

Finding a New Job Among New Year's Resolutions at Work, According to CareerBuilder Survey

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CHICAGO, Jan. 9, 2015 /PRNewswire/ -- Is finding a new job on your list of New Year's resolutions? You're not alone. Thirty percent of workers reported that they regularly search for job opportunities even though they're currently employed, and 16 percent are determined to land a new position in the New Year. Among workers ages 18 to 34, 23 percent expect to have a new job by year-end.

The national survey was conducted on behalf of CareerBuilder by Harris Poll from November 4 to December 2, 2014, and included a representative sample of 3,056 workers across industries.

"While the majority of workers say they're satisfied in their jobs, an expanding economy and widespread employment gains are motivating them to consider bigger, better opportunities," said Rosemary Haefner, Vice President of Human Resources at CareerBuilder. "Skilled workers will have more leverage this year as the competition for labor becomes more intense across a variety of job functions. Employers expect to increase salaries on initial job offers in 2015 and may be more willing to negotiate other perks such as flexible work arrangements."

Who is most likely to change jobs in 2015?

- **Career-less:** Half (52 percent) of workers feel like they just have a job, not a career. While younger workers ages 18 to 24 are the most likely to report this at 65 percent, more seasoned workers ages 35 to 44 (48 percent), ages 45 to 54 (57 percent) and ages 55+ (54 percent) also share this sentiment. Twenty-four percent of workers who feel like they just have a job plan to find a new employer in the New Year.
- **Underemployed:** 39 percent of workers feel underemployed; 31 percent of these workers plan to change jobs in 2015
- **Undertrained:** 22 percent are dissatisfied with training and learning opportunities in their firms; 35 percent of these workers plan to change jobs in 2015
- **Overlooked:** 23 percent feel overlooked for a promotion in their current job; 31 percent of these workers plan to change jobs in 2015
- **Immobilized:** 26 percent are dissatisfied with career advancement opportunities in their firms; 37 percent of these workers plan to change jobs in 2015
- **Underpaid:** 41 percent didn't receive a pay increase in 2014; 22 percent of these workers plan to change jobs in 2015
- **Mismanaged:** 31 percent rate their boss' performance as poor or fair; 27 percent of these workers plan to change jobs in 2015
- **Imbalanced:** 17 percent are dissatisfied with their work/life balance; 33 percent of these workers plan to change jobs in 2015

New Year's Resolutions at Work

Aside from finding a new job, the top New Year's resolutions that workers say they're making for the office this year are¹:

- Save more of my pay - 42 percent
- Be less stressed - 34 percent
- Get a raise or promotion - 26 percent
- Eat healthier at work - 25 percent
- Learn something new (take more courses, training, seminars, etc.) - 22 percent

What Job Seekers Want:

While competitive pay is top of mind for workers looking to make a change, there are certain job factors that workers feel are more important than salary when considering a position:

- Job stability - 65 percent
- Location - 57 percent
- Affordable benefits - 55 percent
- Good work culture - 46 percent
- Flexible schedules - 40 percent
- Career advancement opportunities - 39 percent

When asked if they could choose extra perks to make their workplace more satisfying, the most popular choices workers pointed to include:

- Half-day Fridays – 40 percent
- On-site fitness center – 22 percent
- Daily catered lunches – 21 percent
- Massages – 16 percent
- Being able to wear jeans – 15 percent

Tips for Job Hunting in the New Year

1. **Follow the data** – Want to know where the most job opportunities are? Check out reports published by Economic Modeling Specialists Intl., the U.S. Bureau of Labor Statistics, job sites like CareerBuilder.com and staffing firms. They can tell you which jobs are growing the fastest, the education and skills you'll need, salary ranges and more.
2. **Join a company's talent network** – More companies are creating online talent networks to capture potential job candidates and keep in touch with new job openings. Even if you're not the right fit for a position today, you could be the perfect fit a few months down the line.
3. **Use all the resources available to promote your personal brand** – From posting different versions of your resume on job sites to networking (both online and off), to showcasing your skills through social media and on blogs, use every opportunity to introduce potential employers to your professional brand.
4. **Ask for feedback** – Of workers who applied to a job over the last 12 months, but didn't get it, only 44 percent – less than half – asked the employer for feedback on why they weren't chosen. One of the best ways to gain insight into what employers are looking for or how you can interview better is to ask hiring managers directly.
5. **Don't disqualify yourself** – Many workers, especially those new to the workforce, may automatically dismiss a position because they don't have the exact skill set needed. While companies want qualified candidates, they're also willing to train workers who may have some, but not all, of the skills required for the job. Emphasize your strengths and how they're relevant to the job at hand, providing examples of ways you've contributed to organizations in the past.

¹ CareerBuilder commissioned study conducted online by Harris Poll from August-September 2014

Survey Methodology

This survey was conducted online within the U.S. by Harris Poll on behalf of CareerBuilder among 3,056 U.S. workers ages 18 and over (employed full-time, not self-employed, non-government) between November 4 and December 2, 2014 (percentages for some questions are based on a subset, based on their responses to certain questions). With a pure probability sample of 3,056, one could say with a 95 percent probability that the overall results have a sampling error of +/- 1.77 percentage points. Sampling error for data from sub-samples is higher and varies.

About CareerBuilder®

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Media Contact

Jennifer Grasz
773-527-1164
jennifer.grasz@careerbuilder.com
<http://www.twitter.com/CareerBuilderPR>

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