workers are dissatisfied or very dissatisfied with the career advancement opportunities provided by their current employers. Eighty percent did not ask for or receive a promotion in 2008 and 20 percent felt they were overlooked.
- Work-life balance: Eighteen percent of workers are dissatisfied with work-life balance and 54 percent report their workloads have increased over the last six months.
- Training/learning: Twenty-three percent of workers are dissatisfied or very dissatisfied with training and learning opportunities provided by their current employers.

When applying for new positions, workers say the most important attributes they look for in employers are:

- Company's stability and longevity in the market (32 percent).
- Good career advancement opportunities (20 percent).
- Good work culture (14 percent).
- Ability to offer flexible schedules (12 percent).

"January is typically one of the busiest job search months of the year, and this year should be no exception with increased unemployment combined with workers who are putting their New Year's resolutions into action," said Rosemary Haefner, vice president of human resources with CareerBuilder.com. "Although seven-in-10 workers say they are satisfied with their jobs, some are always on the lookout for a greener pastures. In fact, 82 percent of workers said, while they are not actively looking for a new position, they would be open to one if they came across the right opportunity."

For more info: <http://www.CareerBuilder.com>