



ANTAL TALENT SURVEY

**PULSE-SURVEY  
AMONG EMPLOYERS**

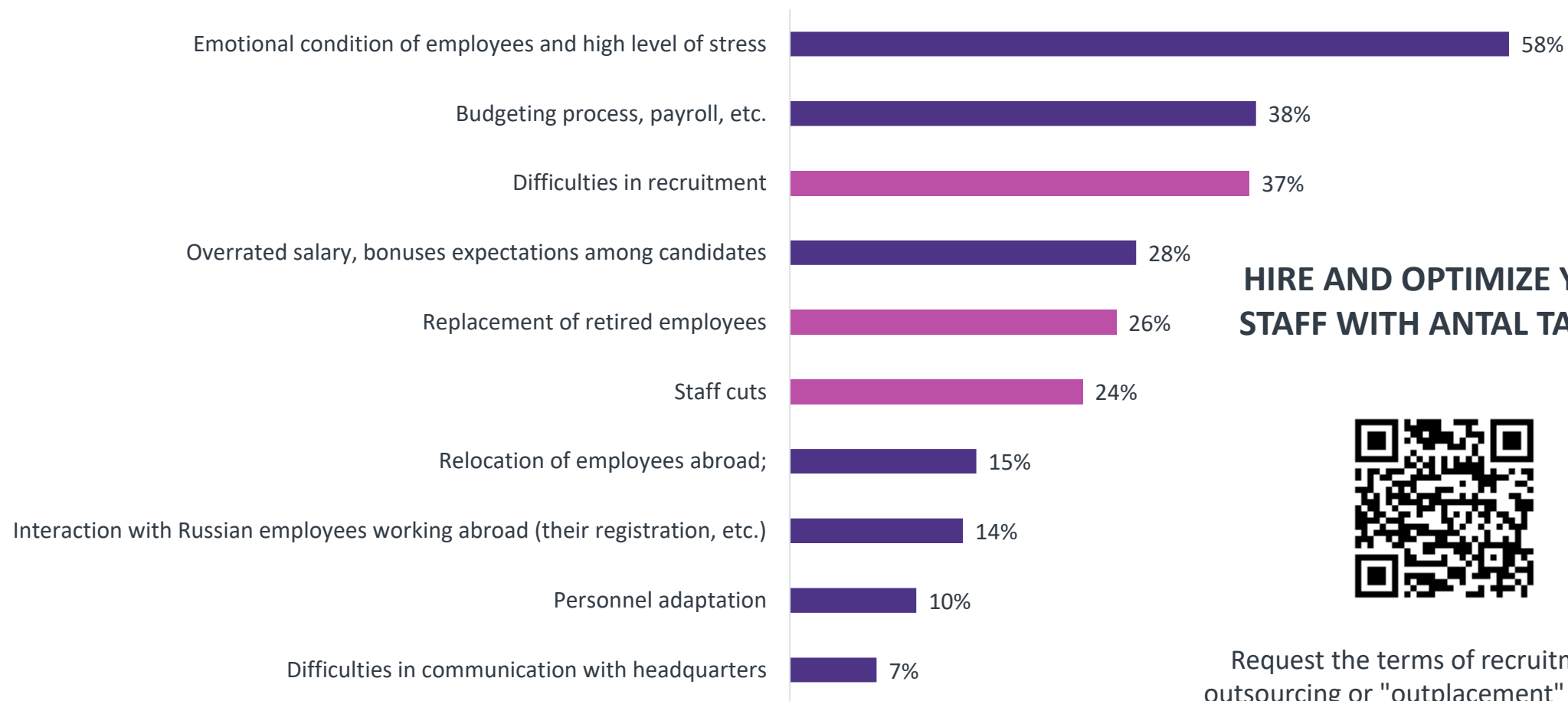
Challenges 2022





# MOST IMPORTANT HR ISSUES FOR COMPANIES

RESPONDENTS WERE ABLE TO CHOOSE MORE THAN ONE ANSWER



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# TOP-3 IMPORTANT HR ISSUES FOR EMPLOYERS DEPENDING ON COMPANY'S SIZE



Less than 100 employees



Less than 500 employees



More than 500 employees

Emotional condition



Emotional condition



Emotional condition



Staff cuts



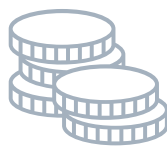
Difficulties in recruitment



Difficulties in recruitment



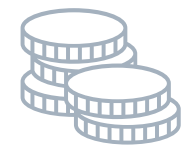
Budgeting, payroll



Excessive expectations of candidates



Budgeting, payroll





# TOP-3 IMPORTANT HR ISSUES FOR EMPLOYERS DEPENDING ON COMPANY'S TYPE

INTERNATIONAL company

Emotional condition



Difficulties in recruitment



Replacement of retired employees



RUSSIAN company (local, without offices in other countries)

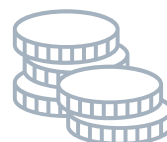
Emotional condition



Difficulties in recruitment



Budgeting, payroll



RUSSIAN company (with offices in other countries), headquartered in Russia

Budgeting, payroll



Emotional condition



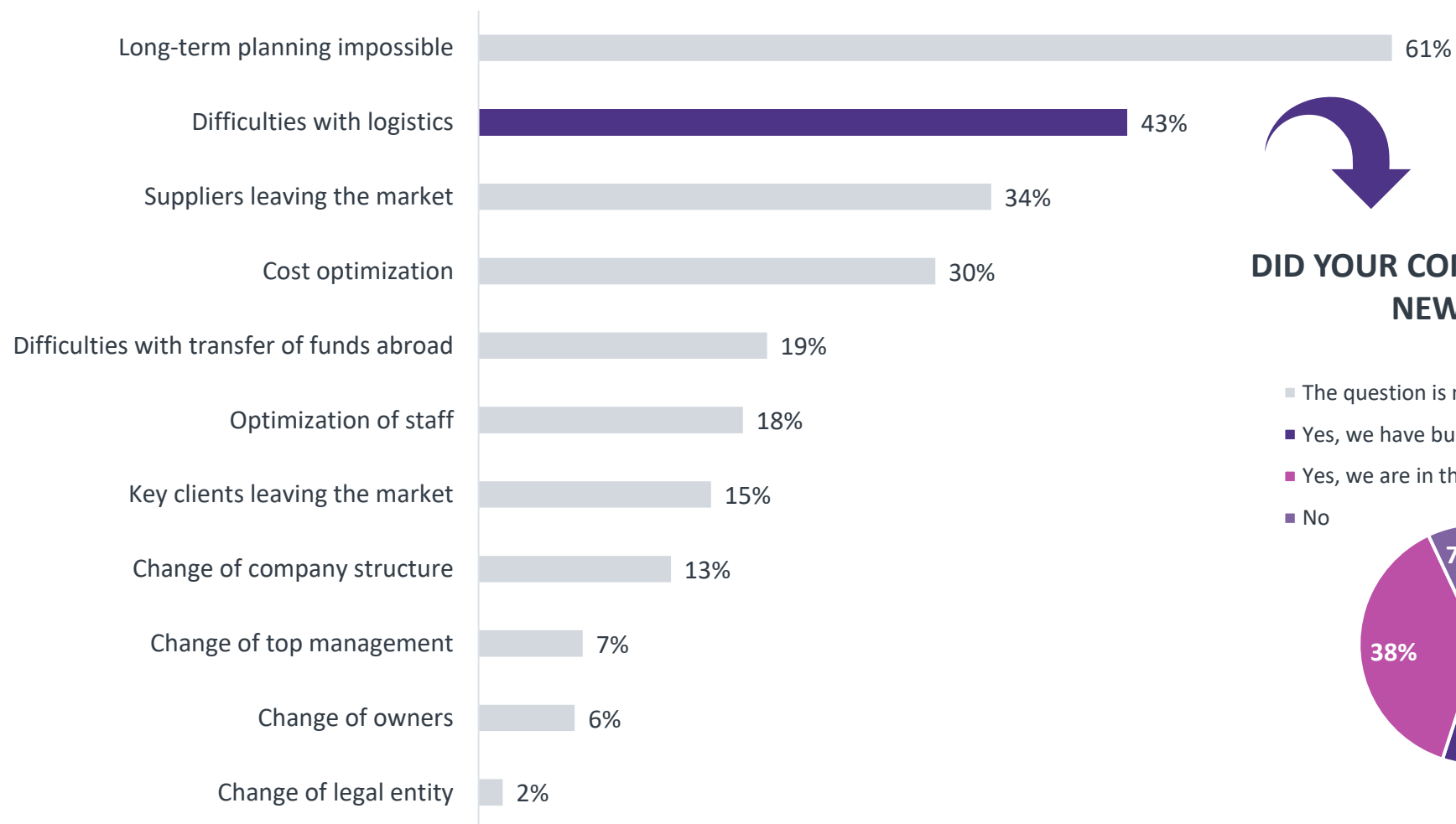
Difficulties in recruitment





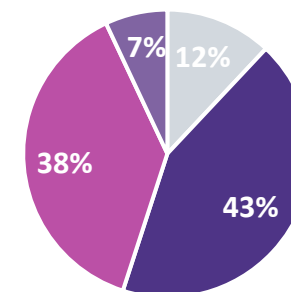
# THE MAIN CHALLENGES COMPANIES FACE IN 2022

RESPONDENTS WERE ABLE TO CHOOSE MORE THAN ONE ANSWER



## DID YOUR COMPANY SUCCEED IN BUILDING NEW LOGISTICS CHAINS?

- The question is not relevant for our company.
- Yes, we have built new chains.
- Yes, we are in the process of transition
- No







# Responses from all industries EVALUATE ...

## ... your company's business situation at the moment\*

\*where 1 is a terrible situation, 5 is a very good situation.

**3.4**



### Top 3 industries where respondents rated above average:

- FMCG - 3.8
- Upstream industries. Metallurgy - 3,7
- Agroindustrial sector - 3,7

## ... emotional condition of employees in the company at the moment\*\*

\*\*where 1 is extremely worried, 5 is very calm.

**3.1**

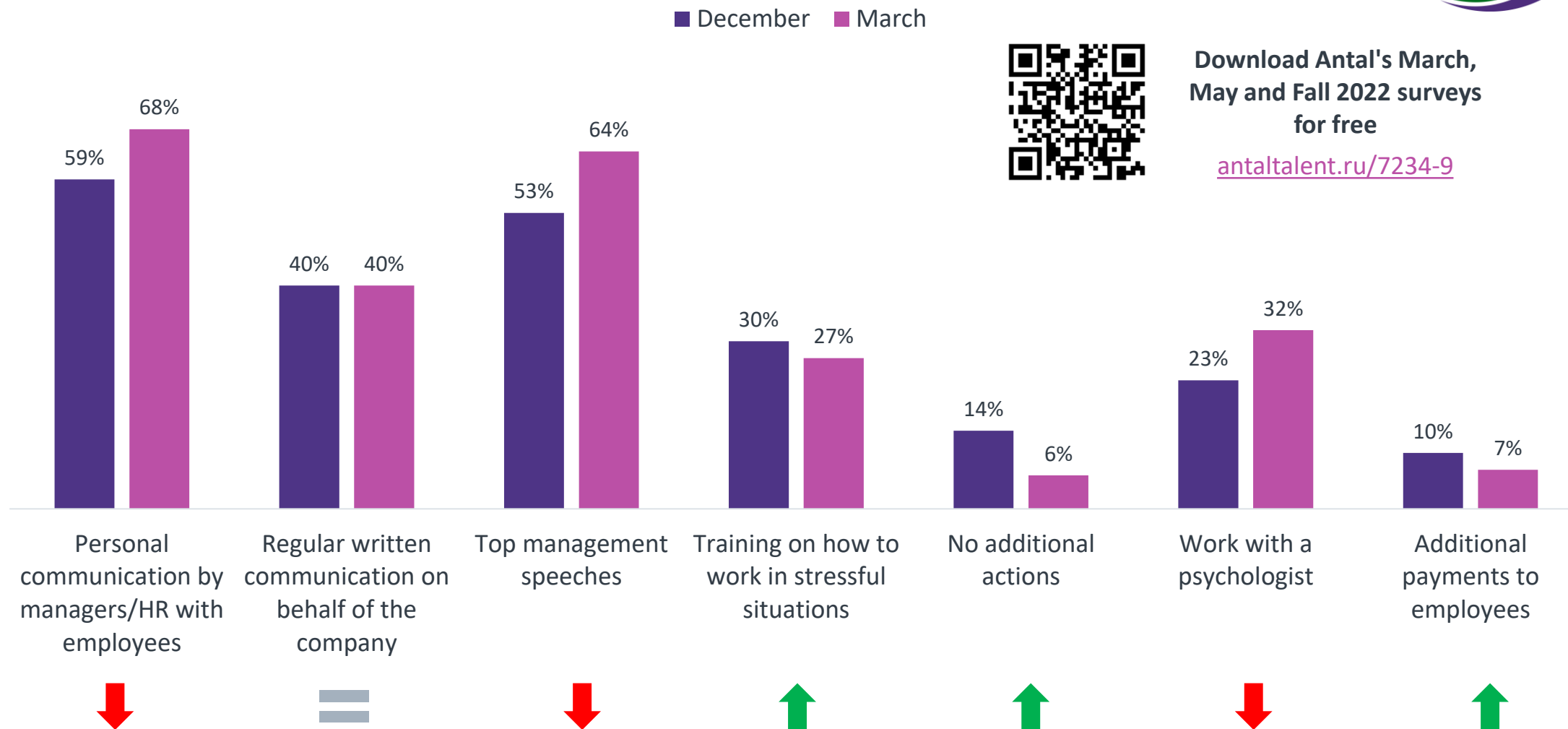


### Top 3 industries where respondents rated above average:

- Upstream industries. Metallurgy - 3.3
- Pharmaceuticals - 3,2
- FMCG - 3,2



# WHAT KIND OF SUPPORT DO YOU PROVIDE TO YOUR EMPLOYEES IN TIMES OF INSTABILITY?



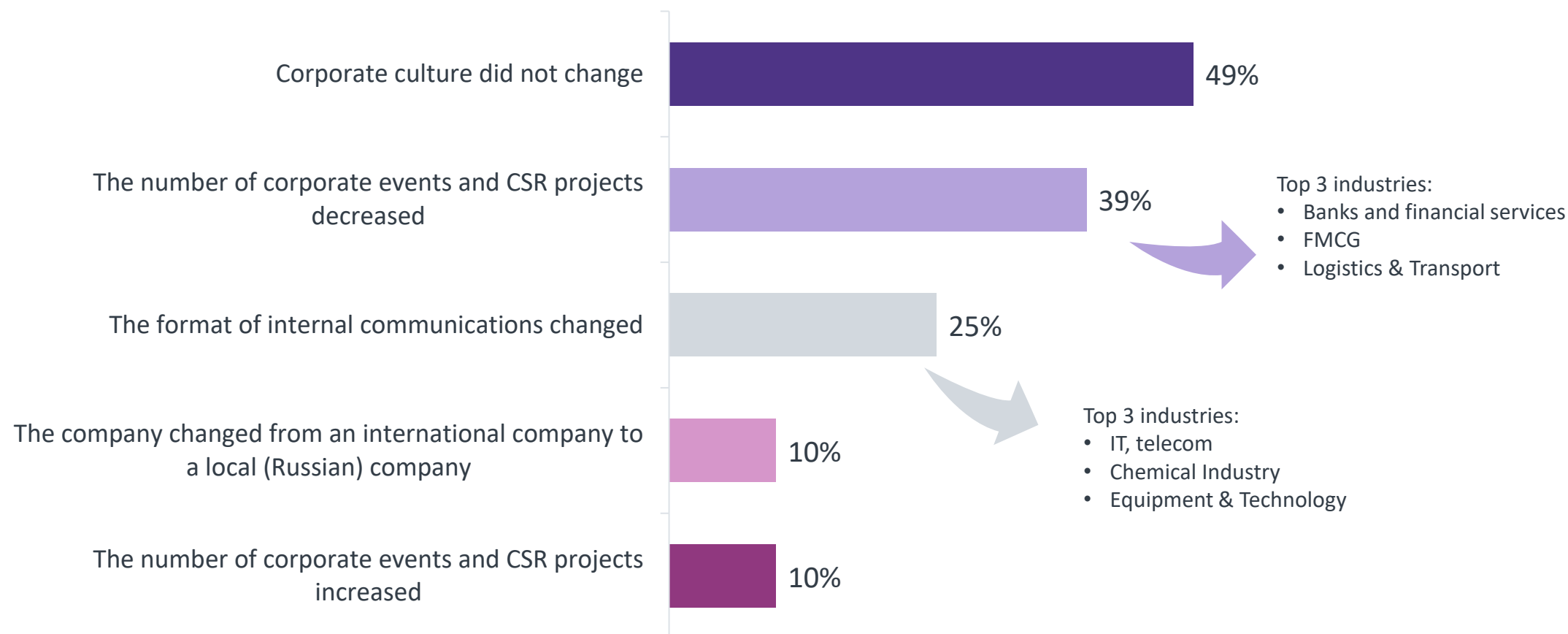
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# HOW HAS THE COMPANY'S CORPORATE CULTURE CHANGED THIS YEAR?

RESPONDENTS WERE ABLE TO CHOOSE MORE THAN ONE ANSWER







# WHAT TYPES OF NON-MATERIAL MOTIVATION DOES THE COMPANY OFFER ITS EMPLOYEES?



## WHAT WILL THE EMPLOYEE COMPENSATION PLAN LOOK LIKE IN 2023?

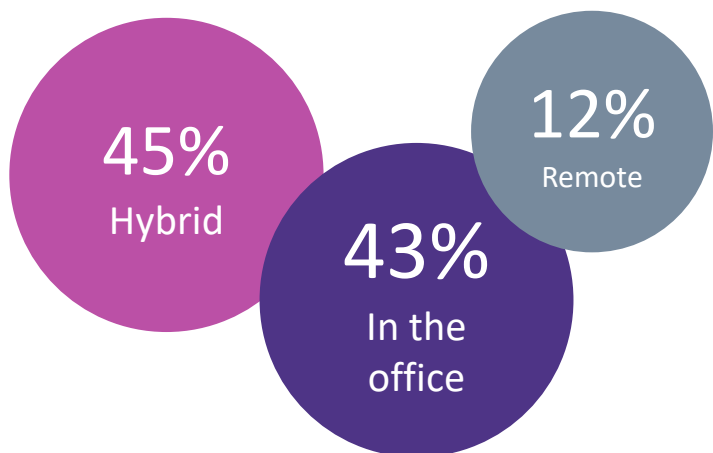


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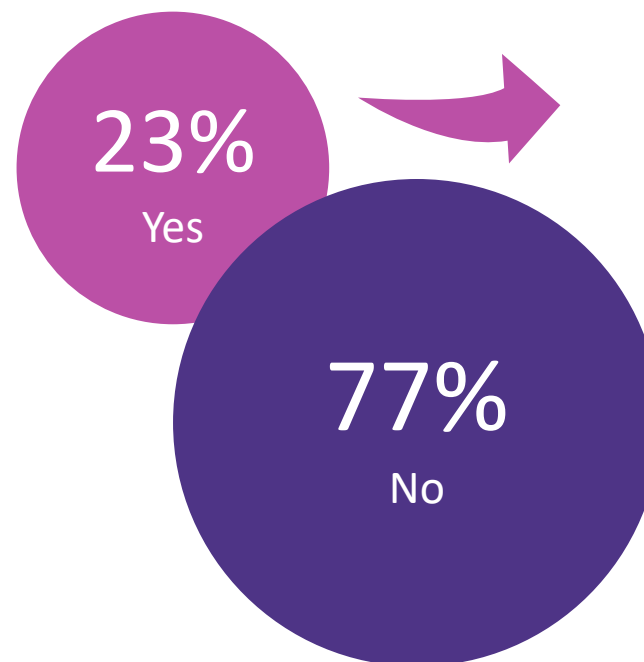


# REMOTE WORK

Most of your office employees now work ...



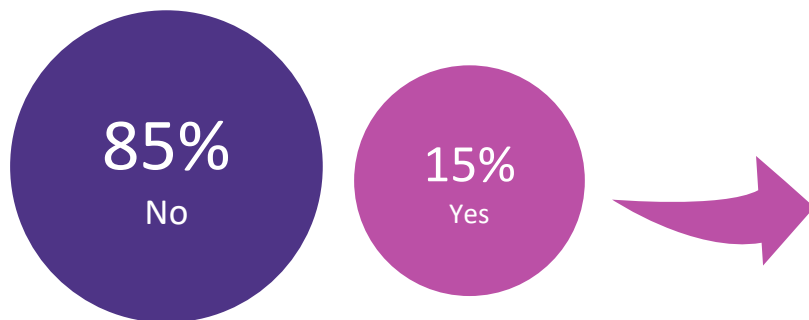
Were there any difficulties in returning employees to the office?



### The main challenges:

- "employees are used to working from home, like free schedule"
- "difficulties with work&life balance"
- "employees did not want to return to a fully office format"
- "moved to another region of the country/abroad during the remote work"

Did you motivate your employees to come back to the office in any additional way?



- Renovation in the office space;
- New equipment/office furniture
- Management showed by example how important it is to work in the office
- Additional corporate events
- Conversations between management and employees
- Extra payments
- Make more offline meetings



# HOW DO YOU SEE 2023 FOR YOUR COMPANY?

40%



**will be better than  
in 2022**

25%



**nothing will change**

35%



**will be worse than  
in 2022**

Russian companies (without offices in other countries) are the most optimistic about 2023, with 43% choosing "everything will be better than in 2022". The industries with the most positive outlook for the coming year are IT, Telecom, and Pharmaceuticals (over 42%).

International companies have the most negative outlook on next year (39% chose the answer "everything will be worse than in 2022"). Among industries, the biggest concerns about next year are in "Chemicals," "Medical Equipment," and "Retail."

# WHAT CHANGES ARE PLANNED FOR YOUR COMPANY IN 2023?



## STAFF

- ✓ Staff increase
- ✓ Training of management, employees
- ✓ Adaptation of personnel to new realities
- ✓ Staff cuts, cost optimization, cancellation of some benefits
- ✓ Strengthening HR brand

## BUSINESS

- ✓ Search for new business opportunities
- ✓ Opening of new production /new offices in Russia
- ✓ No critical changes are planned
- ✓ Transfer to a local ownership
- ✓ Moving the head office from Russia to CIS countries
- ✓ International expansion of business/entry into new markets
- ✓ Automation of processes, transfer to local software



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on HR process  
automation for free



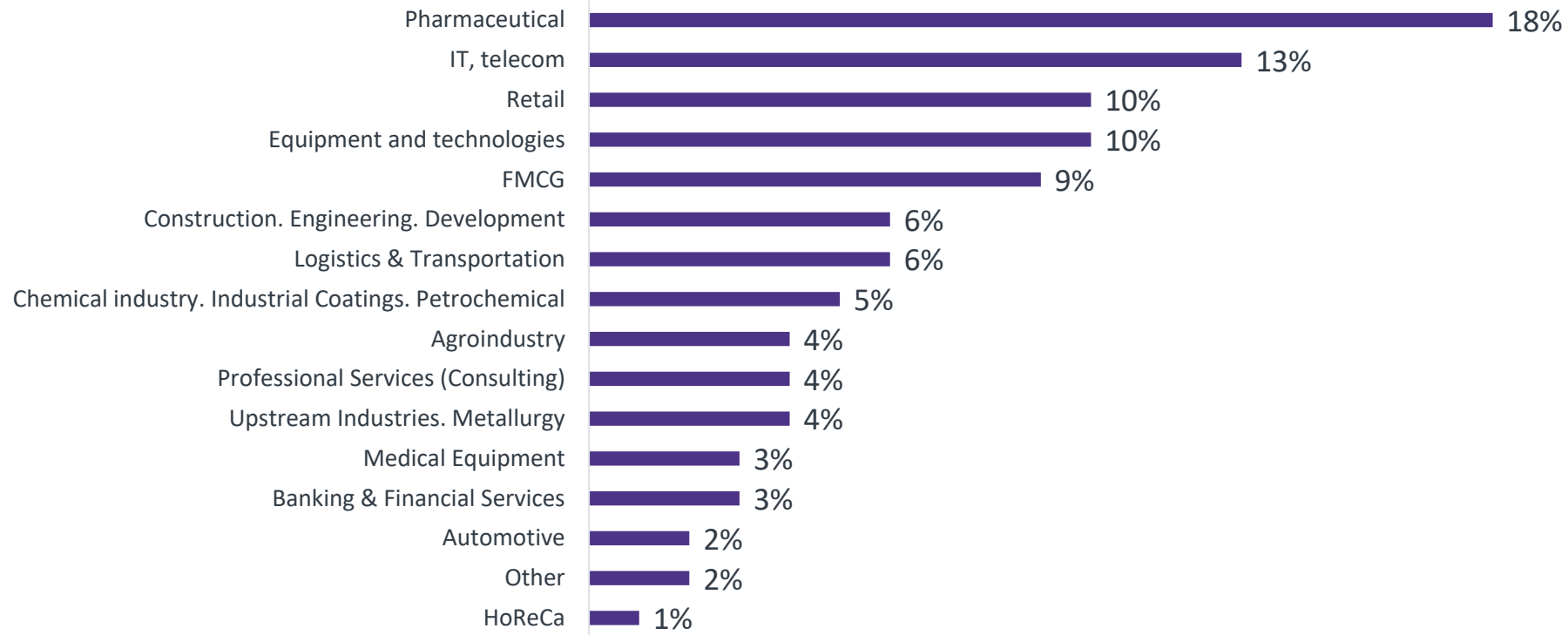
\* The slide shows the most popular answers of the respondents

The survey was conducted from November 17 to December 1, 2022. 234 companies operating in Russia took part in the survey.

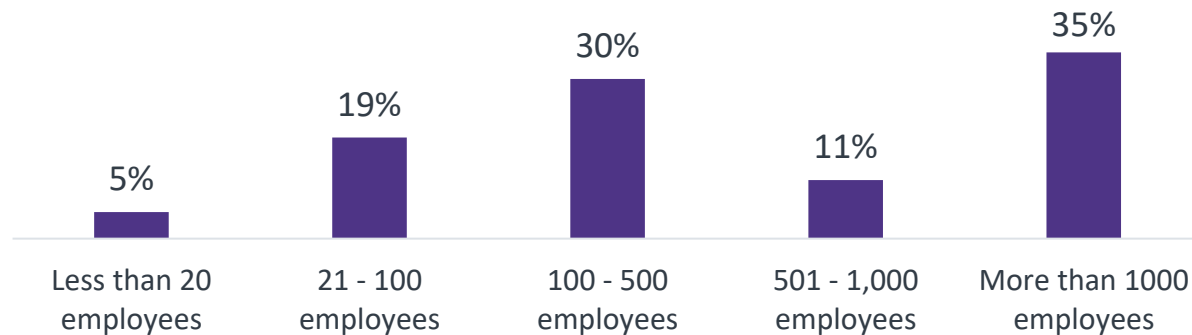


# SURVEY DEMOGRAPHICS

INDUSTRIES



## COMPANY SIZE IN RUSSIA



## COMPANY TYPE



# ABOUT ANTAL TALENT



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Annually we placed  
**1000+** candidates




**150**  
Antal consultants  
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## OUR SERVICES:

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  - Executive Search
- Entry Level Staff Recruitment
  - Mass recruitment
- Outsourcing, Contracting
  - IT-Outsourcing
- RPO (Recruitment process outsourcing)
- Customized Labour Market Surveys
  - Personal Profile Analysis
  - Trainings
- Outplacement (Assisting dismissed employees)
- Additional services (trainings, assessment)
  - Career consulting

 **85%** of our clients are international companies

 **98%** of our placed candidates pass probation

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## ANTAL TALENT SURVEY

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