

One in every two employees considering a job change

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Every second Indian worker is "seriously considering" quitting his job for a better-paying one and progression in career as economic growth offers more opportunities, a survey conducted by human resource consultant Mercer showed.

As many as 54% of the 2,000 employees surveyed in India are "seriously considering leaving their organization at the present time, a substantial 28% jump from 26% in 2004," the survey, which was also conducted in 16 other countries,

found. Women and young workers are more likely to change their jobs, the survey said.

Employees in India ranked career advancement as the most important reason for changing jobs, followed by pay and training opportunities, according to the survey. The second-fastest economic growth rate among major countries is creating more job opportunities in India. At the same time, a shortage of skilled workers is making it difficult for companies in India to retain their workers, who are lured by rivals with more money and other incentives.

"There is a heightened expectation employees have from employers triggered by several factors, which in some cases is making them consider new job opportunities," said Ronesh Puri, managing director of Executive Access, a headhunter. "Employees who earlier considered a 10-15% annual raise within their organization as good may now, because of inflation, consider 15-20% as average. On the other hand, companies are willing to pay a premium for top-notch talent because they don't want organizational performance to suffer."

The responses of Chinese

workers were similar to those of Indians in the survey. Employees in China ranked career advancement, pay and retirement savings plans among the top three reasons to change jobs.

In India, about 66% of employees under age 24 are seriously considering leaving, the survey said. About 58% of Indian women respondents said they will consider leaving their jobs, compared with 53% men, the survey showed.

To be sure, 81% of the Indian respondents said they would recommend their organizations to others as a good place to work and 75% said they are satisfied with their organization,

Career advancement was ranked the most important reason for changing jobs by employees in India

according to the survey.

As many as 63% of the respondents said they are satisfied with career opportunities and "they are confident they will be able to achieve their long-term career objectives in their organization," the survey

said.

Even though the study shows a high percentage of employees are considering leaving their jobs, this hasn't resulted in higher attrition. A July report by job website naukri.com found that out of the 950 recruiters surveyed, about 33% of the respondents pegged attrition levels between 5-10%. About 31% of recruiters said attrition was less than 5% and about 20% recruiters said that attrition in their organization was above 15%.

"We are in fact seeing greater stickiness within organizations across levels," said an HR head of a software company that employs about 7,000 people in India. "Even the numbers of good CVs floating around have gone down and it is harder to find quality people." The person declined to be named.