



hr trends 2023



czech republic.

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introduction.

Looking back to 2022 we can notice a number of key trends that have affected the labor market, such as workplace changes, the continued growth of hybrid employment, and the use of new HR technologies.

The 2023 Randstad HR trends is dedicated to delivering insights into how companies are adapting to the current economic context, what are the challenges they are facing and how do they plan to deal with them in the following year.



introduction.

209 business leaders from a variety of industries in Czech Republic completed the survey in January-February 2023.

Some of the data is compared to the results of the Workmonitor survey 2023.

Key topics covered in the report include business evolution and challenges, recruitment practice and talent retention, opportunities and challenges in the field of work.





business

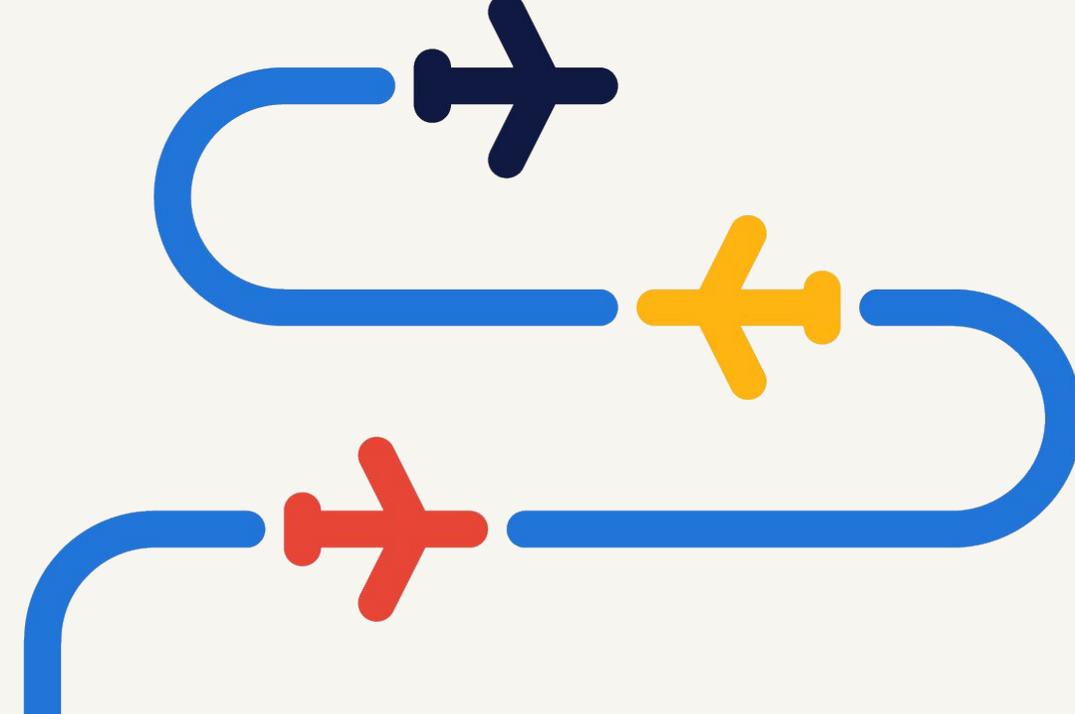
evolution.



business challenges expected in 2023.

dealing with the higher 'cost of doing business' (due to inflation)	51%
managing high energy costs	46%
ensuring processes and guaranteeing productivity	42%
maintaining trade margins	30%
maintaining relationships with clients and/or suppliers	28%
guaranteeing access to supplies needed to operate	27%
managing unexpected costs	23%
increasing digital security	15%
avoiding significant financial losses	12%
dealing with an extraordinary increase in business	7%
keeping the business operational	6%
managing/dealing with the temporary closure or cessation of business	2%
managing expenses incurred as a result of layoffs	1%
other	7%

the total is more than 100% because more than one answer is possible.



51%

expect dealing with the higher cost of doing business to be the greatest challenge next year.

46%

of respondents think managing high energy costs will be difficult in the following year.

plans to deal with recession.

only 8% will offer more work from home days to deal with a possible recession.

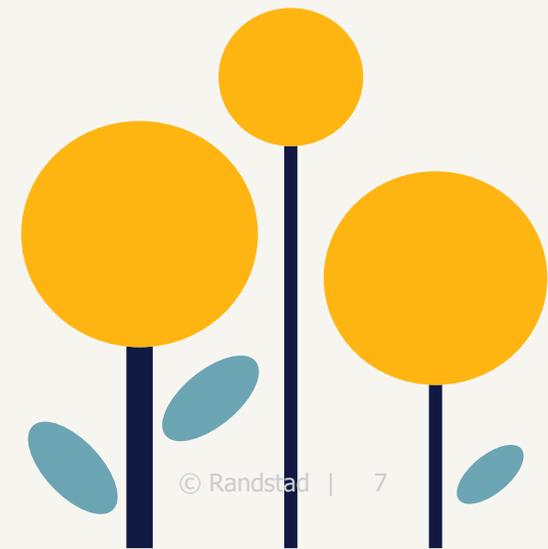
cutting back operating expenses	66%
reassess workforce needs or restructure the organizational chart	48%
reduce headcount	27%
build-up employee skills	25%
raise prices	21%
reduce the compensation & benefits packages	15%
lower/decrease the production to save costs	13%
adjust products and services - offering only cost-efficient products	11%
shorter schedule	9%
offer more work from home days (decrease energy costs)	8%
hire more seasonal/temporary workers (production peaks)	8%
turn off heat to cut gas costs	4%
other	6%

the total is more than 100% because more than one answer is possible.

In order to deal with a recession, **66%** of the respondents said their company would cut back operating expenses.

Another important measure for **48%** of the companies is to reassess workforce needs or restructure the organizational chart.

15% would reduce the compensation and benefits packages.



expected business evolution.

only 26% of the respondents expect their company's sales volume to grow.



26%

of respondents expect their sales volume to increase



41%

of respondents expect their sales volume to remain stable

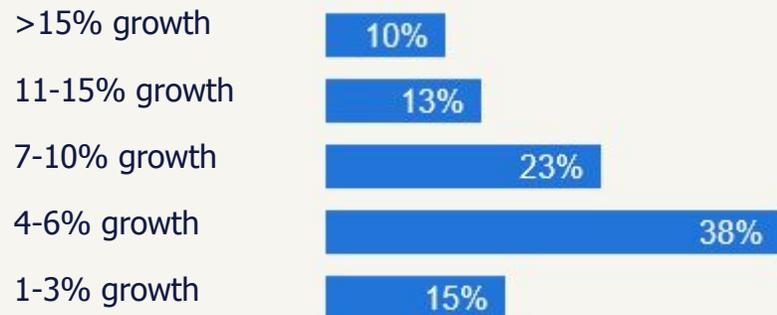


19%

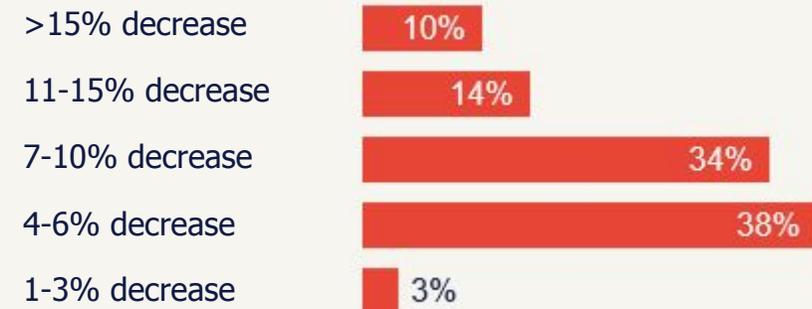
of respondents expect their sales volume to decrease

the total is less than 100% because the rest of the respondents selected "I don't know".

expected sales increase.



expected sales decrease.





attracting

talent.



impediments when recruiting.

unrealistic salary expectations is the most frequent obstacle when recruiting.

unrealistic salary expectations	74%
no/limited industry working experience	50%
work life balance expectations	17%
specific educational skills	17%
long notice period	16%
required years of working experience	13%
management tools experience	6%
international experience	1%
other	9%

the total is more than 100% because more than one answer is possible.



HR challenges.

54% of the participants find it difficult to keep their employees engaged.

67%

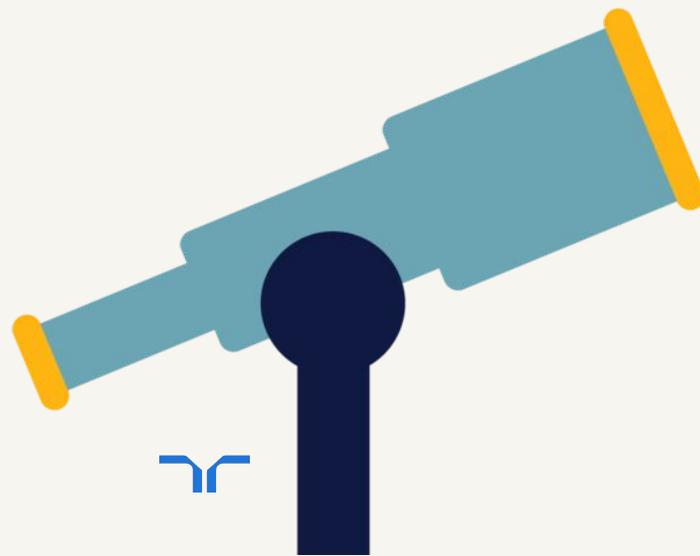
of respondents consider retaining top performers and developing talented leaders a major challenge while recruiting.

52%

find it difficult to manage the expectations on compensation and benefits packages.

retaining top performers and developing talented leaders	67%
keeping employees engaged	54%
managing expectations on compensations and benefits package	52%
attracting talent	46%
shortage of local talent	43%
employer branding	38%
managing skill shortage	26%
ensuring employees' mental health	17%
onboarding new employees	16%
managing high turnover	12%
aligning flexible working-hours with the business needs	11%
workplace inclusivity (e.g. diversity, transparency, etc.)	7%
managing possible mass layoffs	3%
managing internal change programs	3%
internal/external mobility	1%

the total is more than 100% because more than one answer is possible.



addressing HR challenges.

training programs and salary improvement are the top ways to overcome HR challenges.

education and training programs	52%
improve salary	51%
offer more flexible work options to employees	26%
offer personalized benefits pack	22%
offer remote - hybrid model of working	17%
increase use of externally hired contractors	16%
hire talent from other countries	16%
hire more part-time workers	15%
outsource business functions	13%
other	7%

the total is more than 100% because more than one answer is possible.



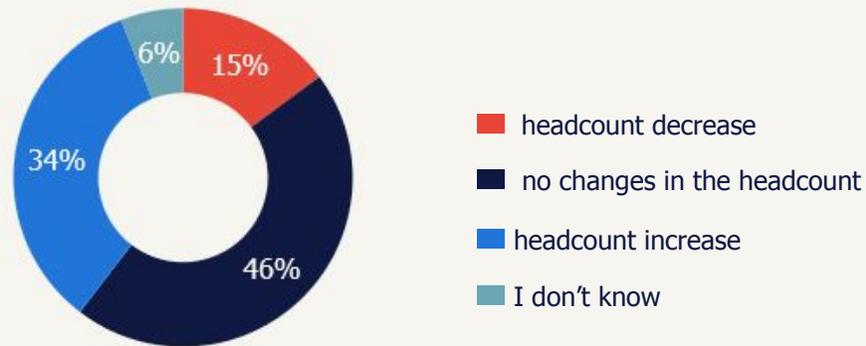
training programs

is the measure most respondent companies are willing to implement in order to manage the human resources challenges they encounter.

offering flexible work options

for employees also represents an important method of addressing HR challenges.

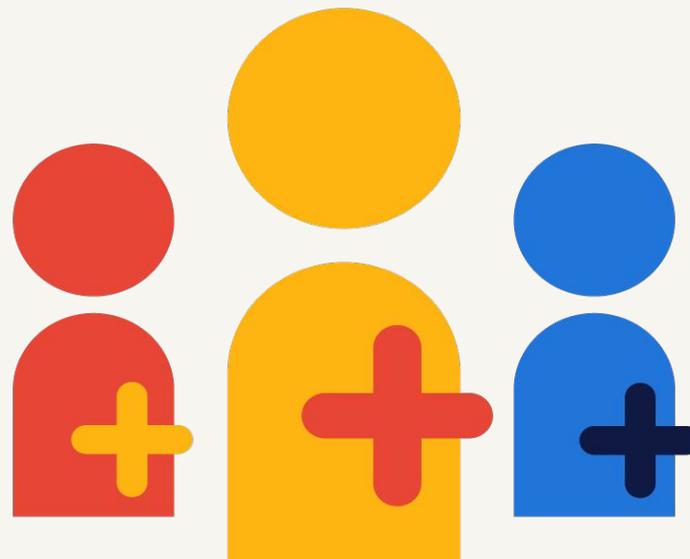
hiring plans for 2023.



34%
said their company is planning to
increase headcount.

number of temporary open positions

1-4	5%
5-10	3%
20-40	4%
≥50	1%



number of permanent open positions

1-4	6%
5-10	6%
15-40	9%
≥50	9%

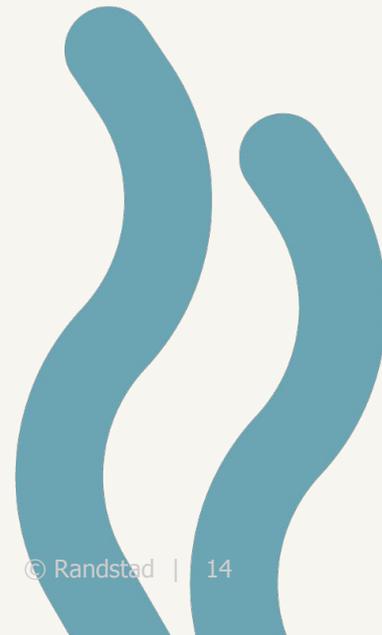
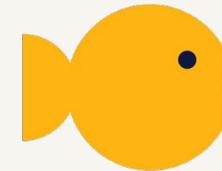
reasons for hiring.

national/international growth of your company	54%
business growth	50%
launch of new department/new product	36%
new positions are being created	32%
staff turnover	24%
need for new skills in the organization	24%
investment plans	10%
employee retirement	10%
business diversification	0%
other	2%

the total is more than 100% because more than one answer is possible.

54%

of the participant companies that have open positions this year state they need to hire new employees due to the national or international growth of their company.



hiring intentions.

most companies are looking for candidates in the production or engineering departments.



hiring intentions by department.



For each department the respondents are planning to hire talent in, they were asked how likely it is to find difficulties in finding candidates with those specific skills.

Here are the departments in which respondents find it hardest to hire:

01
traditional
marketing/
communications
100%

02
IT/technology
86%

03
production
69%

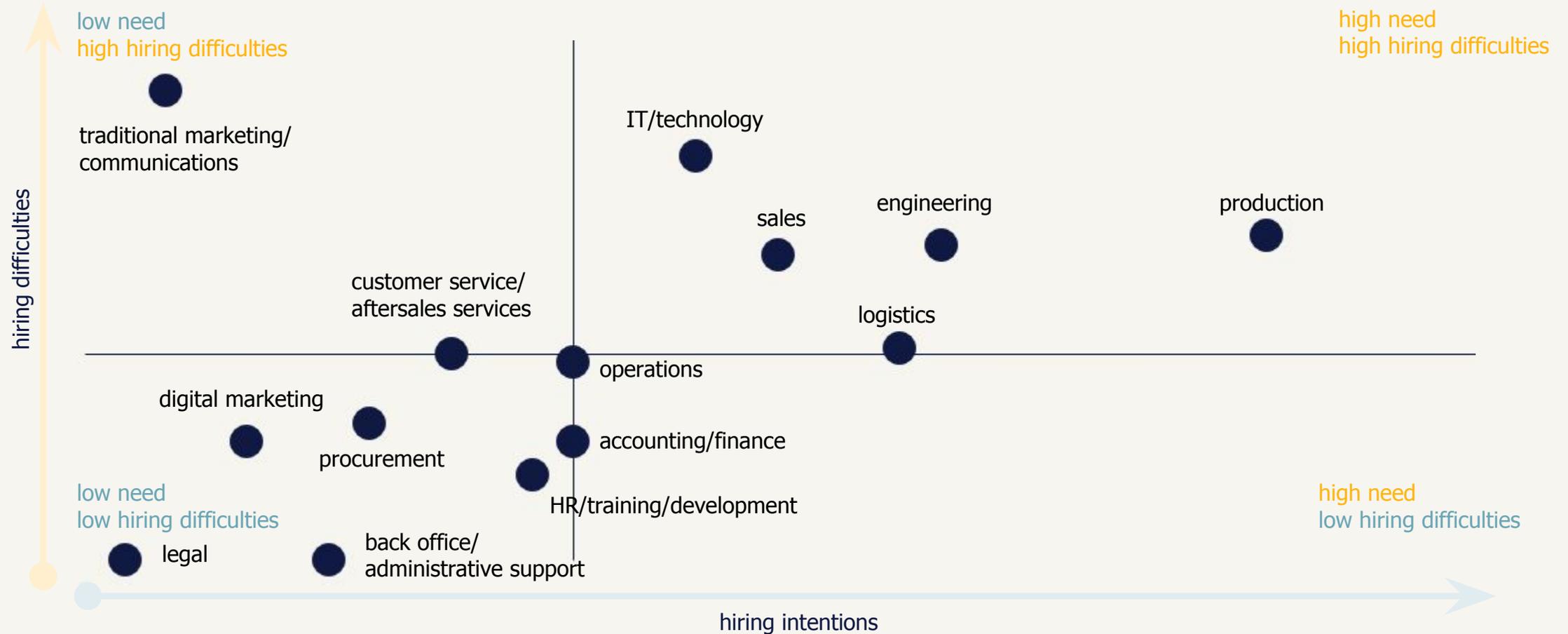
Some of the departments where the respondents are having troubles in finding the most suitable candidates are also among the departments with the highest hiring intentions.

You can find more details about which are the departments that are hardest to hire in and what is the demand of employees in those departments in the next slide.



difficulty to hire matrix.

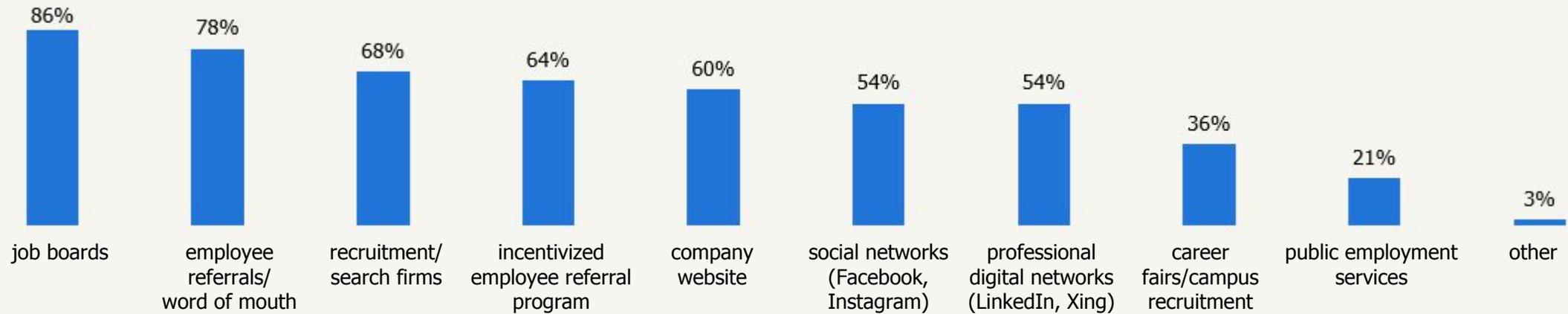
most companies expect difficulties to hire in the traditional marketing/communications.



recruiting sources.

job boards and employee referrals are the best sources when recruiting.

most effective sources when recruiting talent.



job boards

will be the most frequently used method for finding the most suitable candidates in 2023 with 86% of the participating companies selecting it as one of the most effective recruitment source.



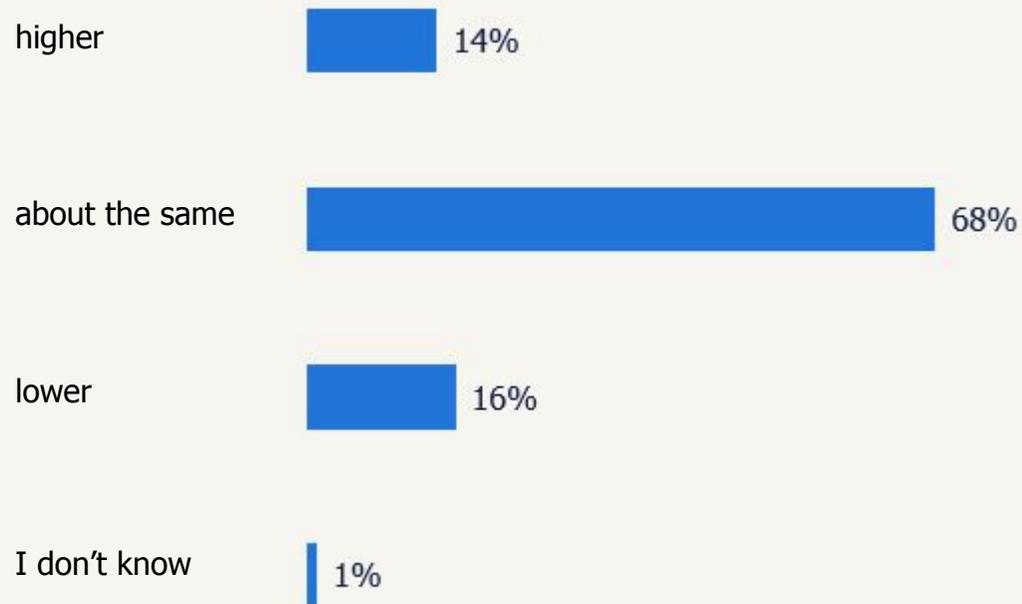
salary

evolution.

salary competitiveness.

14% consider their salaries to be higher than those offered by competitors.

salaries compared to competitors.



Almost 70% of the respondents estimate the salaries in their company to be the same as their competitors'.

16%

appreciate their salaries to be lower than those offered by competitors for the same position.



salary evolution.

most of the participant companies plan to increase salaries in 2023.

83%

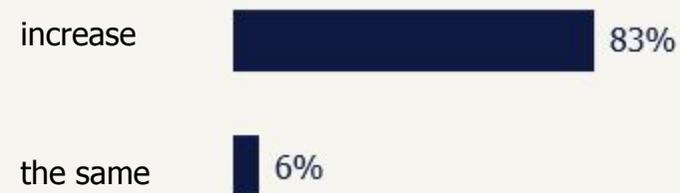
of the participant companies are planning to increase their employees' salaries in 2023, while for 6%, the salaries will remain the same.

1% of the respondents expect salary decreases in their company in 2023.

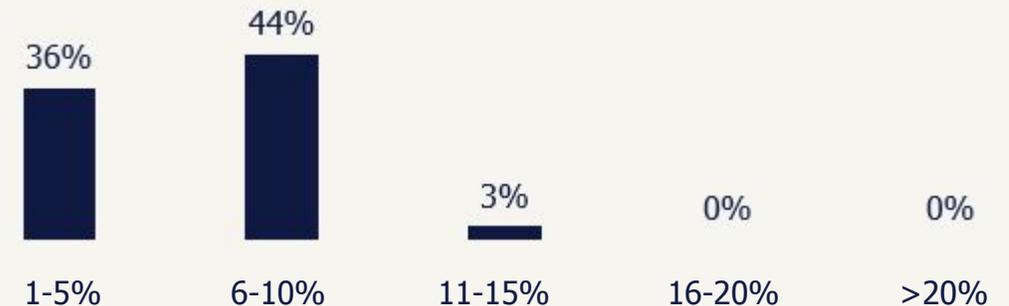
none of the respondents

are planning to offer a salary increase higher than 16%.

salaries evolution in the next twelve months.



the 83% respondents who plan a higher remuneration for their employees in 2023 will apply the raise as follows:





human capital

strategy.

what makes a company attractive?

having a good work-life balance is considered an important attribute.

to offer competitive salary & employee benefits	44%
to offer interesting job content	40%
to have a pleasant working atmosphere	40%
to ensure a good work-life balance	38%
to offer long-term job security	33%
to offer career progression opportunities	33%
to have a strong employer branding	32%
to be financially healthy	30%
to have a strong image/strong values	29%
to offer quality products/services	29%
to offer flexible working arrangements (flexi-time)	27%
to offer hybrid or remote working model	27%
to use latest technologies (innovative)	23%
to offer good training	21%
to be conveniently located	20%
to have strong management	14%
to be environmentally & socially aware (CSR)	14%
to offer international/global career opportunities	11%
to promote diversity management (age, gender, race)	11%

the total is more than 100% because more than one answer is possible.

Most of the responding companies consider that offering an attractive salary and benefits alongside an interesting job content are the top attributes that make their company attractive for candidates.

More than 30% consider that it is very important for their companies to offer career progression opportunities or a good work-life balance, in order to attract and retain talent.

a part of the responding companies **plan to change** different benefits offered to their employees.

offering job security (e.g., more permanent contracts & decrease the ratio of temp workers)



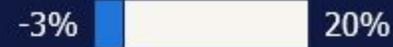
support for families and dependents (childcare support, parental leave, carer's leave)



flexibility in terms of working hours (ability to set the schedule)



benefits (annual leave allocation, healthcare, pension etc.)



flexibility in terms of location (ability to work from home, remotely, or from different sites)



training or development opportunities



■ decrease ■ increase ■ no change



*if you want to see this information from the perspective of employees, please check out the Workmonitor 2023 edition

benefits offered by the companies.

wellbeing and skilling benefits.

training	80%
additional leave days/sick days/sabbatical leave	80%
possibility to work from home (remote or hybrid model)	74%
flexible working schedule	73%
non-financial rewards/recognition	52%
health and wellness programs (gym access, fitness trackers)	42%
coaching & mentorship	24%
employee support programs/tools	21%
psychological support	20%
paid parental leave/childcare benefits	9%

the total is more than 100% because more than one answer is possible.

financial benefits.

ticket restaurant coupons/lunch subsidy	94%
mobile phone	76%
pension plan	67%
bonuses/individual performance bonuses	65%
company car	55%
parking slots	48%
life insurance	33%
reimbursing travel expenses (public transport, gas)	21%
profit sharing	12%
holiday vouchers	10%
medical insurance/disability insurance	10%
deductible expenses (stationery, courier charges, home internet)	5%

the total is more than 100% because more than one answer is possible..

31% of the companies supported their employees with a pay rise outside of the annual pay increase cadence.

27%

contributed with a one-off cost of living payment.

20%

contributed to the cost of energy, travel or other daily expenses of their employees.

9%

monthly cost of living pay boost, to help employees cope with the increased cost of living.

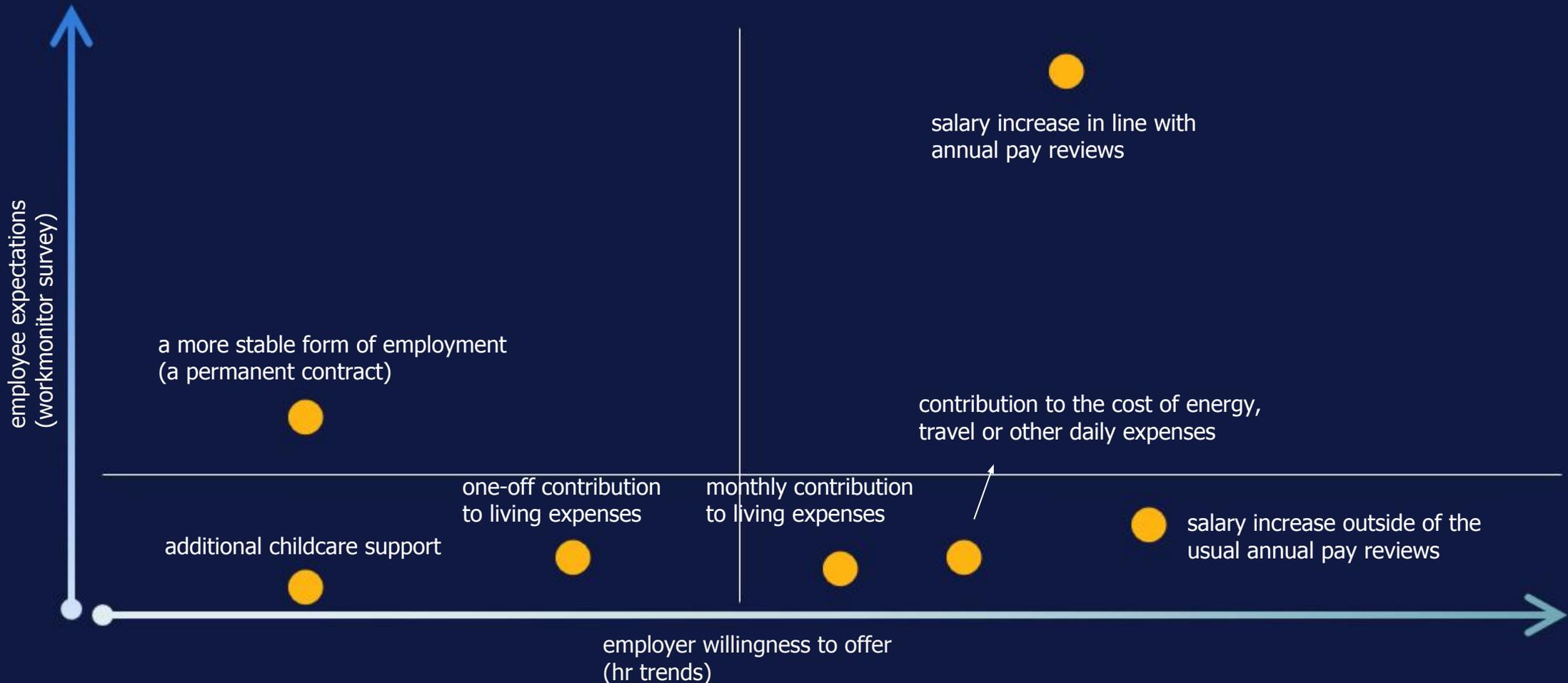
35%

did not offer any of the above mentioned.



expectations vs reality.

benefits to be offered in the current changing economic landscape.

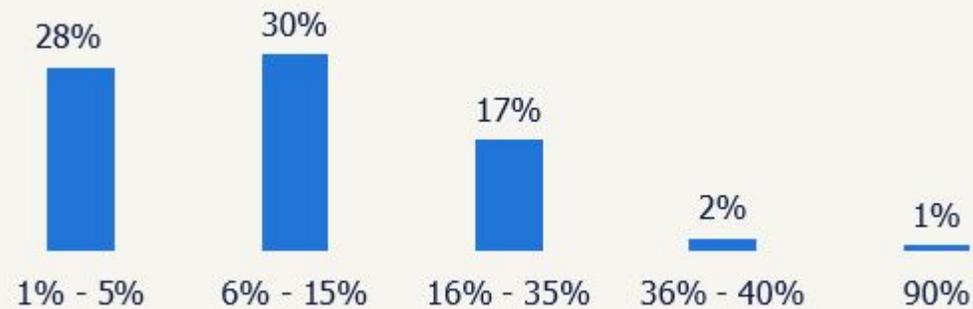


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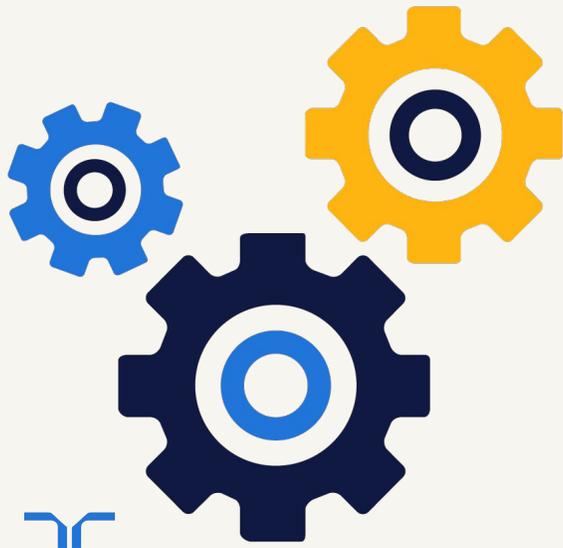
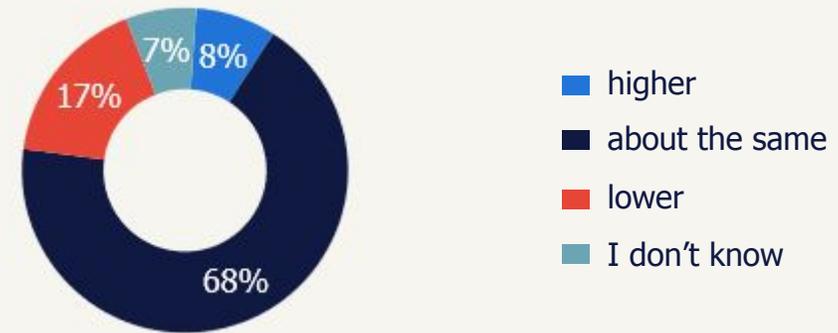
staff turnover.

8% of the companies expect a higher turnover in 2023.

turnover rate in 2022.



2023 expected turnover.



For most of the respondents, the 2022 turnover rate remained within reasonable levels, 58% of them reporting a turnover rate of less than 16%.

what determines employees to leave the company?

received a better offer elsewhere (better pay, conditions, etc.)	77%
to pursue a different career path	38%
the workload is too heavy	32%
relocating	22%
looking for more flexible work schedule	13%
more opportunities for career improvement elsewhere	13%
did not feel supported by management	11%
no work-life balance	11%
not having a cultural fit	11%
poor relationship with direct report	7%
hybrid - remote working model not offered	6%
limited to no leadership direction or vision	5%
not happy with the company's reputation	3%
I don't know	3%
they did not want to return to the office	1%
other	16%

the total is more than 100% because more than one answer is possible.



77%

of the employees leave their job due to receiving a better pay or better conditions at another employer.



38%

of the employees also leave their job in order to pursue a different career path.



respondent

profile.



summary.

The Randstad 2023 HR Trends report presents data gathered from Czech Republic companies operating in a variety of industries.

The most represented sectors are manufacturing, trade wholesale/retail, transport, storage & logistics and utilities, together covering 70% of the sample.

Organizations employing more than 500 people represent 41% of the sample.

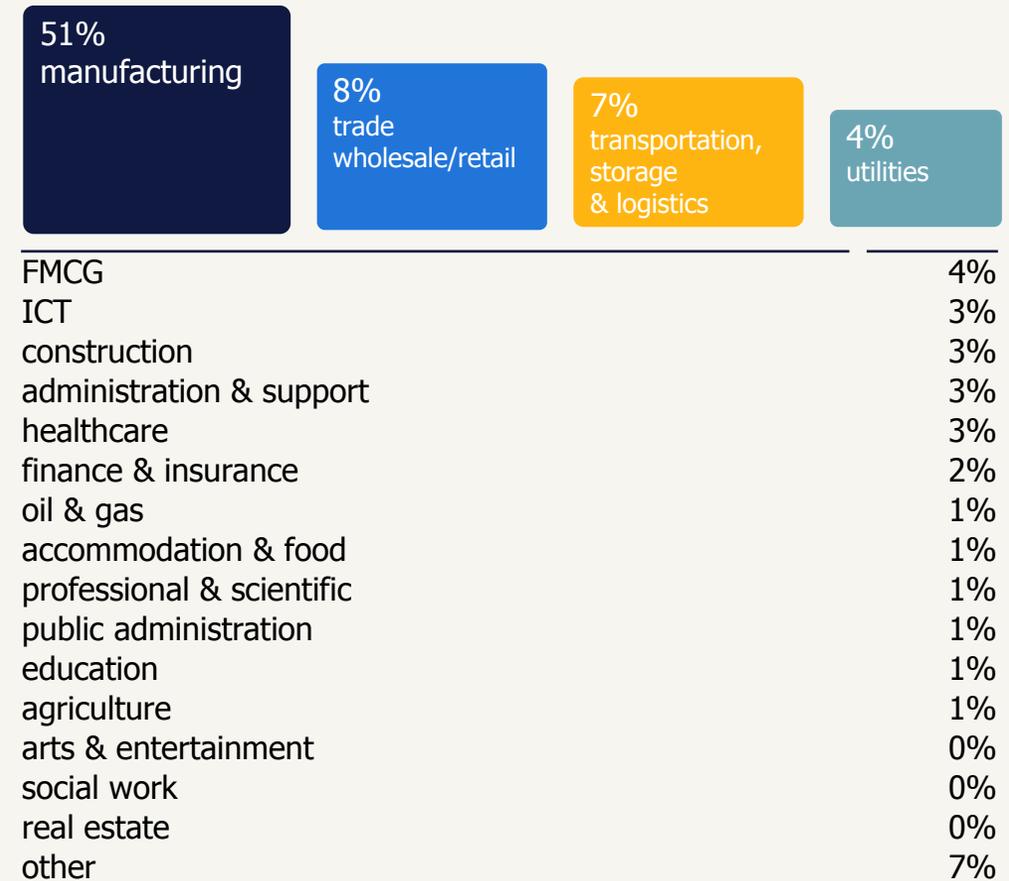
Almost 70% of the respondents work in the HR department and 26% in general management.

Also, 82% of the respondents are involved in the recruitment process, having either a decisional or recommending role.

For the research, analysis and design of this report, Randstad partners with Evalueserve, a global market research and analytics firm (www.evalueserve.com).

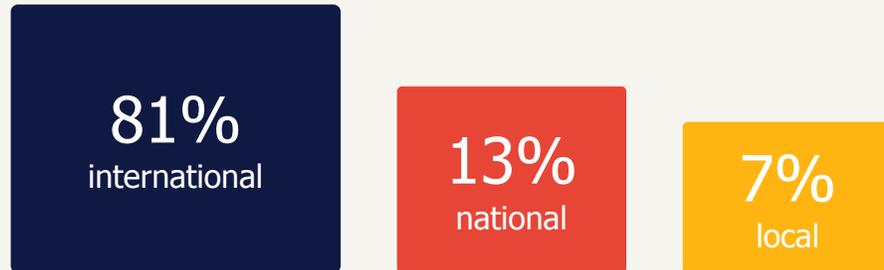
respondent profile.

by sector.



respondent profile.

by the size of the company.



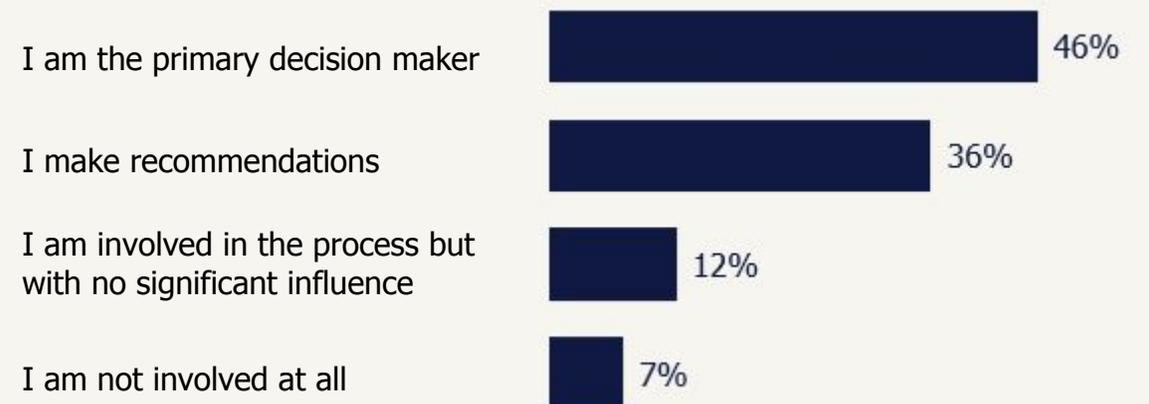
by number of employees.



by department.

human resources	64%
general management	26%
sales/marketing	3%
engineering	2%
finance	1%
IT/technology	0%
other	3%

by participant's role.



human

forward.

 randstad