

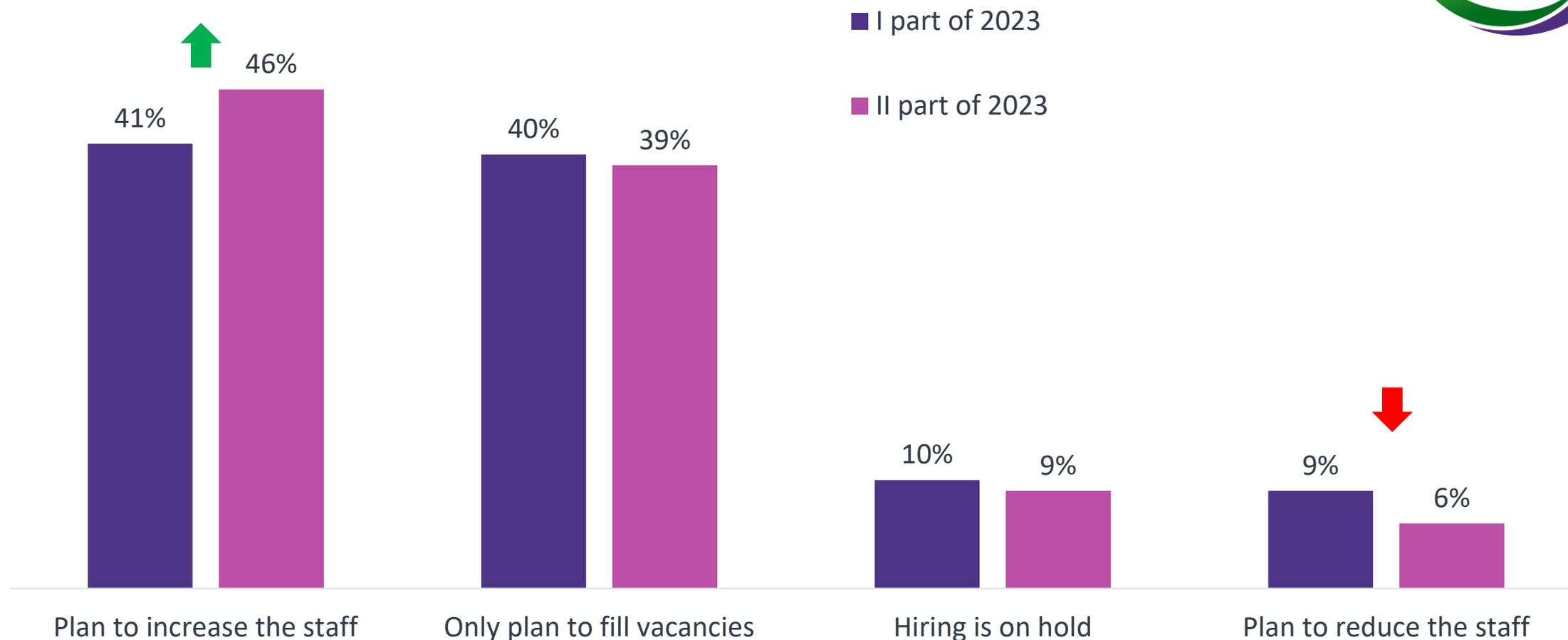


ANTAL TALENT SURVEY

**PULSE SURVEY OF EMPLOYERS ABOUT
PLANS UNTIL THE END OF 2023**



COMPANIES' HIRING PLANS

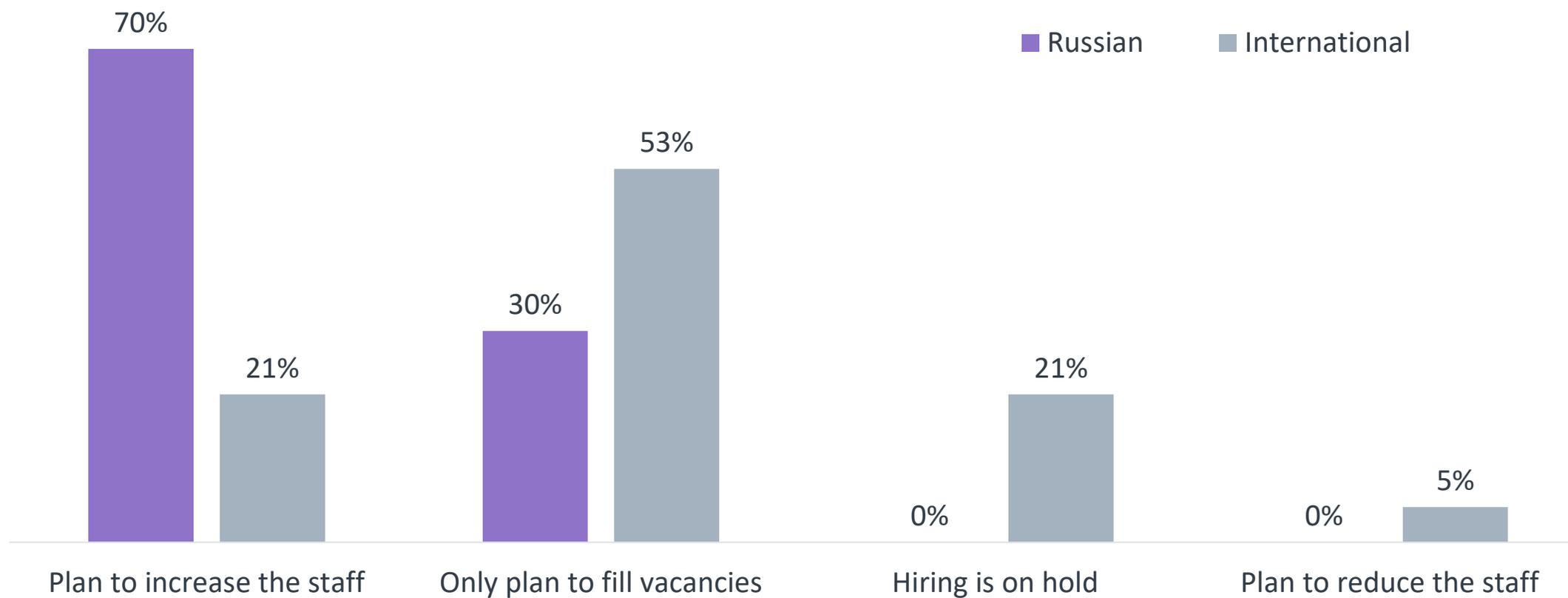


* Data on planned promotions are based on the results of the Antal Talent survey. The survey was conducted between 8 and 19 December 2022. 368 companies operating in Russia took part in the survey.



COMPANIES' HIRING PLANS

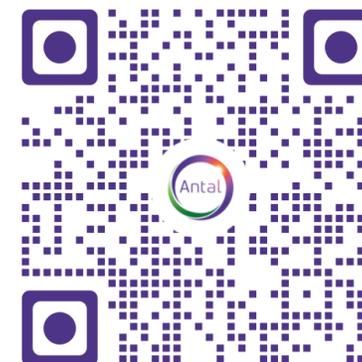
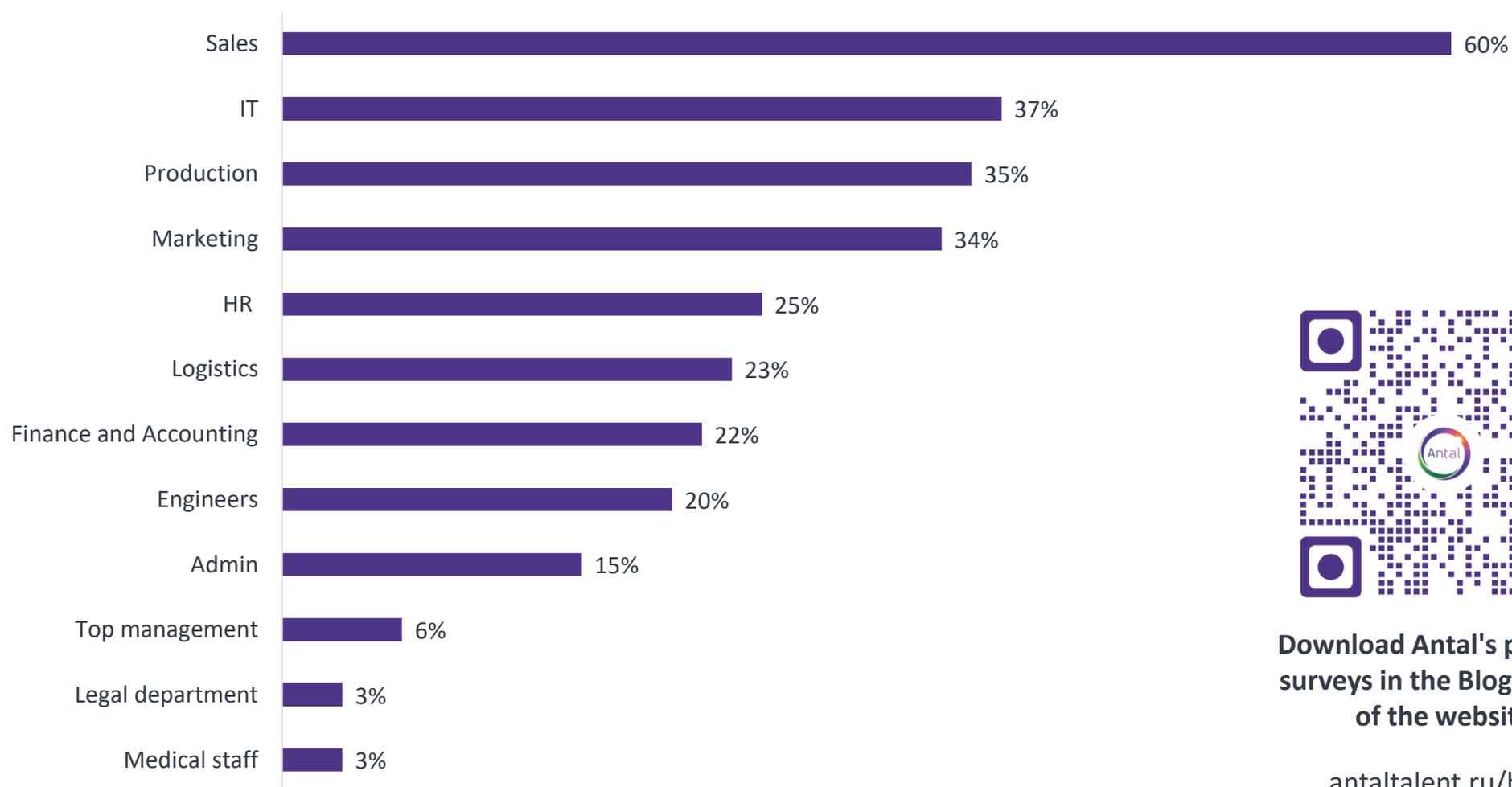
Depending on the company type





HIRING 2023 | SPECIALISATIONS

What kind of specialists do you plan to hire by the end of 2023?



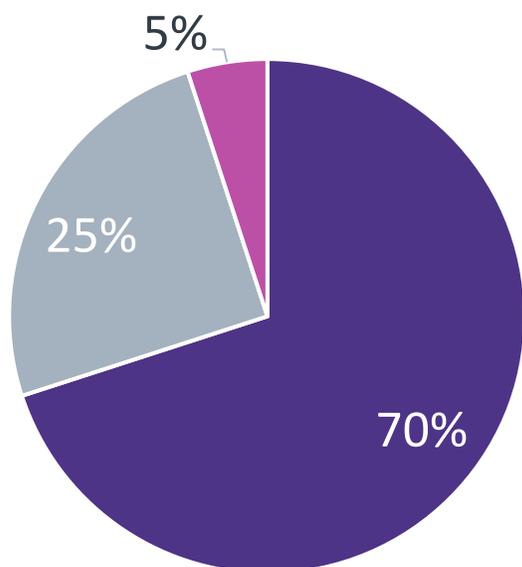
Download Antal's previous surveys in the Blog section of the website

antaltalent.ru/blog



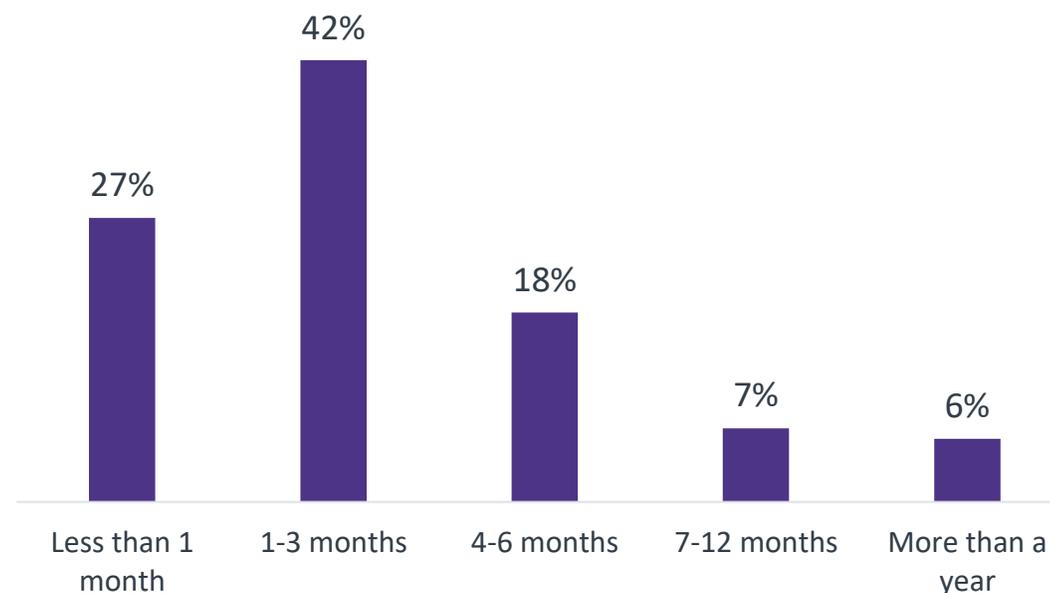
HIRING 2023 | JOB SEARCH LENGTH

How has the average time to fill a vacancy changed in the company this year compared?



- Increased, we are taking longer to close vacant positions
- No change
- Decreased, we are closing vacancies faster

How long have candidates been looking for a job now?*

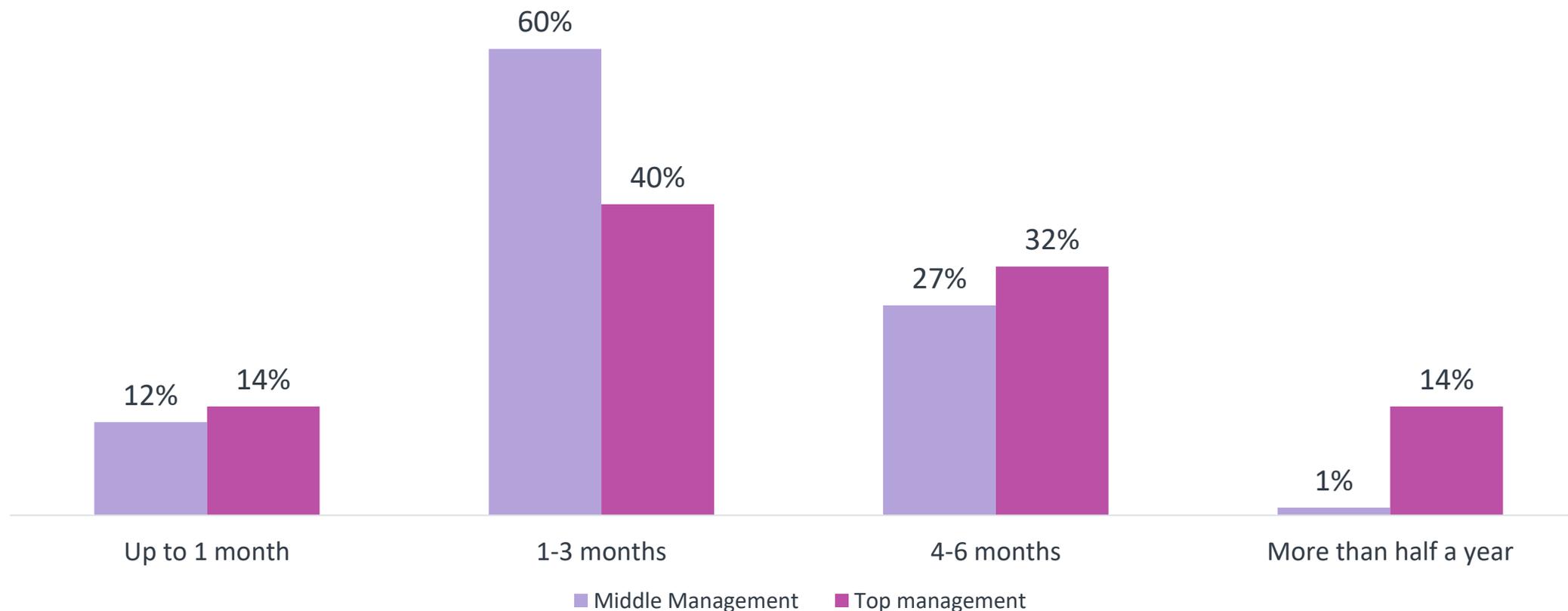


* Data from the annual ["Job Market Overview and Salary Survey 2023-24"](#), Antal Talent. Responses from candidates looking for work between May 2022 and June 2023



HIRING 2023 | JOB SEARCH LENGTH

Average time to fill positions at “Top management” & “Middle Management” levels

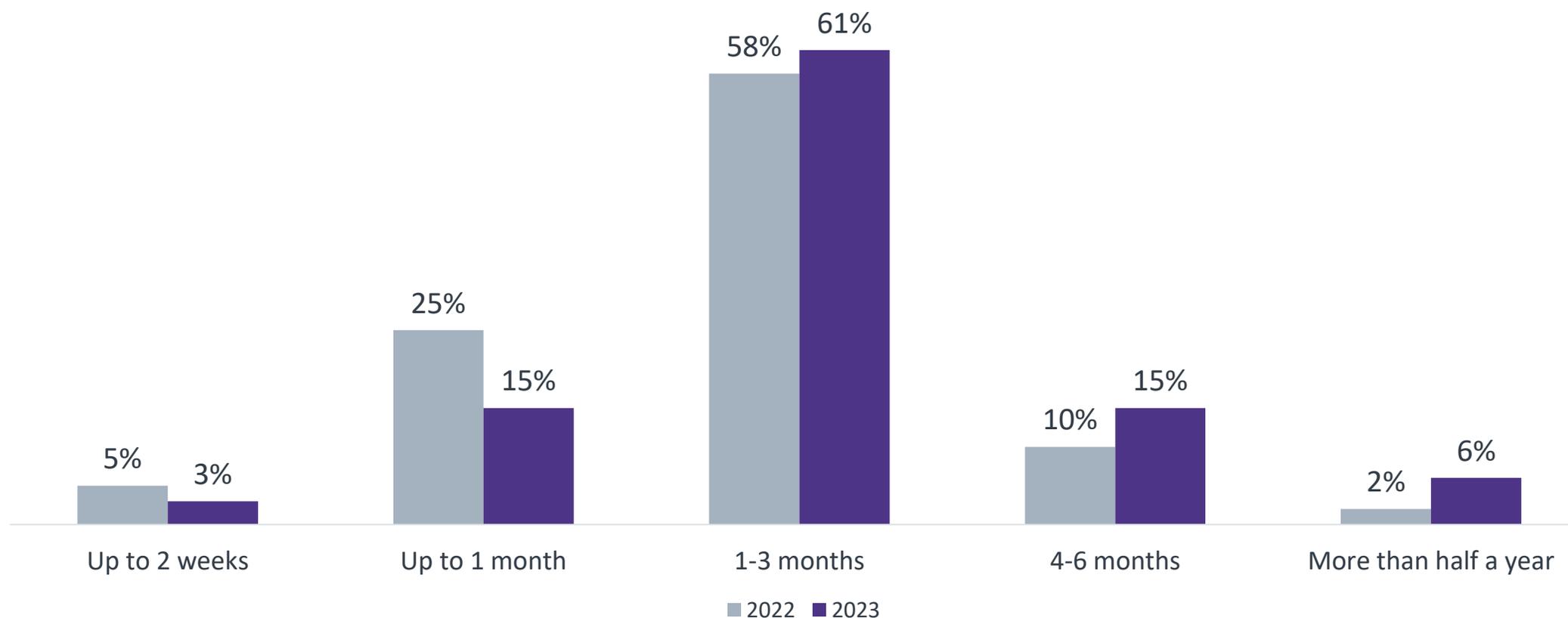


* For 2022, data from Antal Talent's survey of companies conducted September 6-22, 2022. 395 companies participated in the survey.



HIRING 2023 | JOB SEARCH LENGTH

Average time to fill a position at the "Specialists" level

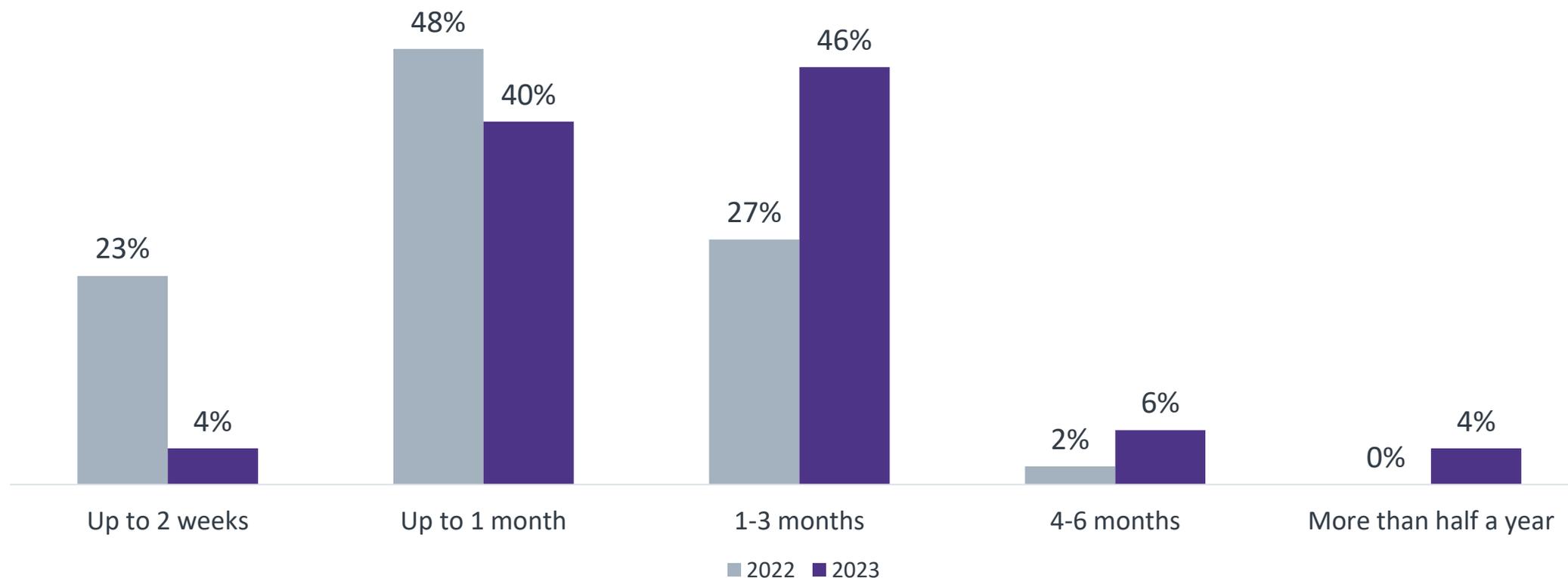


* For 2022, data from Antal Talent's survey of companies conducted September 6-22, 2022. 395 companies participated in the survey.



HIRING 2023 | JOB SEARCH LENGTH

Average time to fill a position at the "Mass personnel" level



* For 2022, data from Antal Talent's survey of companies conducted September 6-22, 2022. 395 companies participated in the survey.



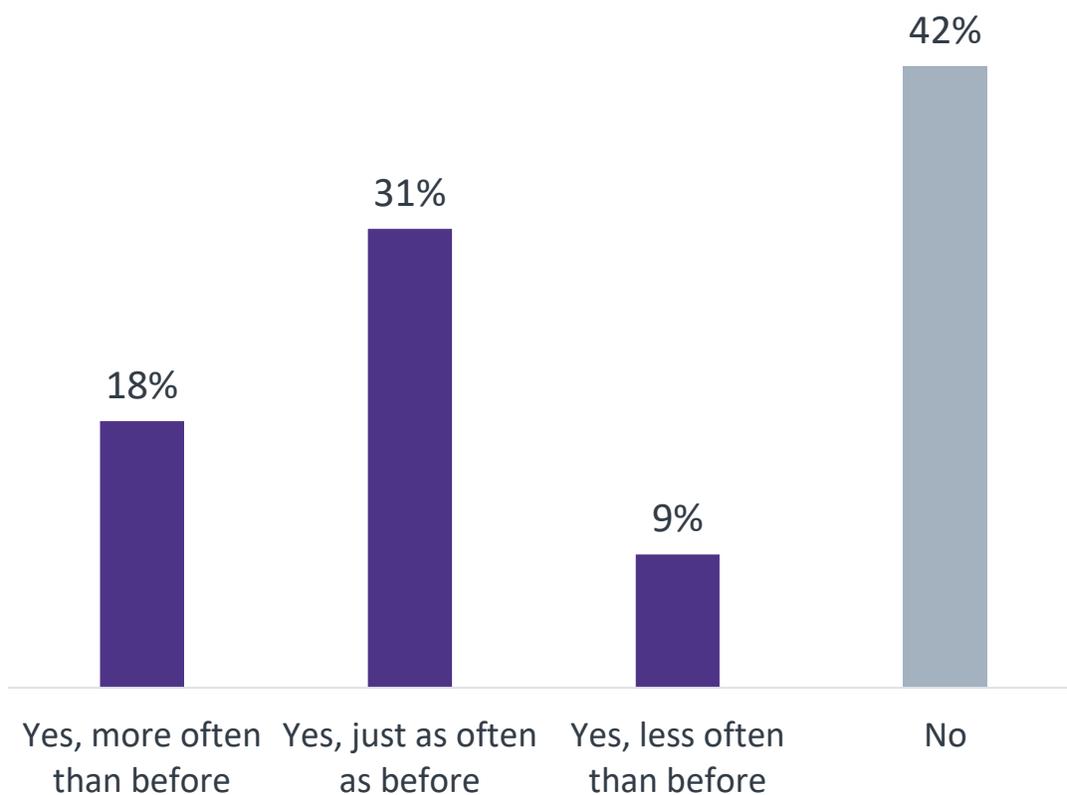
CONTROFFERS





CONTROFFERS

Do you retain your employees with counteroffers?



What decision did your employees make in response to the counteroffer?





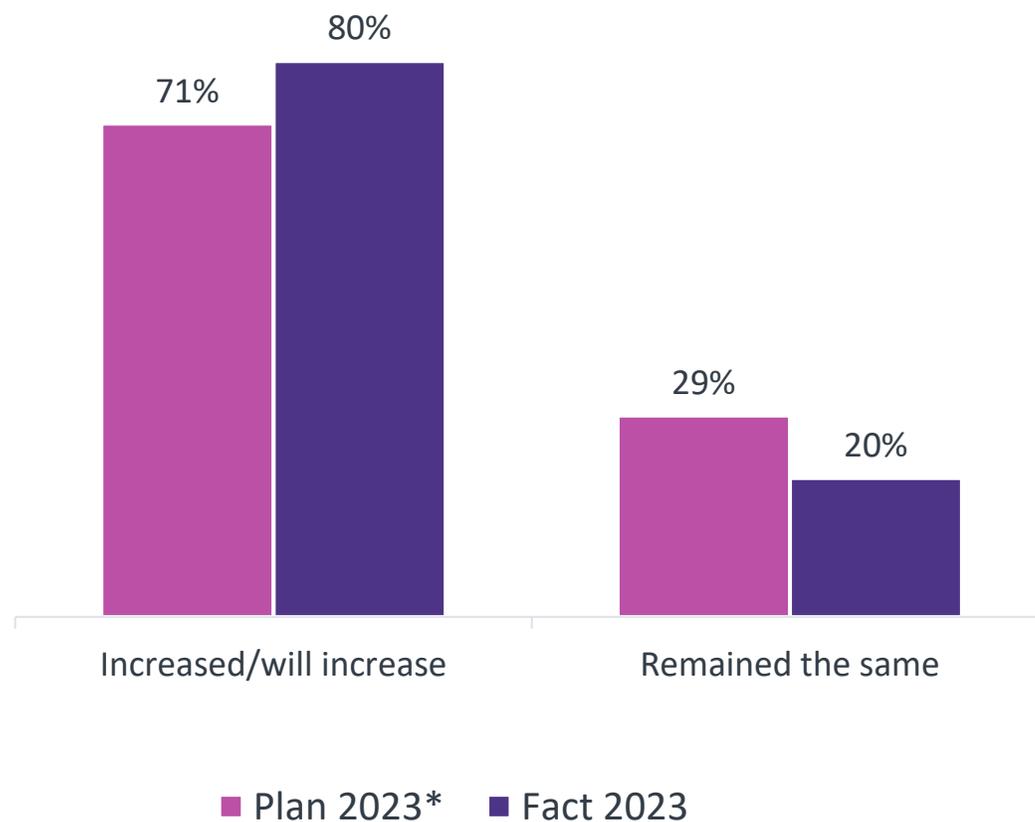
SALARIES



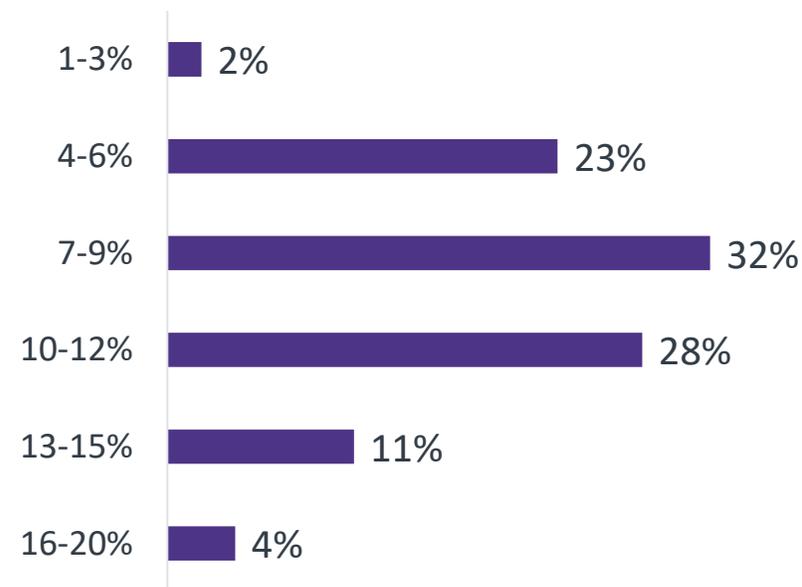


SALARIES 2023

How did your employees' salaries change this year?



Average percentage of salary increases this year



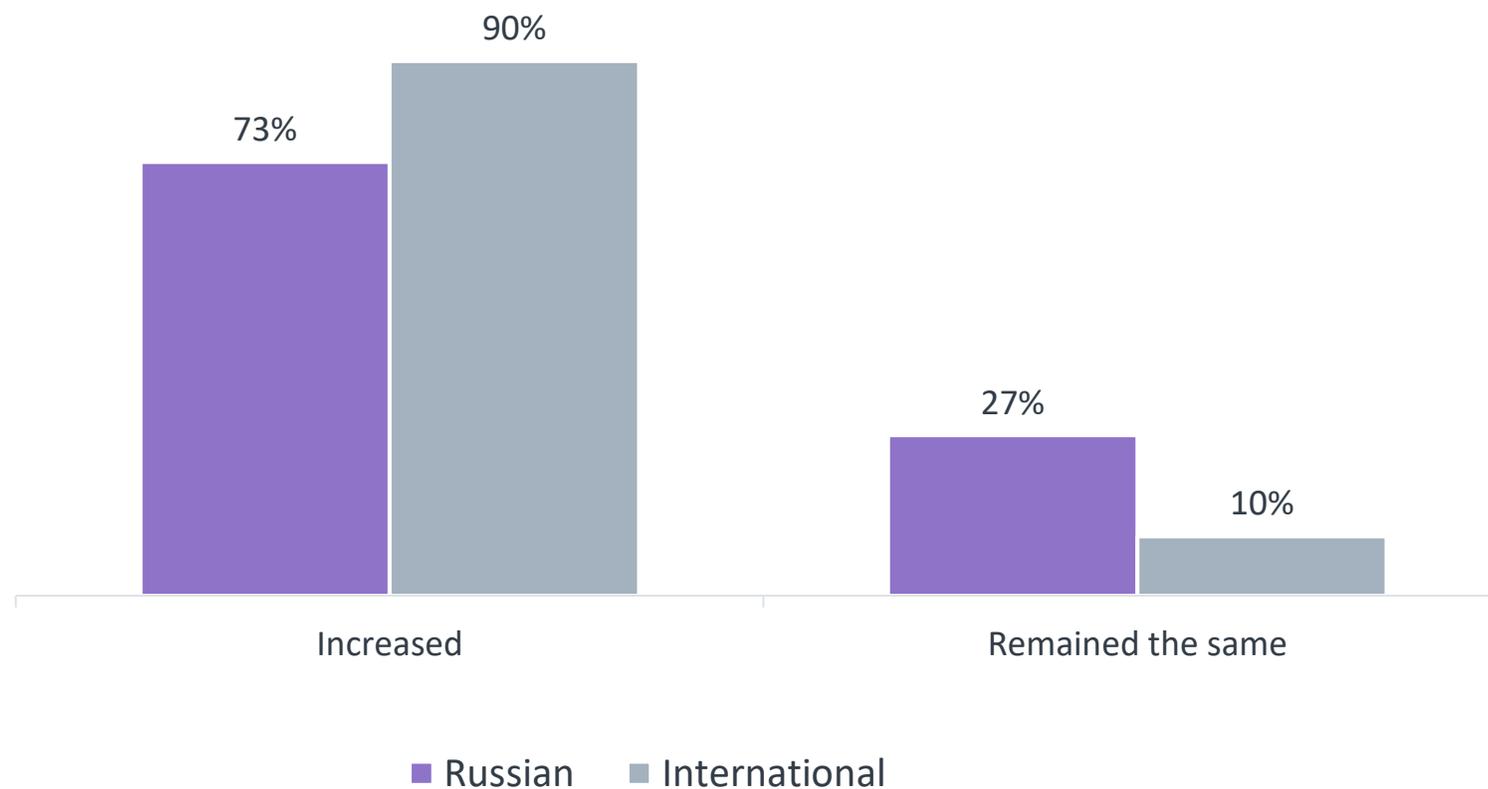
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SALARIES 2023

How did your employees' salaries change this year?

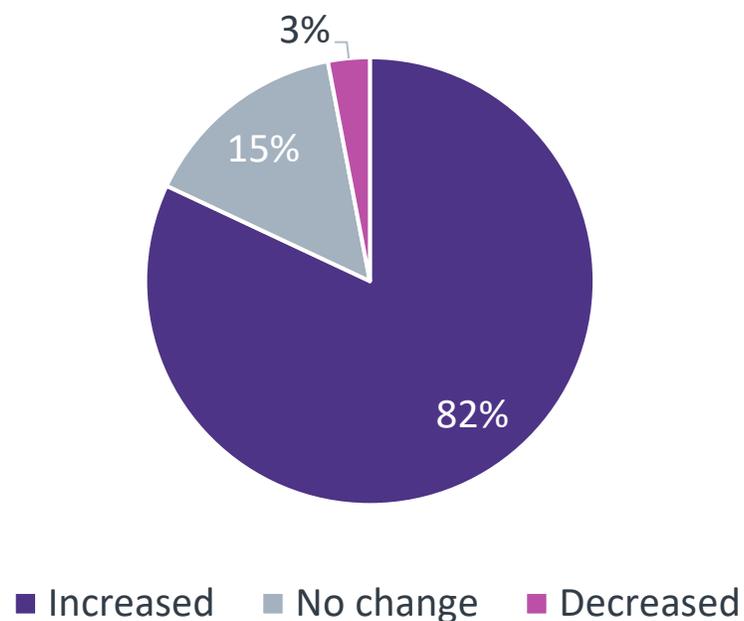
Depending on the company type



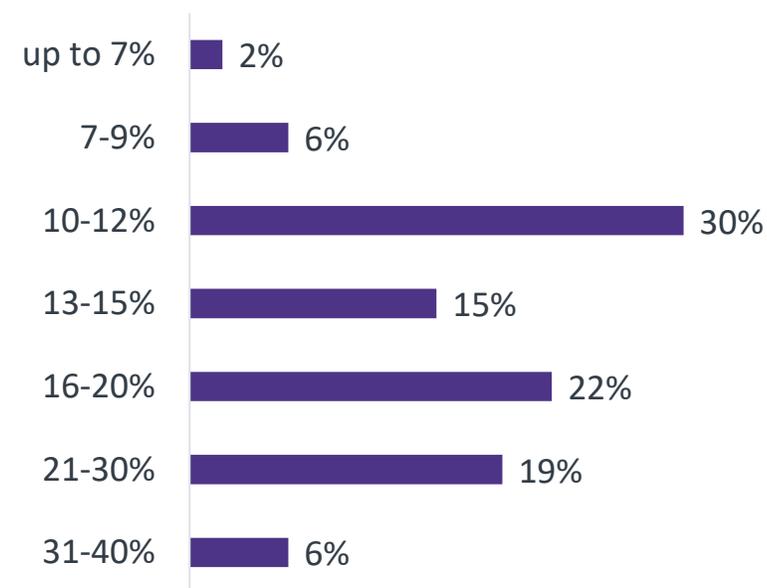


SALARY EXPECTATIONS OF CANDIDATES

On average, how have salary expectations changed for candidates in the positions you are hiring for this year?



By what percentage did candidates' salary expectations increase?





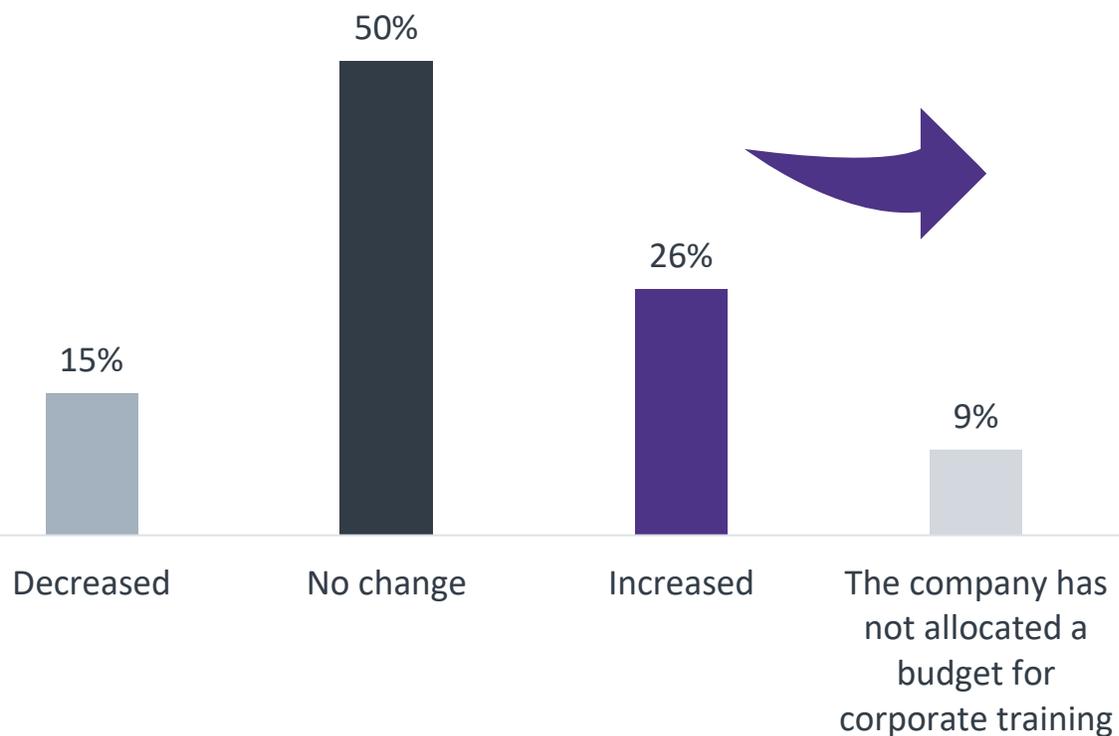
PERSONNEL TRAININGS



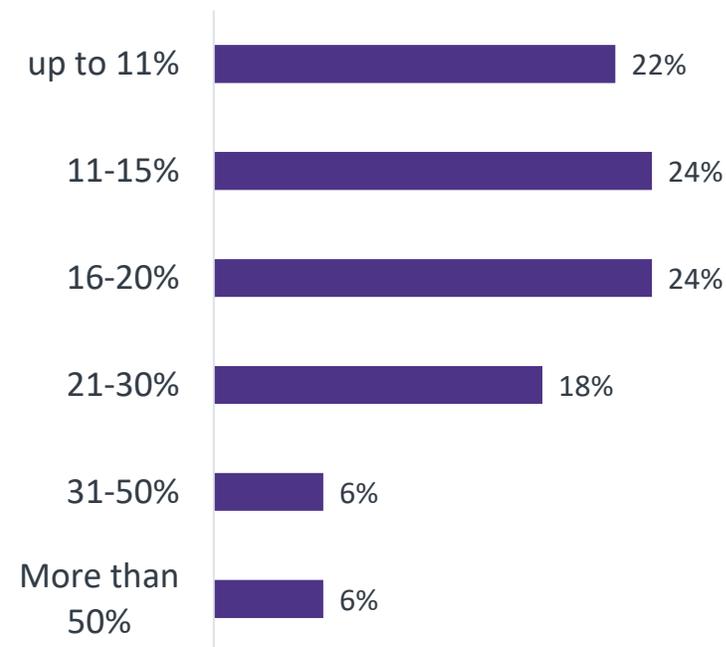


PERSONNEL TRAININGS

How has the company's corporate training budget for employees changed in 2023 compared to 2022?



By what percentage did the budget for corporate training of employees increase?





PERSONNEL TRAININGS

Employee training formats are available in companies

89%



Trainings

62%



Mentoring

32%



Lectures

79%



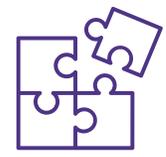
Webinars

44%



Seminars

27%



Business games

What kind of training is more effective for employees in your company?



Online

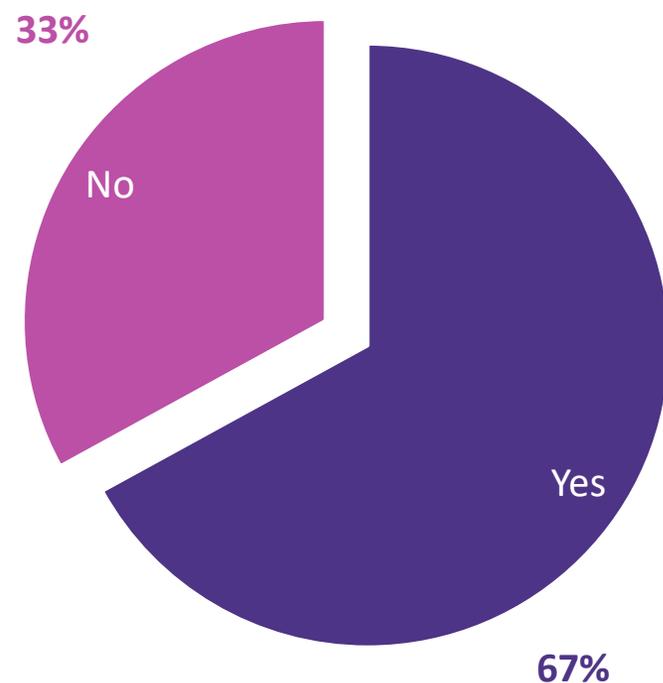


Offline



PERSONNEL TRAININGS

Do you evaluate the effectiveness of the training?



Effectiveness of training methods*



*where 1 is very inefficient, 5 is very efficient



PERSONNEL TRAININGS

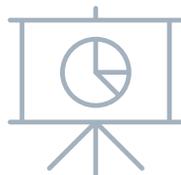
How do you motivate employees to join the training?

55%



No additional motivators are required

32%



Include in KPIs

26%



Ratings \ internal contests

11%



Corporate gifts \ merch

6%



Financial reward

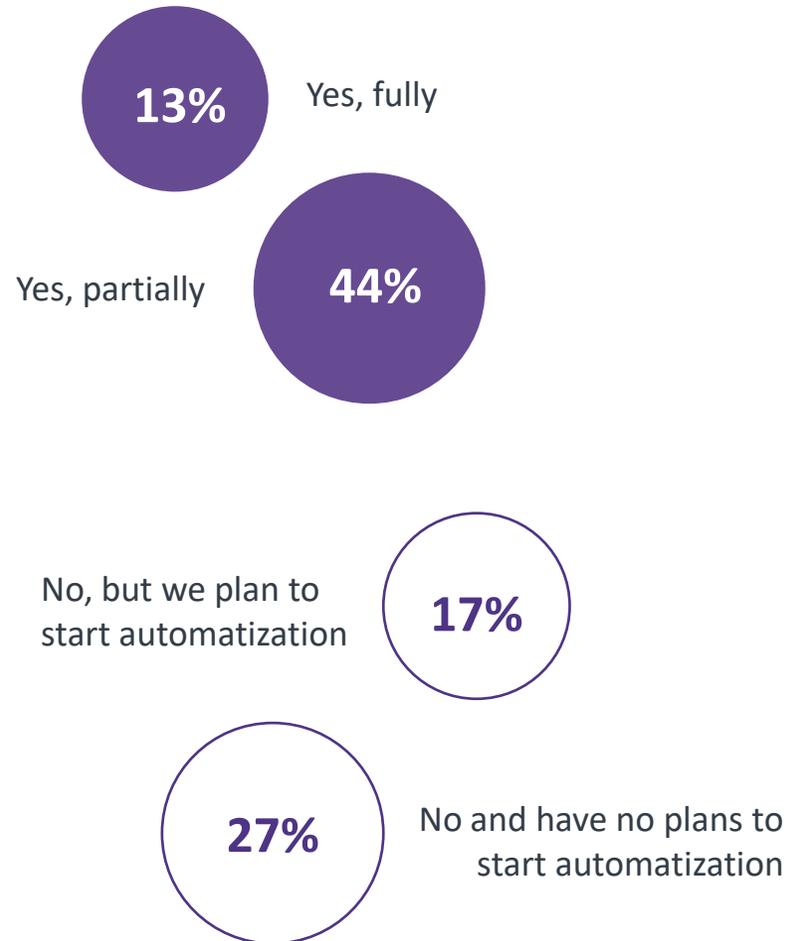
The main difficulties in the issue of corporate training were mentioned by employers:

- Lack of budget
- Lack of human resources in the company
- Lack of time of employees
- Difficulties in evaluating the effectiveness of training
- Lack of quality providers

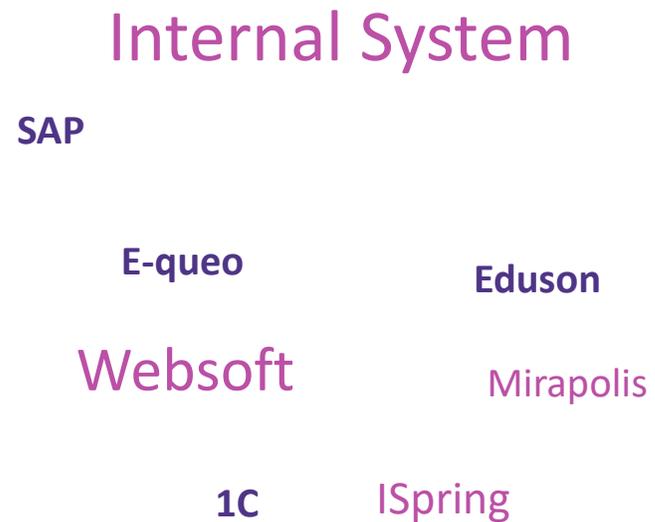


PERSONNEL TRAININGS

Is your company's training system automatized?



What training software do you use in your company?



*The size of the text depends on how often it is mentioned



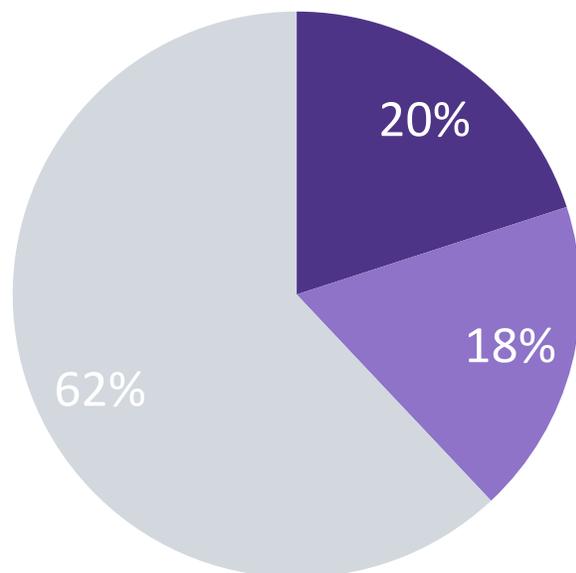
PERSONNEL TRAININGS

Has there been any experience with switching to local software for employee training and development in your company in recent years?

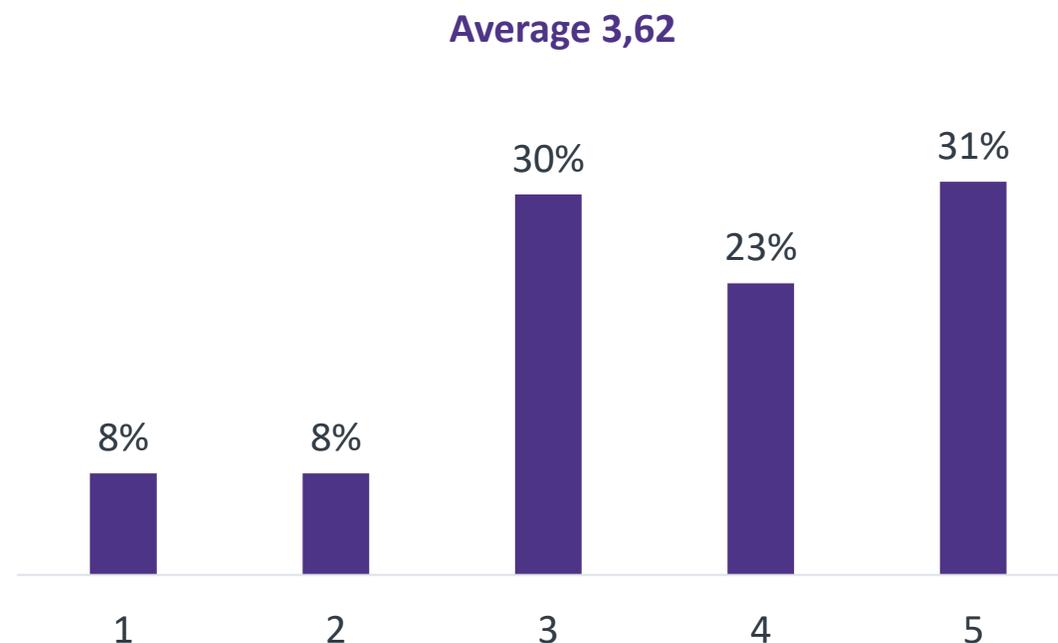
■ Yes, we switched from foreign software to local software

■ Yes, we implemented local software from scratch

■ No



How would you rate the success of the transition to local software? (where 1 - extremely unsuccessful, 5 - very successful)





SOFT SKILLS

Name the top 3 most important soft skills for an employee of your company regardless of their current position



Soft skills — are non-technical skills that impact your performance in the workplace.



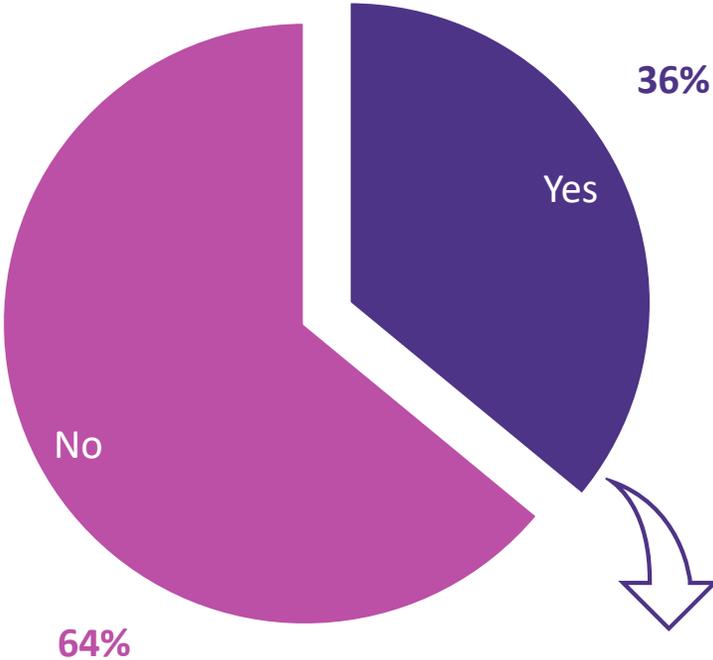
CORPORATE SPORT





CORPORATE SPORT

Does your company have a practice of practicing sports together?



61% of employers compensate their employee sport costs

What corporate sports are practiced in your company?

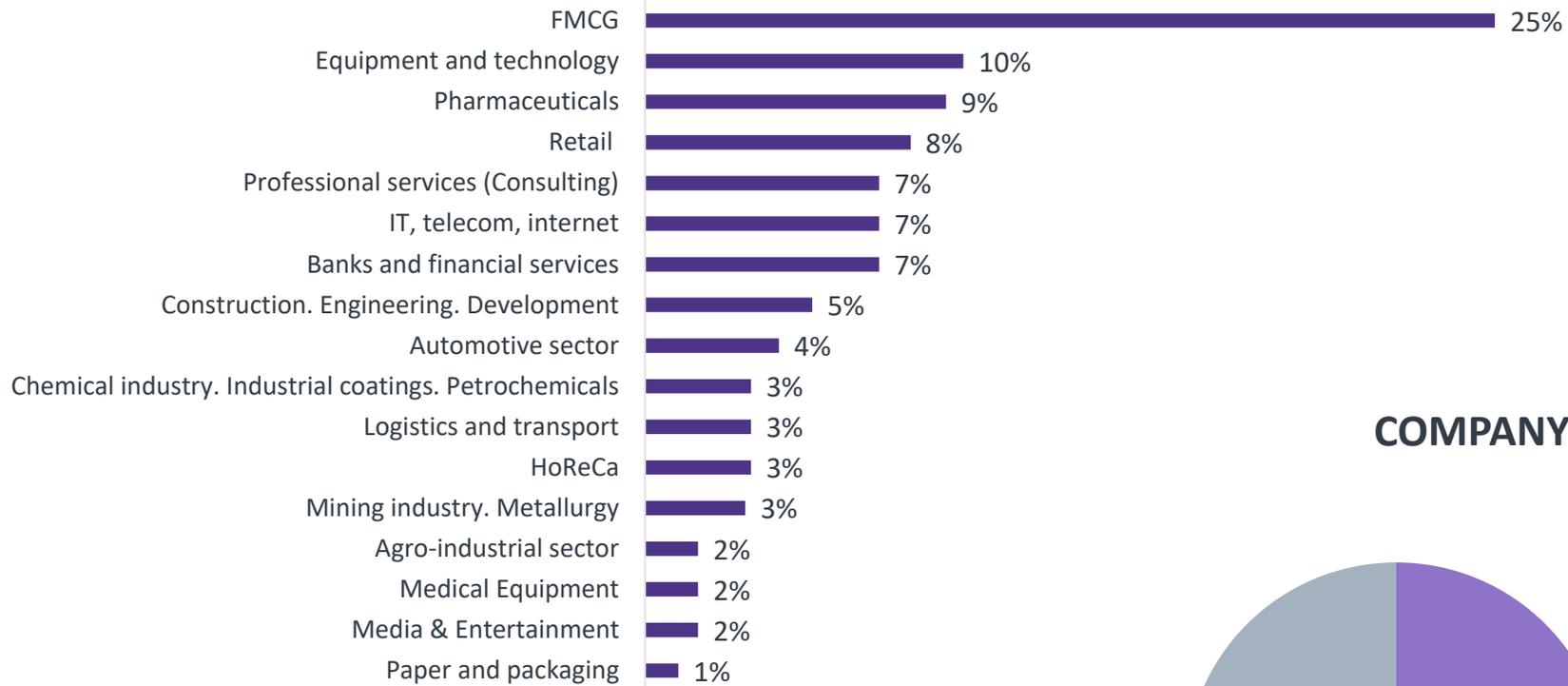


The survey was conducted between 8 and 18 August 2023. The survey involved 177 companies operating in Russia.



SURVEY DEMOGRAPHICS

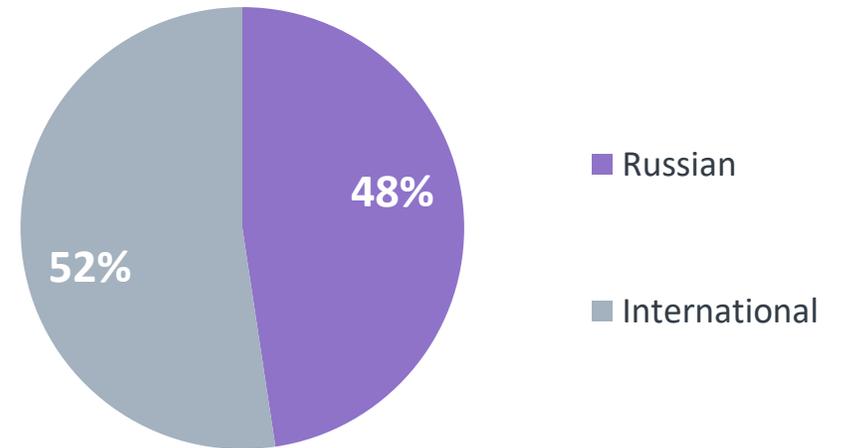
INDUSTRIES



COMPANY SIZE IN RUSSIA



COMPANY TYPE



ABOUT ANTAL TALENT



ANTAL TALENT - is a leading international discipline-focused management recruitment consultancy in Russia and the CIS. Founded in 1994.



Annually we placed
1000+ candidates



150
Antal consultants
in the CIS

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

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

 Offices in 30+ countries worldwide

OUR SERVICES:

- Middle Management Recruitment
 - 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



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ANTAL TALENT SURVEY

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