

# Q3 2014 UK Employment Confidence Survey

## Overview

The Glassdoor® quarterly UK Employment Confidence Survey<sup>1</sup>, conducted online by Harris Interactive UK in September among 2,025 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.

Employment Confidence Highlights - Q3 2014		
Indicator	Q3.14	% Change
Redundancy concerns – self	19%	↓ 10
Redundancy concerns – others	28%	↓ 8
Salary expectations – pay increase in 12 months	35%	↓ 2
Company outlook – better	32%	no change
Re-hire probability (employed)	31%	↑ 2

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

## Highlights

### Employer Actions During The Past Six Months

- Thirty eight 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, down two percentage points since Q2 14.
- Of employees surveyed who reported a *positive change* at their organisation:
  - Forty-five percent said that their employer had restored pay and benefits previously cut, up one percentage point from last quarter.
  - Thirty-one percent said that their company had initiated large scale hiring, a figure which has held steady since last quarter.
  - Thirty percent said that they were awarded new company benefits, such as flexible working hours or casual dress code, down two percentage points since Q2 14.
  - Twenty-six percent reported that they had been awarded new shares or compensation, a decrease of seven percentage points since last quarter.
- Among employees who reported *negative changes* at their organisation:
  - Half (50 percent) said that their company had made employees redundant (or had communicated the intention to), a drop of one percentage point from Q2 14.
  - Twenty-seven percent said that they had their pay or bonus reduced, or bonus not paid, down three percentage points from Q2 14.
  - Fifteen percent said that their employer had restructured their job or laid them off, half the figure from last quarter.
  - Thirteen percent said that their company had initiated a hiring freeze, down seven percentage points from last quarter.

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

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

	Q1.14 %	Q2.14 %	Q3.14 %
Awarded new company benefits (e.g., option to work remotely, casual dress, flexible work hours)	48	32	30
Awarded new shares or other compensation	19	33	26
Initiated large scale hiring	38	31	31
Restored health and dental benefits, pay and perks previously cut	24	44	45

## In The Past Six Months, What Negative Changes Has Your Organisation Done?

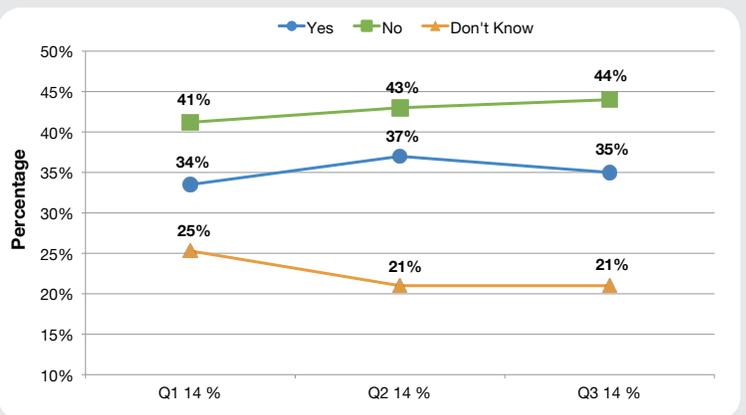
(Base: Employees who say their company has changed something negative in the past six months.)

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

## Salary Expectations In The Next 12 Months

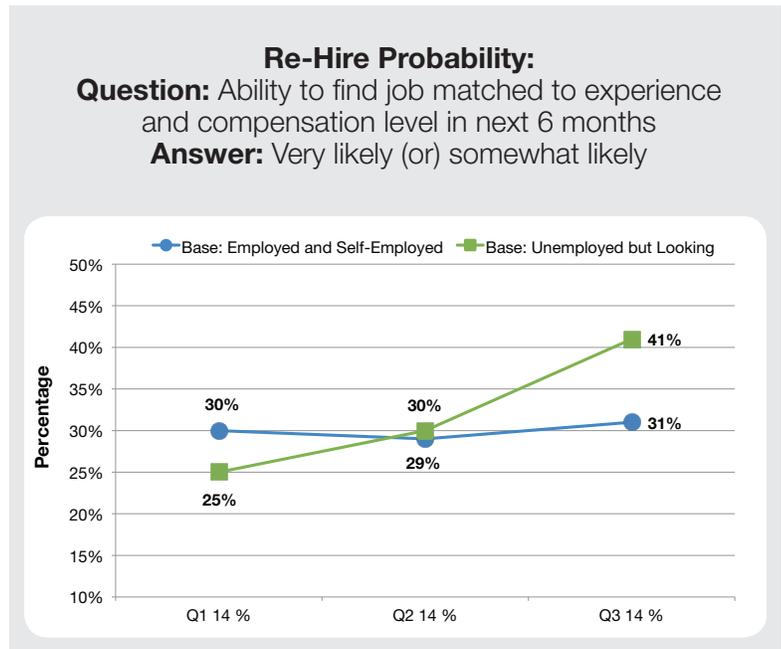
- Thirty-five percent of employees expect to receive a pay rise in the next 12 months, down two percentage points since Q2 14. Interestingly, 43 percent of men expect a pay rise, compared to just 26 percent of women.
- The lowest paid employees – those in the social grade DE – are the most confident about receiving a pay rise (41 percent).
- Forty-two percent of employees aged 25-34 expect a pay rise compared to just 31 percent of those aged 55 or over.

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



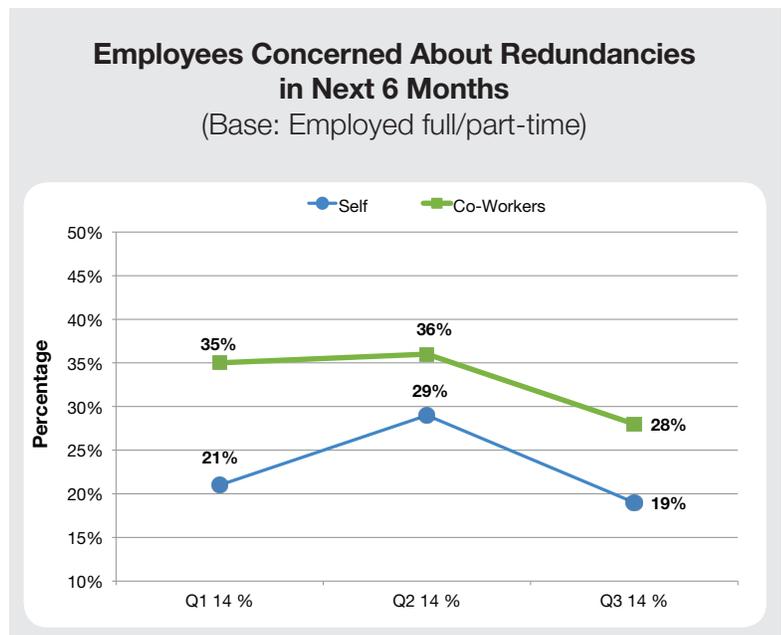
## Job Market: Re-Hire Probability In The Next Six Months

- 31 percent of employees (full and part-time employees and those self-employed) say they think it is like that they would be able to find a job matched to their experience and current compensation levels in the next six months, up two percentage points since last quarter.
- Interestingly, those unemployed but looking for work are significantly more confident when it comes to finding a job – 41 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, an increase of 11 percentage points since Q2 14.
- Of those employed/self-employed and unemployed but looking, more women (33 percent) are slightly more confident when it comes to finding a job than men (30 percent).
- Forty-three percent of employees aged 16-24 think it is likely that they could find a job matched to their experience and current compensation levels in the next six months, compared to just 18 percent for those aged 55 and over.



## Job Security In The Next Six Months

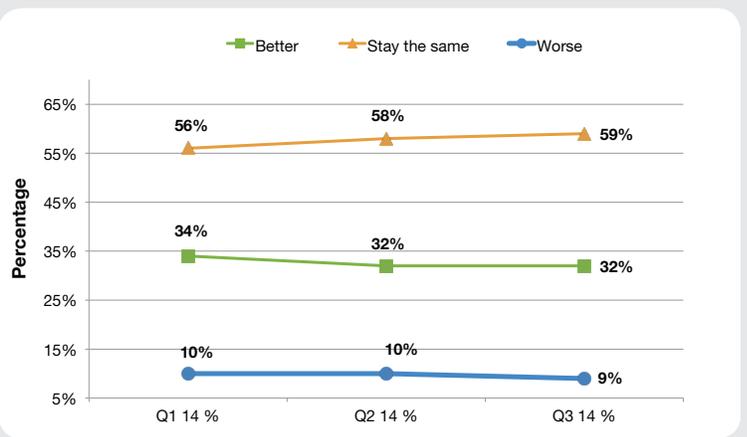
- A fifth of employees (19 percent) are concerned that they may be made redundant, down significantly from 29 percent in Q2 14.
- Employees concerned about co-workers being made redundant stands at 28 percent, down eight percentage points since last quarter.
- Twenty-three percent of men are worried about being made redundant compared to 15 percent of women.
- Twenty-nine percent of employees in London are concerned about being laid off, whereas in the South East and North East of England, just seven percent of employees are concerned.



## Business Outlook In The Next Six Months

- Nearly one in three (32 percent) employees (including those self-employed) believe their company's business outlook will improve in the next six months, consistent with Q2 14.
- Most employees (59 percent) believe their company's business outlook will stay the same, up one percentage point since Q2 14. One in ten (nine percent) believe it will get worse.
- More men (35 percent) than women (28 percent) believe their company's business outlook will get better in the next six months.
- Employees in London are the most optimistic, as almost half (46 percent) believe their company's business outlook will improve in the next six months. Fourteen percent of employees in the South-West believe that their company's business outlook will deteriorate, making this the most pessimistic region.

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



## Methodology

<sup>1</sup>This survey was conducted online within Great Britain by Harris Interactive UK on behalf of Glassdoor from 16 – 22 September, 2014. The sample was 2,025 adults aged 16 and older (among whom 1,125 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).