

Overview, Methodology and Highlights

January 14, 2010

Employment Confidence Highlights for Fourth Quarter		
Indicator	Q4 09	% change
No Layoff Concerns – Self	80%	+2 ▲
No Layoff Concerns – Others	61%	-1 ▼
Salary Expectations – Pay increase in 12 Months	36%	+3 ▲
Company Outlook (Better)	42%	-2 ▼
Re-hire Probability	33%	-11 ▼

Overview

The Glassdoor.com® quarterly Employment Confidence Survey, conducted on its behalf by Harris Interactive®, monitors four key indicators of employee confidence in the areas of job security, salary expectations, re-hire probability and company outlook. The results of the survey are administered and reported quarterly. For purposes of reporting, employees refers to those employed full or part time unless otherwise noted.

Employer Actions:

More than half (55%) of employees report their company made changes to the number of staff, organizational structure, compensation and benefits, or other perks in the past six months, which is up slightly from Q3 (51%). Of these, 57% said their employers laid off employees and/or communicated plans to lay off employees in the past six months and 50% said their company changed or reduced their compensation in the past six months.

Employees reported more cuts in health and or dental benefits (17%) than in prior two quarters and fewer job restructurings.

In the past 6 months, what has your organization done?	Q409	Q309	Q209	Q109	Q408
Base: Employees who say their company has changed something in the past 6 months.	%	%	%	%	%
Laid off employees and/or communicated plans to lay off employees	57	54	58	57	54
Made changes or reduced compensation	50	55	60	54	N/A
Reduced individual's pay/bonus amount	28	30	31	28	N/A
Initiated or communicated bonus reductions or eliminations	15	16	21	18	26
Initiated/communicated pay cuts	10	14	15	12	13
Initiated or communicated hiring freezes	43	44	41	43	45
Restructured job/created redundancy	10	16	19	12	16
Reduced health and/or dental benefits	17	13	14	15	16
Initiated furloughs, unpaid leave, mandatory vacation	20	23	18	14	N/A
Took away perks such as commuter subsidy	17	22	16	19	18

Job Security:

Fewer employees report concern about future layoffs than in the three prior quarters. One in 5 (20%) employees are concerned they could be laid off in the next six months. Concerns highest among male baby boomers 45-54 (30%) compared to younger, 18 to 34 year old counterparts (15%).

Employees don't share the same level of optimism for their coworkers as 39% say they have concerns their coworkers could be laid off in next six months, up slightly from Q3.

Employees who have either lived through layoffs and/or personal pay reductions have far more concerns about layoffs than those who have not. Only 13% of those employees who work for companies that haven't had or communicated layoffs are concerned about being laid off compared to 37% who work for companies that have initiated or communicated layoffs.

Concerned of self being laid off in next 6 months? (Base: Employed full/part-time)	Q409 %	Q309 %	Q209 %	Q109 %	Q408 %	18-34 (Q409) %	35-44 (Q409) %	45-54 (Q409) %	55+ (Q409) %	Co. laid off/communicated plans to in past 6 mos. (Q409)%	Co. reduced pay/bonus/not paid out bonus in past 6 mos. (Q409) %
Yes	20	22	24	26	21	17	23	26	18	37	34
No	80	78	76	74	79	83	77	74	82	63	66
Concerned about coworkers being laid off in next 6 months? (Base: Employed full/part-time)											
Yes	39	38	41	44	42	33	43	49	38	77	59
No	61	62	59	56	58	67	57	51	62	23	41

Company Outlook:

Only one in 10 employees and self employed adults (10%) think their company outlook will be worse in the next six months, while 42% expect in to be better and 48% expect it to be the same, which is essentially unchanged from last quarter.

Company outlook in next 6 months? (Base: Employed full/part-time; self employed)	Q409 %	Q309 %	Q209 %	Q109 %	Q408 %	18-34 (Q409) %	35-44 (Q409) %	45-54 (Q409) %	55+ (Q409) %	Co. laid off/communicated plans to in past 6 mos. (Q409)%	Co. reduced pay/bonus/not paid out bonus in past 6 mos. (Q409) %
Better (much/somewhat)	42	44	39	35	n/a	45	39	41	38	42	44
Worse (much/somewhat)	10	10	14	14	n/a	9	7	13	12	16	17
Stay the same (neither better/worse)	48	47	47	51	n/a	46	53	45	50	43	40

Salary Expectation:

One in three (36%) employees expect a pay raise or a cost-of-living increase in the next 12 months, while 40% do not. Males have higher confidence (41%) than females (30%) when it comes to receiving increased pay and more than twice as many men aged 45-54 (47%) than women of the same age (22%) expect pay increases in next 12 months.

Expect pay or cost of living increase in next 12 months (Base: Employed full/part-time; self employed)	Q409 %	Q309 %	Q209 %	Q109 %	Q408 %	Male (Q409) %	Female (Q409) %	Company has laid off/communicated plans to lay off in the past 6 months (Q409)%	Company has reduced bonus or not paid out eligible bonus in past 6 months (Q409)%
Yes	36	33	32	36	40	41	30	27	23
No	40	49	50	43	40	37	43	51	63
Don't know	24	18	18	21	20	22	26	21	14

Re-Hire Probability:

Should they lose their job, more employees (including those who are self employed) think it is unlikely (38%) they would be able to find a job matched to their experience and compensation levels in the next six months than likely (33%). This represents a sharp drop from Q3 when 44% of employees said it is likely they would find a new job matched to their experience and compensation levels.

This is also the first quarter in the last year in which more employees think it unlikely than likely they could land a new job. More than half (51%) of those 55 and older think it is unlikely compared to 41% of those 18-34 who think it's likely. The pessimism is highest among men 55+ (57%) and lowest among women 18-34 (24%). By comparison, 45% of women 55+ and 30% of men 18-34 think landing a new job would be unlikely.

Interestingly, one-third (33%) of employees (including those who are self employed) and those not currently employed but looking share the opinion that is likely they could find a job in the next six months. Of those unemployed but looking, women are twice as likely (36%) as men (18%) to believe it is unlikely they will find a job in the next six months.

Ability to find job matched to experience and compensation level in next 6 months? (Base: Employed full/part-time; self employed)	Q409 %	Q309 %	Q209 %	Q109 %	Q408 %	18-34 (Q409) %	35-44 (Q409) %	45-54 (Q409) %	55+ (Q409) %
Likely (very/somewhat)	33	44	39	39	n/a	41	30	26	30
Unlikely (very/womewhat)	38	27	31	31	n/a	27	34	43	51
Uncertain	28	29	28	30	n/a	29	35	30	18
Ability to find job matched to experience and compensation level in next 6 months? (Base: Unemployed but looking)									
Likely (very/somewhat)	33	32	25	35	n/a	41	16	23	36
Unlikely (very/womewhat)	28	27	37	23	n/a	14	38	53	29
Uncertain	32	41	32	36	n/a	30	46	24	36

SUPPLEMENTAL Q4 QUESTION

Bonus Expectations:

Slightly more employees said they were bonus eligible in the fourth quarter (73%) than in the third (69%). Of those eligible, 65% say they expect a bonus while 35% do not (7% did not get a bonus last time eligible). Of those expecting a bonus, 24% expect their next bonus to be the same and 11% expect it to be more than their last bonus while 13% expect it to be less and 10% are unsure. By comparison in Q309, 62% expected a bonus and 34% did not and, in Q408, 57% said they expected a bonus while 40 percent did not.

46% of those who live in the West do not expect a bonus, compared to 33% in the Northeast, 28% in the Midwest and 35% in the South. Men have greater bonus expectations than women as only 31% do not think they will get a bonus for which they are eligible, compared to 40% of women.

Twice as many (20%) of those who work for companies that have had layoffs/communicated layoffs in the past six months think their bonus will be less than those who work for companies that have not initiated or communicated layoffs (10%).

Bonus expectations (those bonus eligible)	Q409 %	Q309 %	Q408 %	18-34 (Q409) %	35-44 (Q409) %	45-54 (Q409) %	55+ (Q409) %	Co. laid off/ communicated plans to in past 6 mos. (Q409)%	Co. reduced pay/bonus/not paid out bonus in past 6 mos. (Q409) %
More	11	11	9	15	13	6	10	6	7
Less	13	14	16	8	10	22	17	20	36
The same	24	28	24	21	25	27	23	20	10
Don't expect any bonus	35	34	40	35	37	35	35	37	32
Unsure	10	9	9	14	8	7	9	10	7

Methodology:

Harris Interactive® fielded the Q4 Employment Confidence study on behalf of Glassdoor.com from December 15-17, 2009 via the QuickQuerySM online omnibus service among 2,257 adults ages 18 and older of whom 1,237 were employed full time/part-time. Data were weighted using propensity score weighting to be representative of the total U.S. adult population on the basis of region, age within gender, education, household income, race/ethnicity, and propensity to be online. No estimates of theoretical sampling error can be calculated.

For complete survey results and full survey methodology please contact Dawn Lyon 415-846-4706, pr@glassdoor.com.