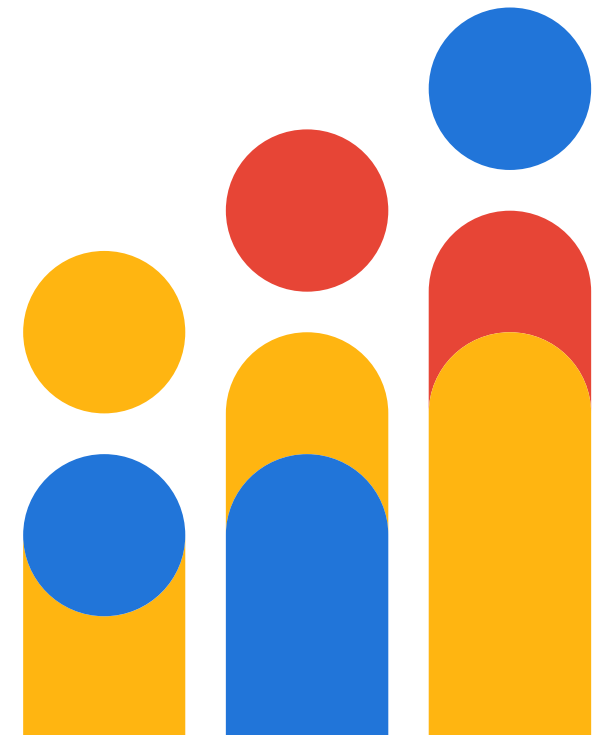
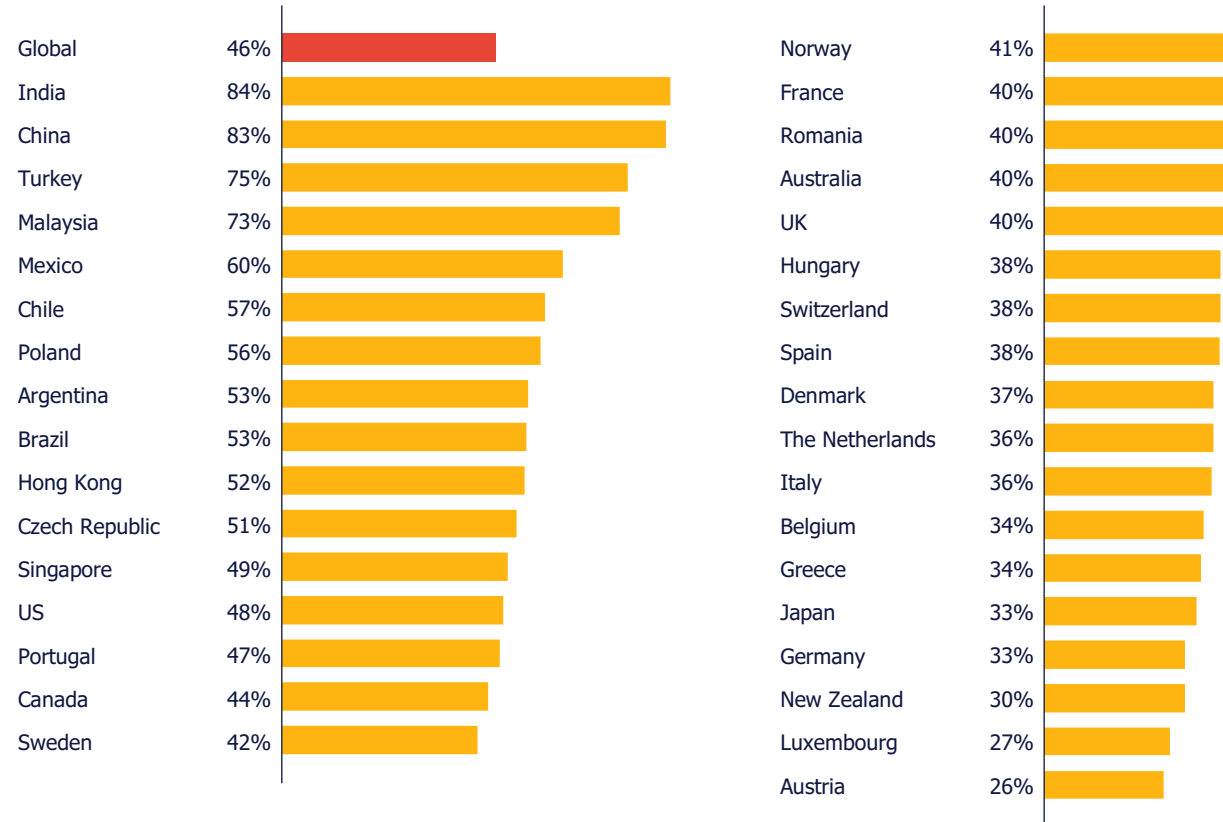


# global report randstad workmonitor Q1 2019.

real-time feedback vs.  
performance review



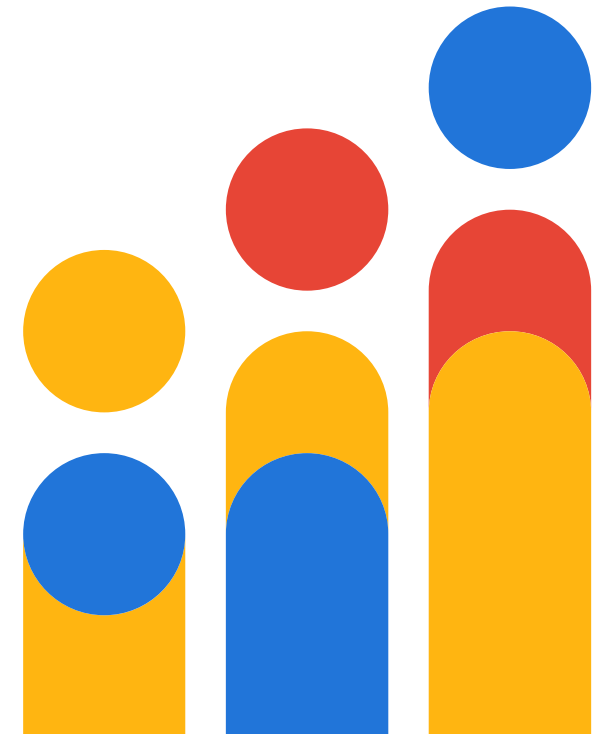
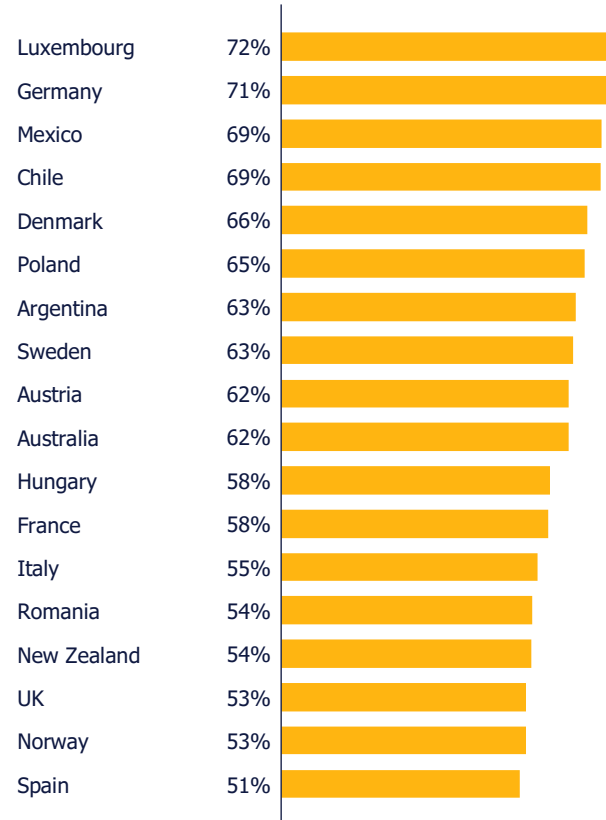
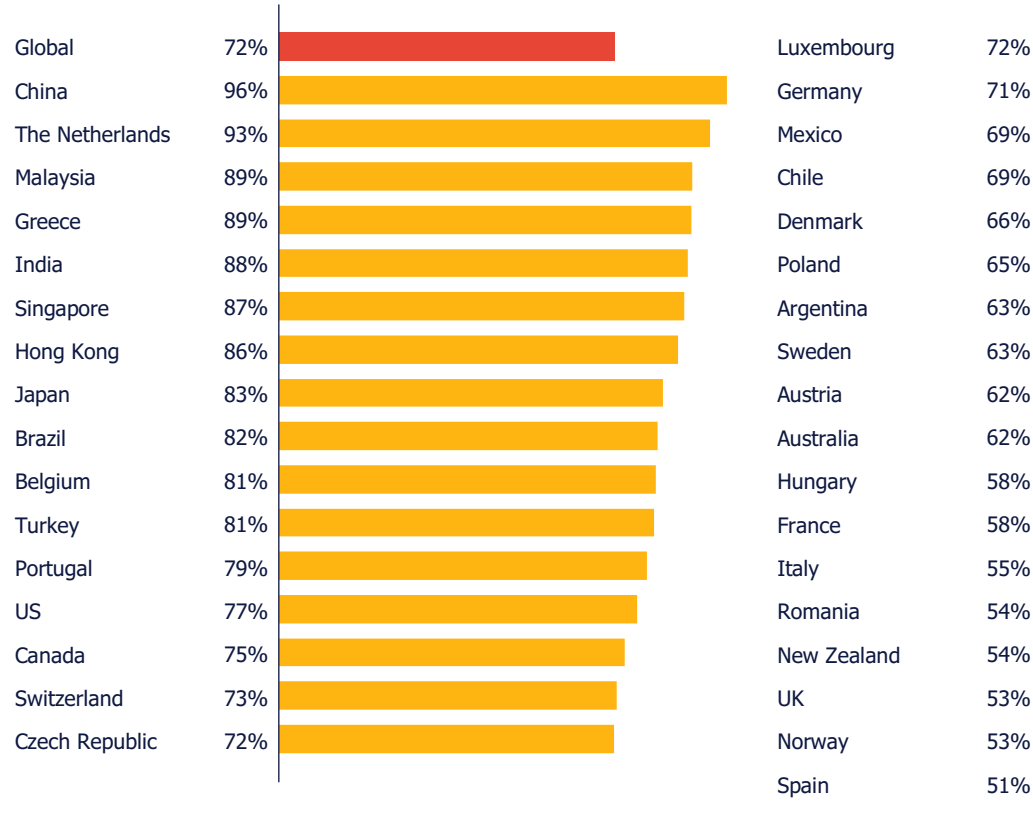
# 46% state that within their company, they make use of real-time feedback\*.



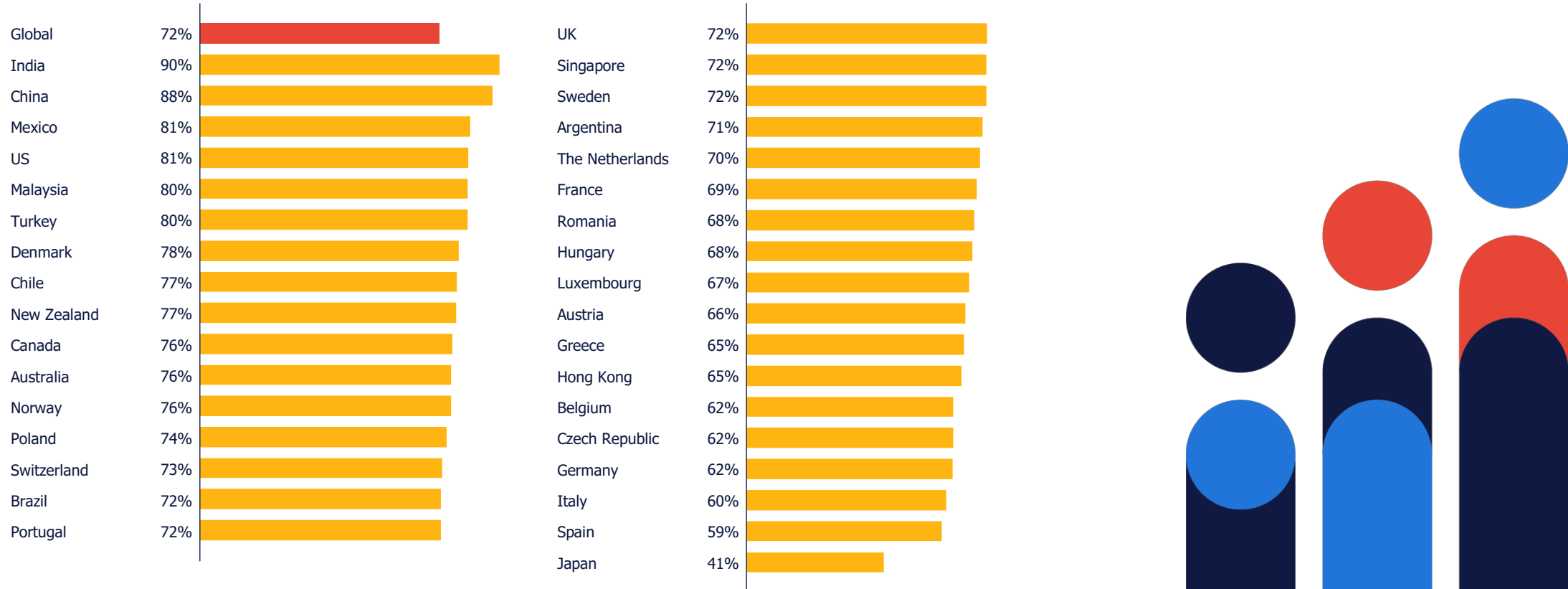
\* This is where you use a system, like a mobile app, an email notification, etc. to try to get more feedback right after an event, presentation, or meeting.



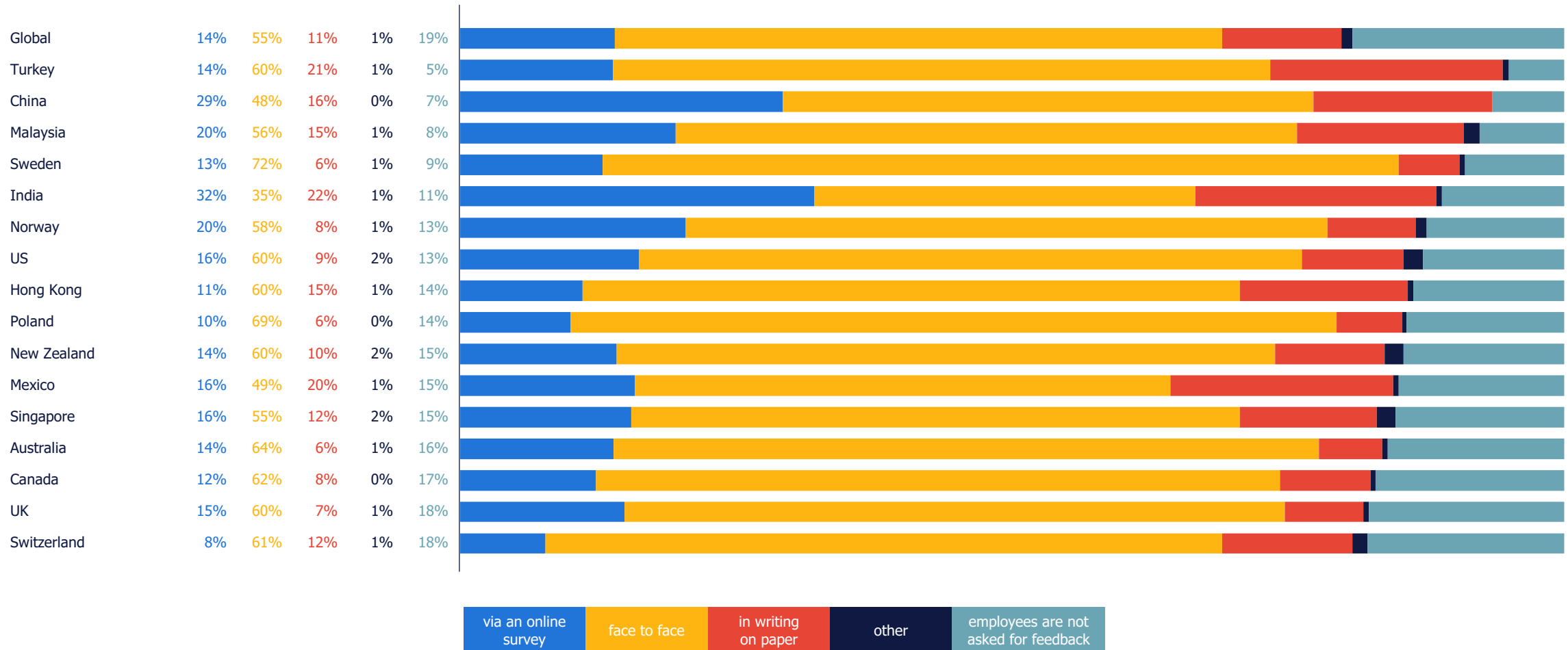
# 72% say that within their company, employees are given a performance rating.



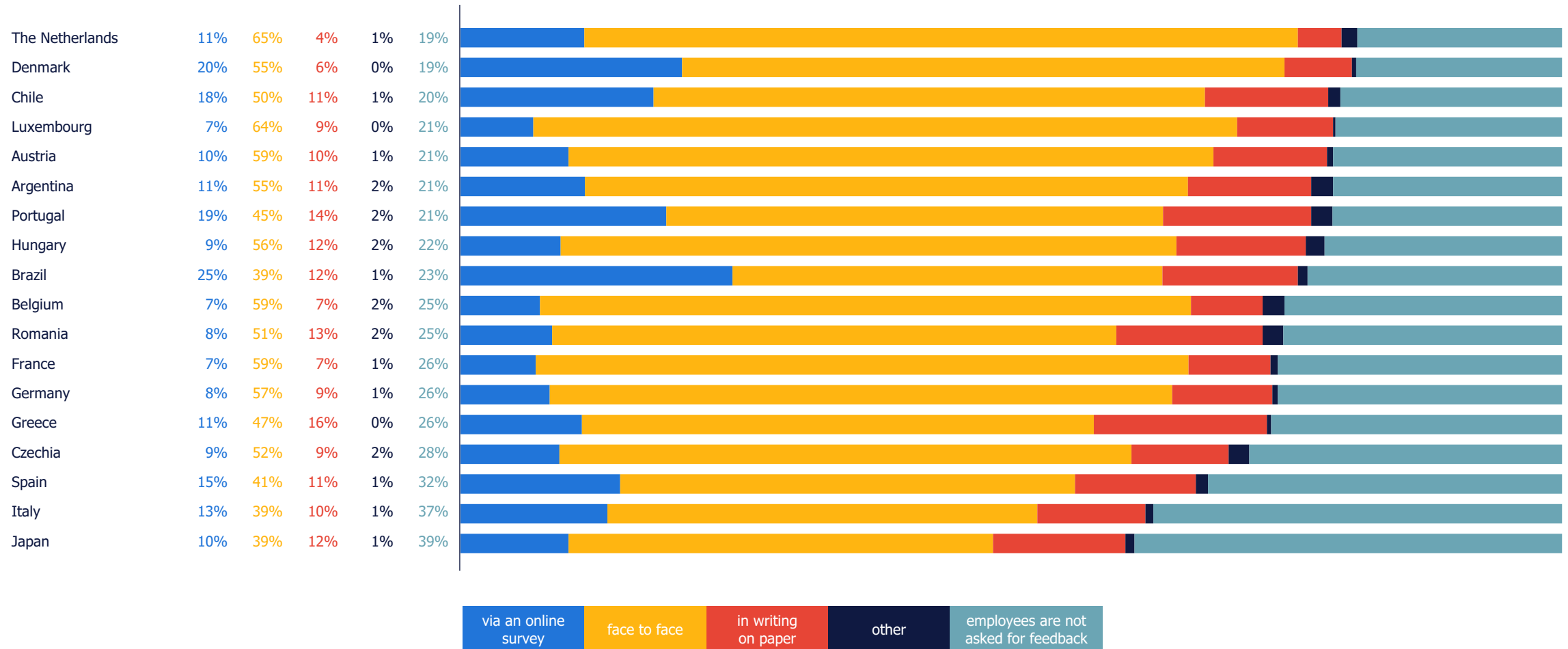
# 72% state that they are able to and feel comfortable to provide feedback to their manager (as well as get feedback).



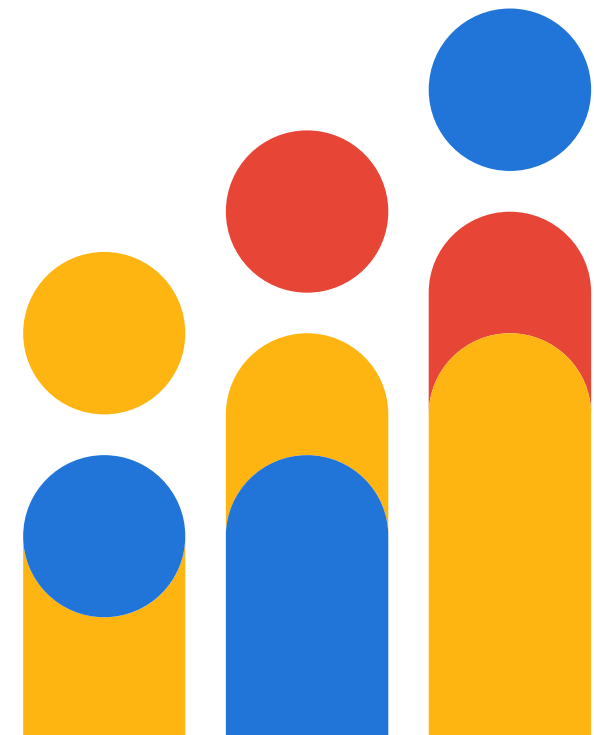
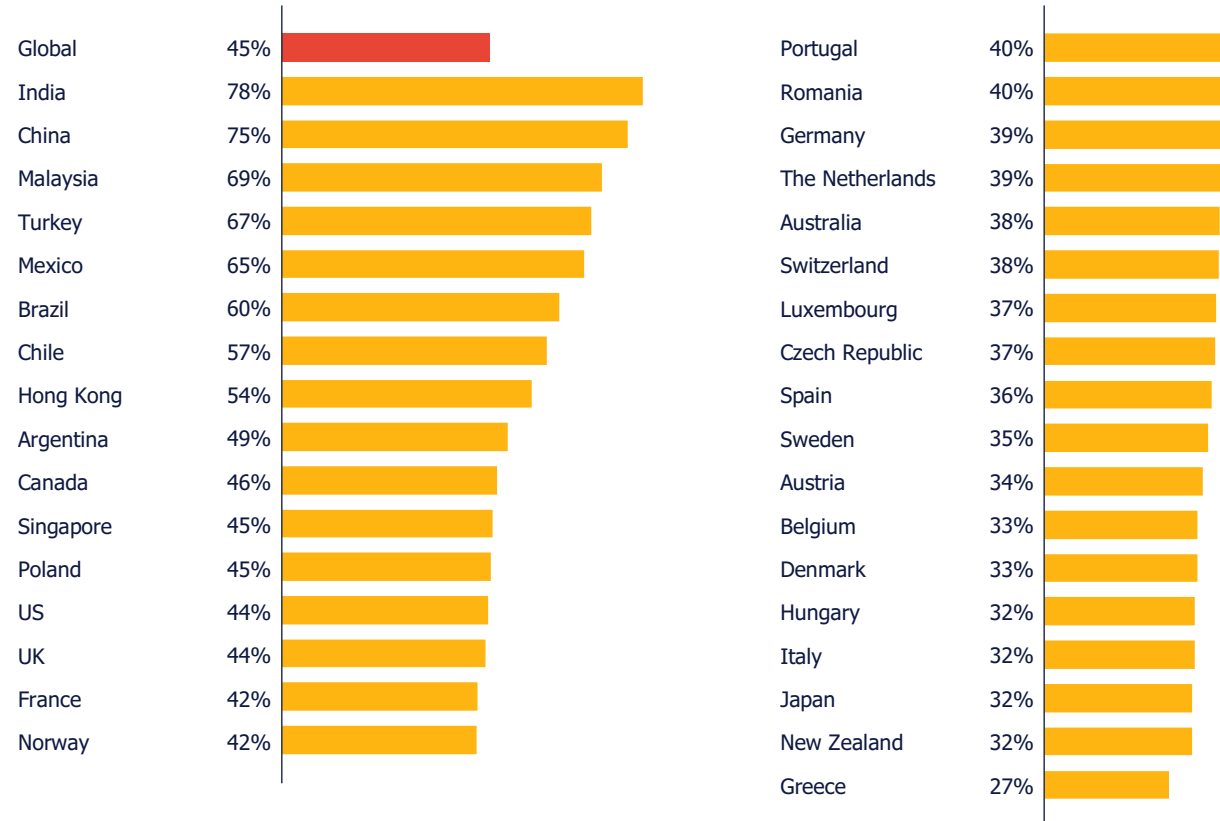
# ways of how feedback is given.



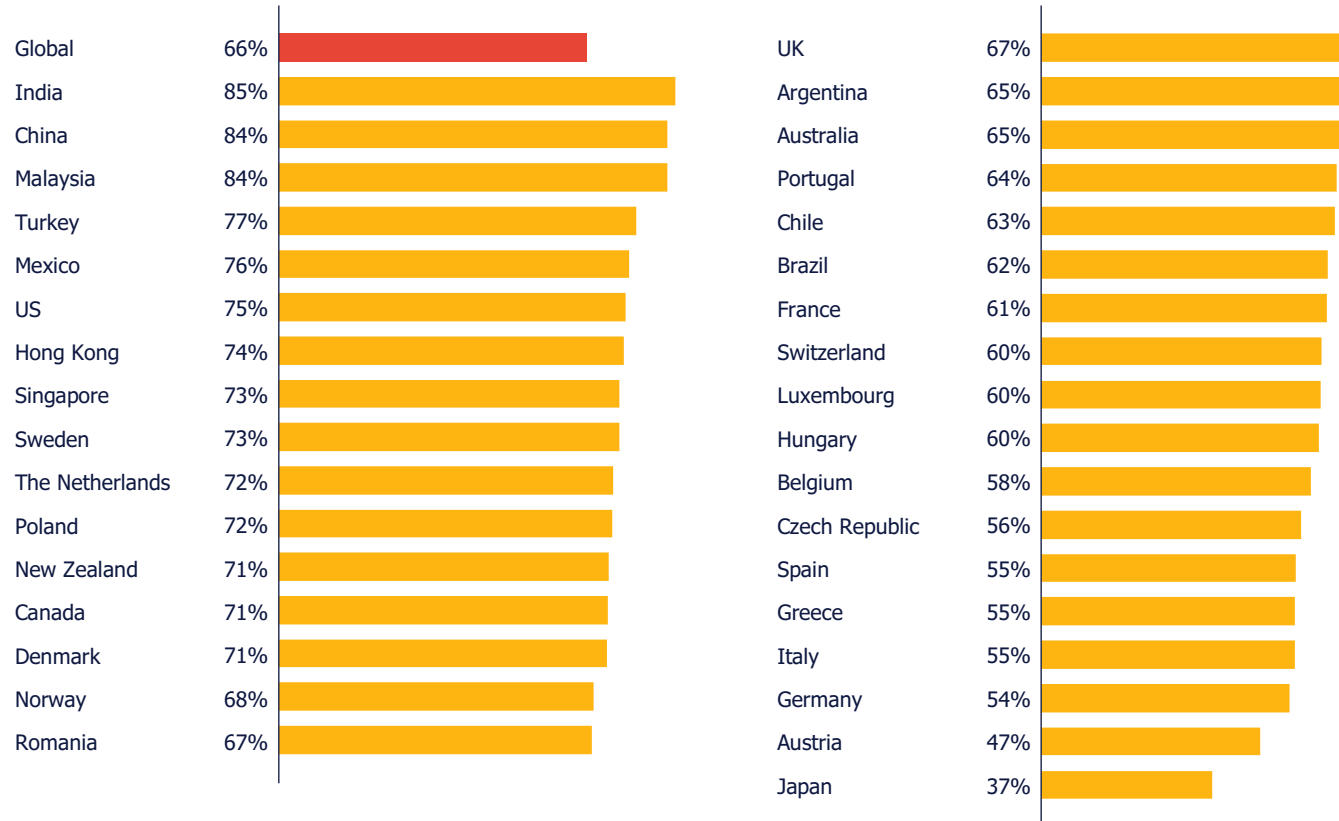
# ways of how feedback is given.



# 45% say that their employer organizes training on how to give and receive feedback

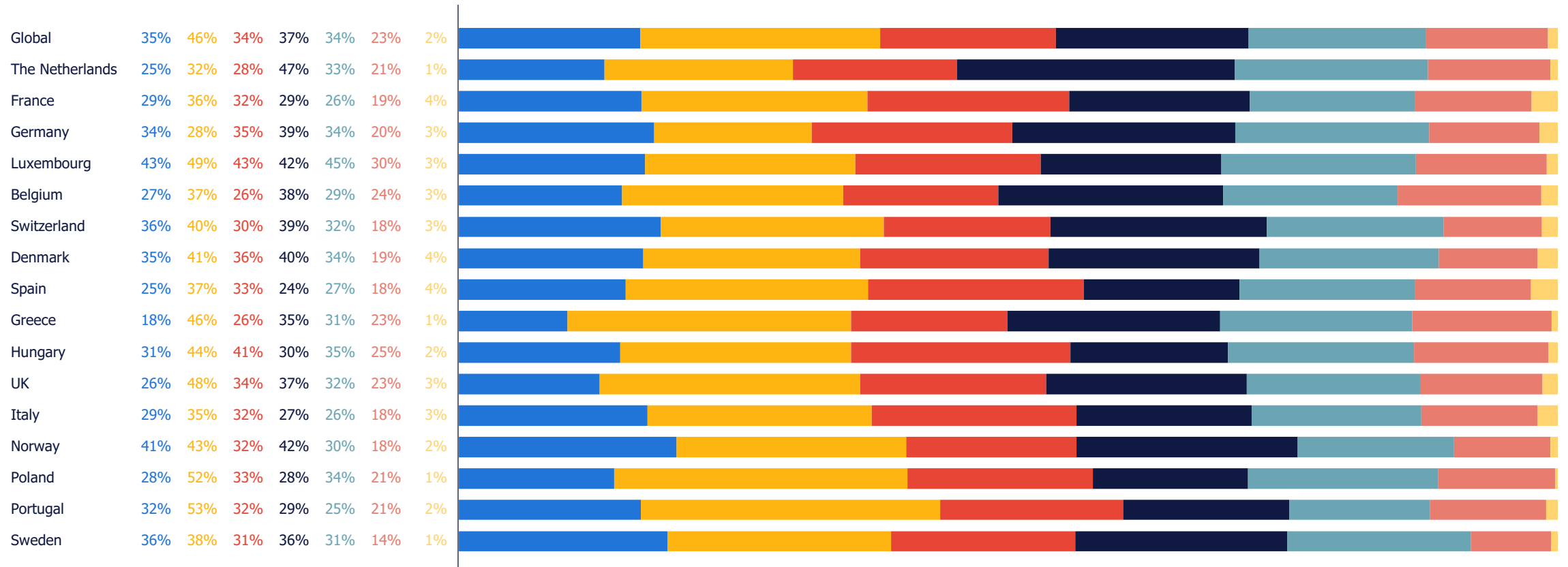


# 66% say it is encouraged for colleagues to give feedback to one another at any time.





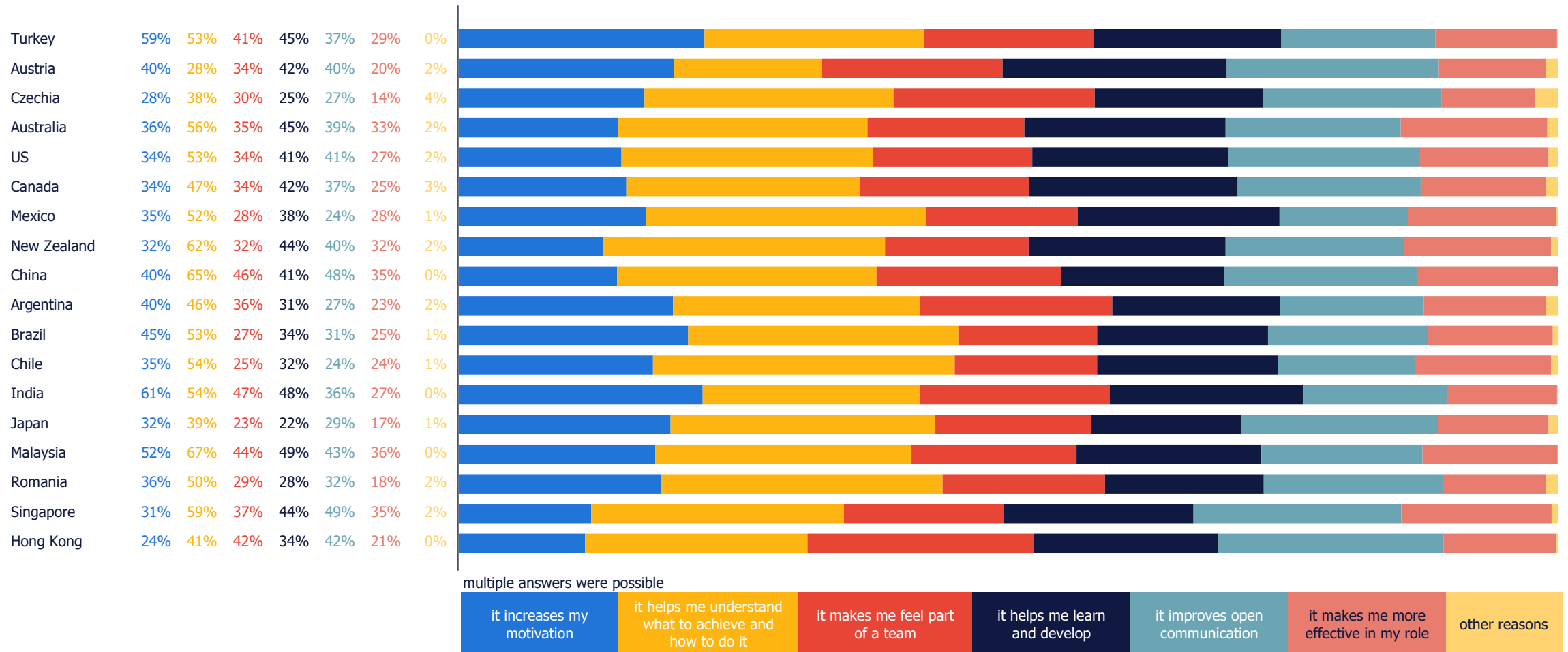
# giving and receiving feedback is considered a good thing.



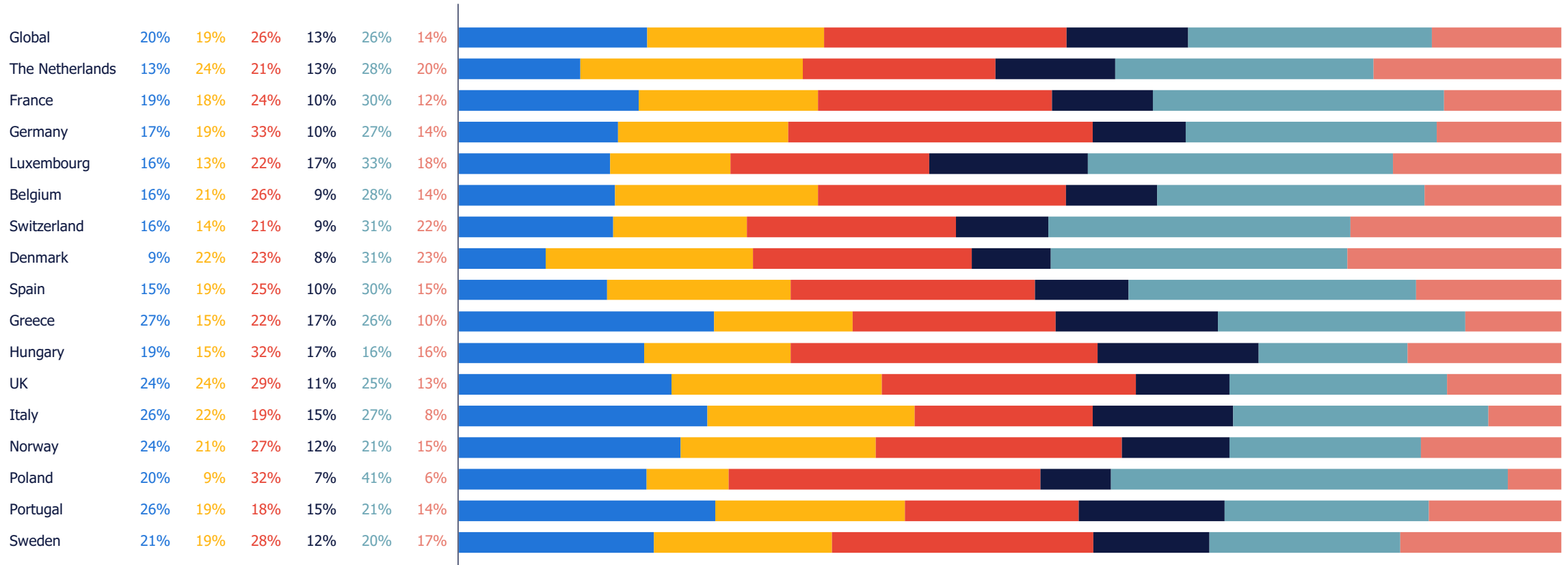
multiple answers were possible



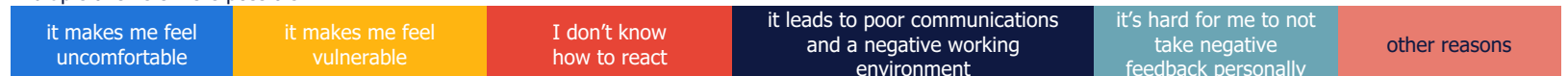
# giving and receiving feedback is considered a good thing.



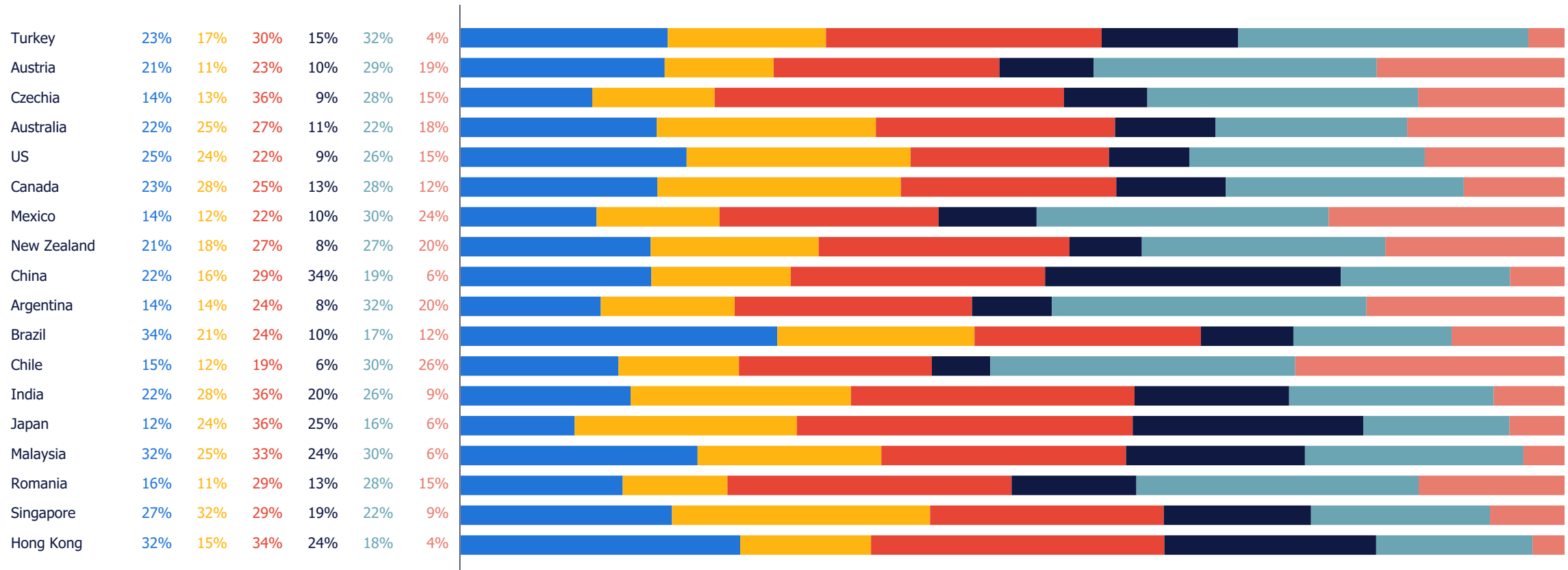
# giving and receiving feedback is considered a bad thing.



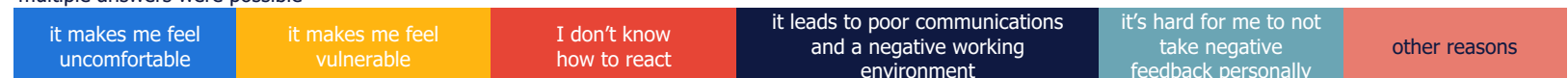
multiple answers were possible



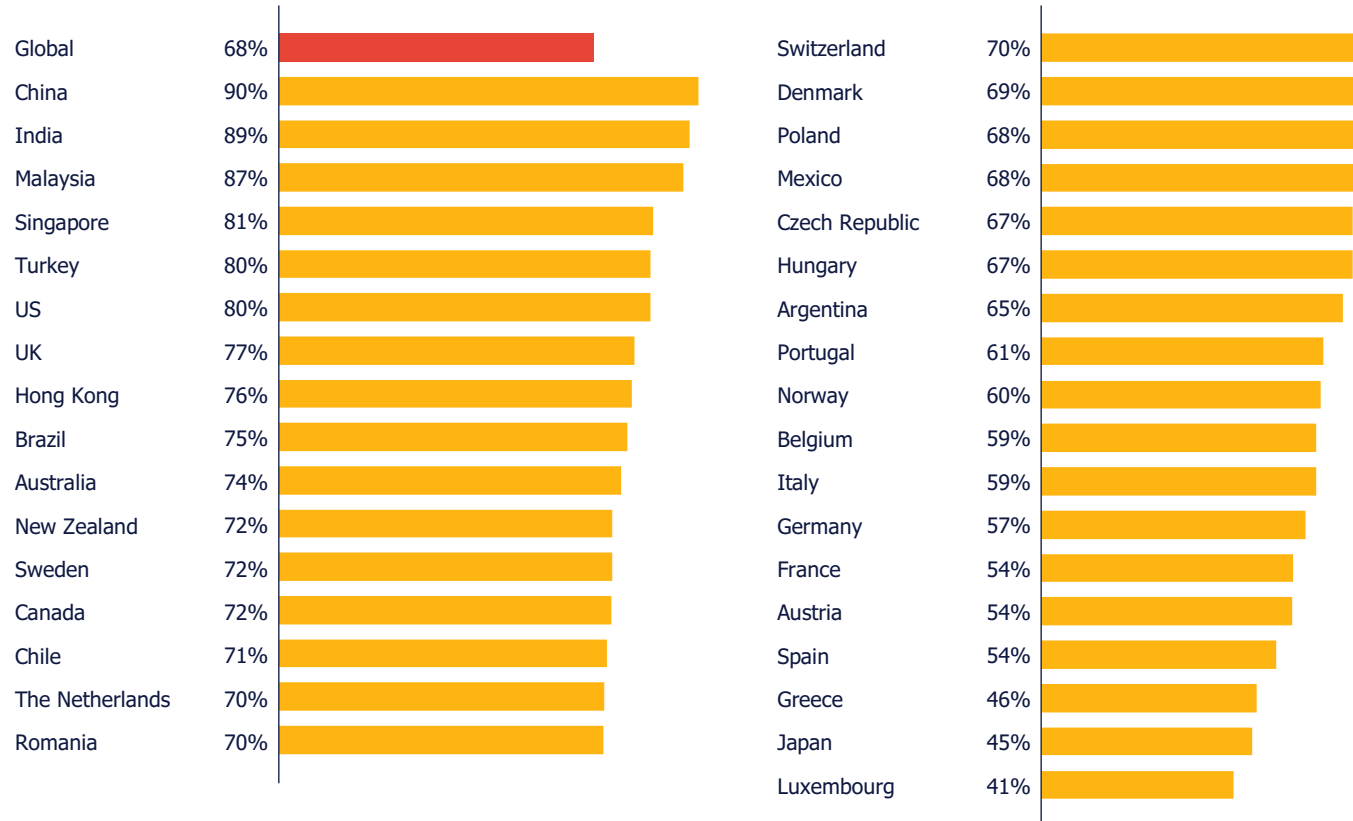
# giving and receiving feedback is considered a bad thing.



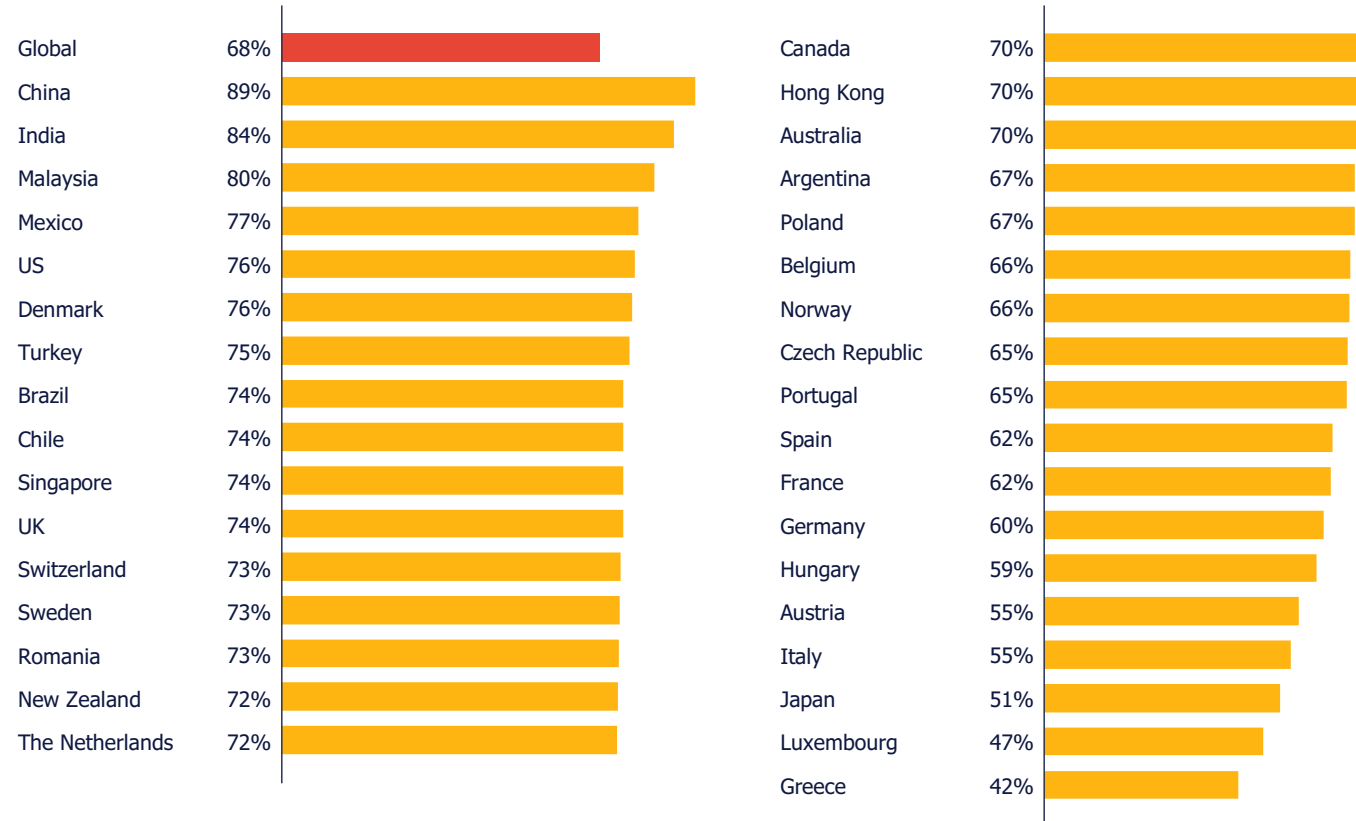
multiple answers were possible



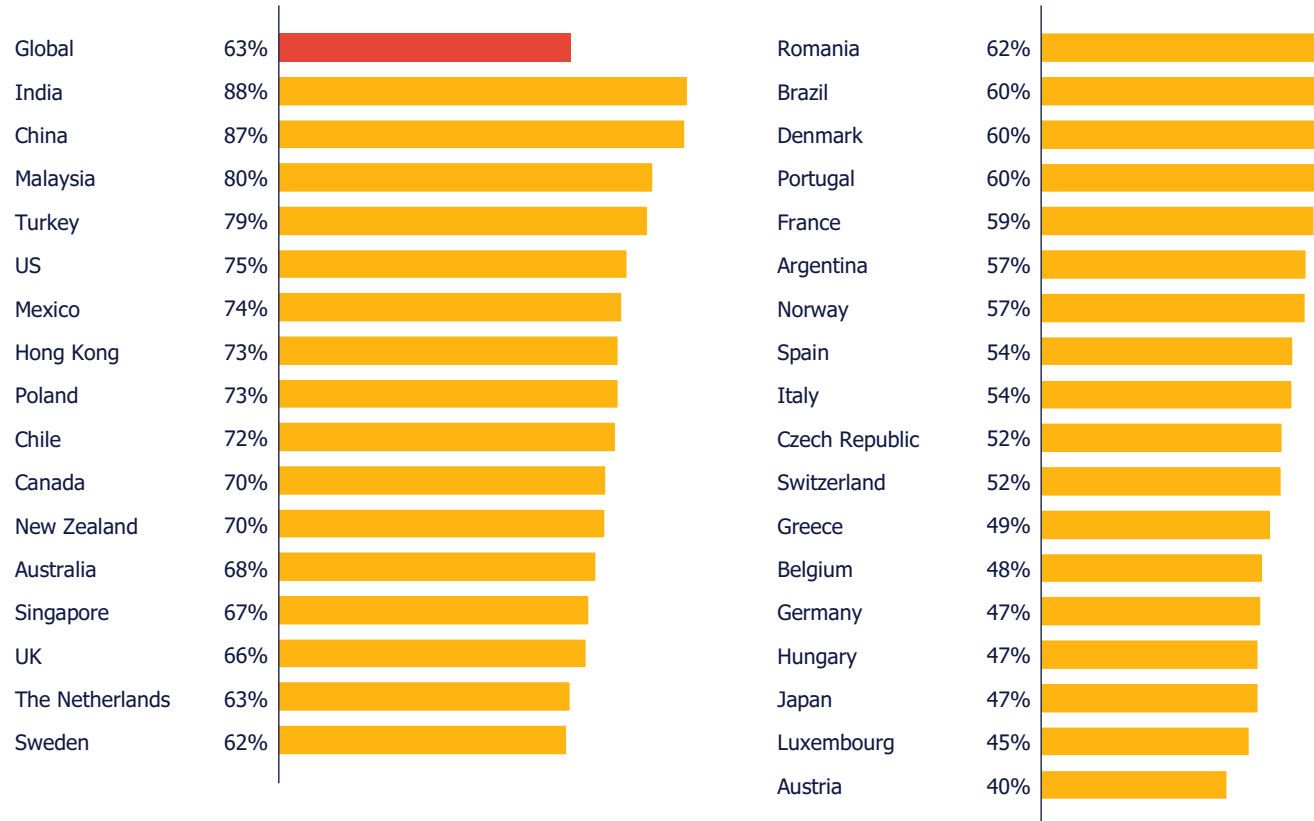
# 68% feel that a performance review is a session for their manager to give feedback.



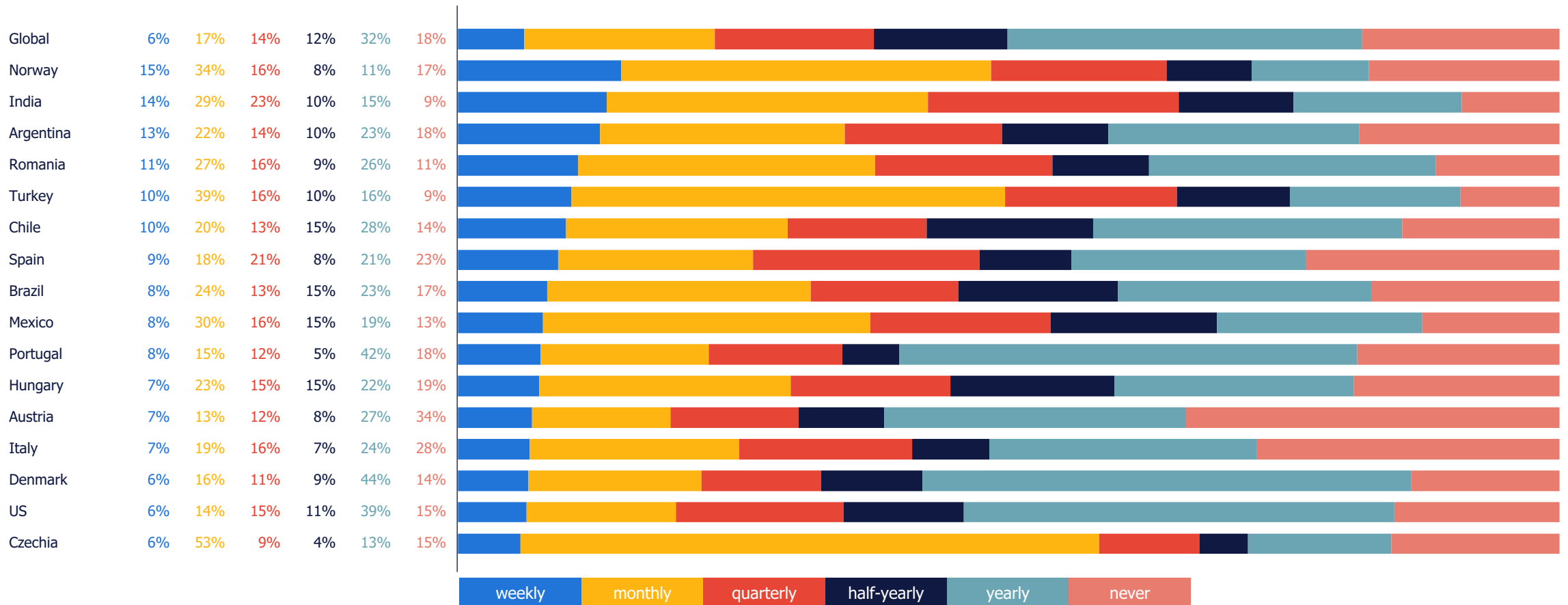
# 68% are able to have an open conversation with their manager during the performance review.



# 63% say it is encouraged to give feedback to the manager outside the regular performance review.

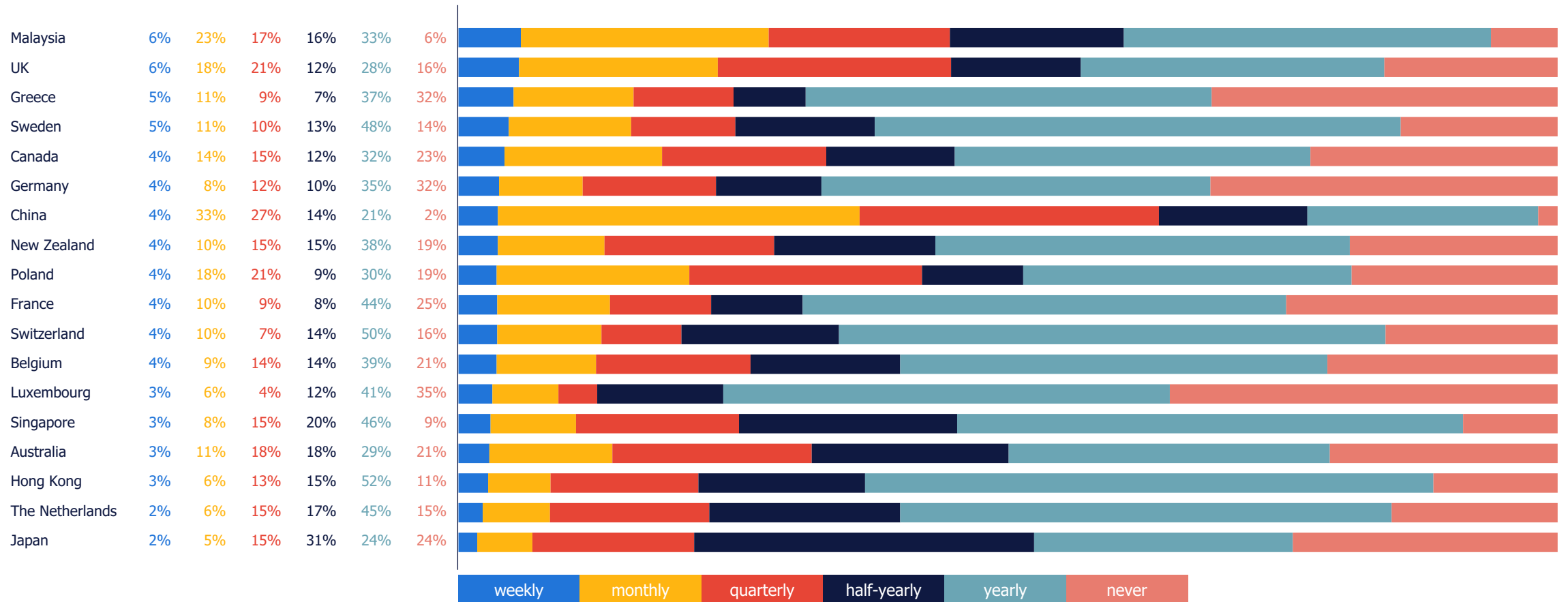


# frequency of performance reviews.





# frequency of performance reviews.



# about the randstad workmonitor.

- The Randstad Workmonitor was launched in the Netherlands in 2003, then in Germany, and covers 34 countries around the world. The study encompasses Europe, Asia Pacific and the Americas. The Randstad Workmonitor is published four times a year, making both local and global trends in mobility visible over time.
- The Workmonitor's Mobility Index, which tracks employee confidence and captures the likelihood of an employee changing jobs within the next 6 months, provides a comprehensive understanding of sentiments and trends in the job market.

Besides mobility, the survey addresses employee satisfaction and personal motivation as well as a rotating set of themed questions.

# about the randstad workmonitor.

- The study is conducted online among employees aged 18-65, working a minimum of 24 hours a week in a paid job (not self-employed). Minimum sample size is 400 interviews per country. The Survey Sampling International (SSI) panel is used for sampling purposes.
- The first survey of 2019 was conducted from January 30 until February 15 in the following countries:

Argentina	Denmark	Luxembourg	Spain
Australia	France	Malaysia	Sweden
Austria	Germany	Mexico	Switzerland
Belgium	Greece	New Zealand	The Netherlands
Brazil	Hong Kong	Norway	Turkey
Canada	Hungary	Poland	UK
Chile	India	Portugal	US
China	Italy	Romania	
Czech Republic	Japan	Singapore	

randstad

human forward.

