

## **One-Half of Hiring Managers Plan to Recruit New Employees in Q3, According to CareerBuilder.com's Quarterly Forecast One-in-Ten Workers Plan to Change Jobs**

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CareerBuilder.com, the nation's largest online job site with more than 20 million unique visitors\* and over 600,000 jobs, released the results of its latest survey tracking projected hiring and job search activities for the upcoming quarter. The survey, titled "Q3 2005 Job Forecast," was conducted from May 17 to May 27, 2005 of more than 1,600 workers, including over 650 hiring managers primarily operating in services industries.

### **HIRING HIGHLIGHTS**

"Three-fourths of hiring managers state they have added workers over the last six months to expand operations, support new product launches, improve customer service and drive more revenue," said Matt Ferguson, CEO of CareerBuilder.com. "Although tracking below projections for the second quarter, hiring activity for the third quarter is expected to remain strong. While 39 percent of hiring managers are electing to slow recruitment over the summer months, one-half of hiring managers anticipate increasing their staffs."

One-in-ten plan to decrease their headcount, up from 7 percent in the previous quarter.

### **Amount of Employees Being Hired**

While four-in-ten hiring managers plan to hire between 1 and 10 workers in the third quarter, 22 percent expect to add between 11 and 50 workers and 17 percent expect to add more than 50.

### **Most Popular Positions for Recruitment**

The search for top talent is becoming increasingly difficult for some industries. Forty-one percent of hiring managers report it is hard to find qualified workers, up from 31 percent who voiced the same concern in the previous survey. One-in-four report it is taking them 2 months or more to fill their open positions.

The leading areas for new job requisitions include healthcare, sales, accounting/finance, information technology, retail and customer service. In terms of job level, three-in-ten hiring managers plan to recruit candidates to fill professional and technical positions and one-in-ten plan to recruit for managers, directors, team leaders and senior executives -- similar to the previous quarter. Demand for entry-level employees is on the rise with 18 percent of hiring managers recruiting for administrative and clerical roles, up from 12 percent in the second quarter.

### **Temporary Hiring**

Temporary hiring is an early indicator of more permanent positions coming down the road. Sixty-two percent of hiring managers say they will be employing the use of temporary help in the third quarter, up from 57 percent in the prior survey.

### **Outsourcing Overseas**

Businesses will be less likely to take part in outsourcing in the second half of 2005 as compared to the first half. While one-in-ten hiring managers expect to outsource functions overseas in the latter half of the year, the vast majority -- 76 percent -- say they will be keeping the jobs at home. Fifteen percent had said they would outsource in the first half of the year.

### **Hiring by Region**

For the third quarter in a row, projected hiring activity in the Midwest is tracking below the other regions. However, steady increases in employment are expected across all regions. Forty-five percent of hiring managers in the Midwest expect to increase their staffs in the third quarter, compared to 47 percent in the Northeast and 50 percent in the South. The West is showing the strongest indicator for this measurement at 53 percent, overtaking the South, which led in the second quarter. In terms of downsizing, the Midwest is housing the lowest number of those planning to decrease their headcount at 8 percent, a significant improvement from when it led in this category in the second quarter at 13 percent. The Northeast is following closely at 9 percent with the South and West tied at 13 percent.

## JOB CHANGES AND JOB SATISFACTION HIGHLIGHTS

"Overall job satisfaction and plans to change jobs remained little changed compared to the previous two quarters," said Ferguson. "One-in-five workers still report discontent with their current positions and one-in-ten plan to secure a new position in the third quarter."

### Satisfaction with Key Job Factors

Pay continues to serve as a primary motivator for job changes with 47 percent of workers stating they desire better compensation. With 63 percent of workers stating their workloads have increased over the last six months, it's not surprising that 47 percent categorize their workloads as too heavy -- up from 43 percent last quarter. Heavy workloads often mean longer days at the office and less time spent at home. Thirty-two percent of workers say they are dissatisfied with their work/life balance.

A lack of career advancement opportunities remains a major area of concern for 40 percent of workers. Thirty-seven percent feel dissatisfied with career development and learning programs offered by their present employers. Forty percent of workers are looking to senior management to provide a more positive work experience overall, up from 35 percent last quarter.

### Job Changes By Region

In the last two quarters, workers in the Northeast reported the greatest amount of job dissatisfaction at 25 percent while workers in the West reported the least dissatisfaction at 20 percent. This survey is showing a change in perspectives on the coasts. The Northeast is now showing the least amount of dissatisfaction with 21 percent of workers stating they are unhappy with their jobs while the West tied with the Midwest for the most at 24 percent. The South fell in between with 23 percent of workers reporting dissatisfaction.

As job satisfaction improved in the Northeast, plans to change jobs decreased quarter over quarter from 13 percent to 10 percent. There was also a decrease from 12 percent to 9 percent in the South. The West and Midwest showed little change over the previous quarter, though the Midwest was the only region to show an uptick in the number of workers planning to change jobs at 11 percent. The Midwest replaced the Northeast as the leader in this measurement. The West came in at 9 percent.

### Job Changes by Select Industries and Job Functions

Accounting/finance replaced hospitality as the industry with the most workers who plan to change jobs in the upcoming quarter. Hospitality had led in this category for the last two quarters. Twelve percent of accounting/finance workers plan to leave their current positions in the third quarter, followed by ten percent of those in hospitality and retail, 9 percent in healthcare and 8 percent in sales. Information technology saw the biggest drop in planned job changes quarter over quarter with 6 percent of workers expecting to find new positions as compared to 11 percent in the last survey. Government employees once again are the least likely to change jobs with only 4 percent planning to do so in the third quarter.

To view the report in its entirety, visit: <http://www.careerbuilder.com/share/AboutUs/PR/surveys.htm> .

\*comScore Media Metrix, March 2005. The CareerBuilder Network is a custom aggregation of CareerBuilder.com traffic as well as job search traffic to career centers CareerBuilder powers for partner sites such as Tribune Company, Gannett, Knight Ridder and others.

### Survey Methodology

The new CareerBuilder.com survey, "Q3 2005 Job Forecast," was conducted from May 17 to May 27, 2005 of more than 1,600 workers. To collect data for the survey, CareerBuilder.com commissioned SurveySite to use an e-mail methodology whereby individuals who are members of SurveySite Web Panel were randomly selected and approached by e-mail invitation to participate in the online survey. The results of this survey are accurate within +/- 2.43 percentage points (19 times out of 20). Note: the sample of 1,600+ included over 650 hiring managers. The results for the hiring managers alone are accurate within +/- 3.84 percentage points (19 times out of 20).

### About CareerBuilder.com

CareerBuilder.com is the nation's largest online job network with more than 20 million unique visitors and over 600,000 jobs. Owned by Gannett Co., Inc. , Tribune Company , and Knight Ridder, Inc. , the company offers a vast online and print network to help job seekers connect with employers. CareerBuilder.com powers the career centers for more than 550 partners that reach national, local, industry and niche audiences. These include more than 165 newspapers and leading portals such as America Online and MSN. More than 30,000 of the nation's top

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