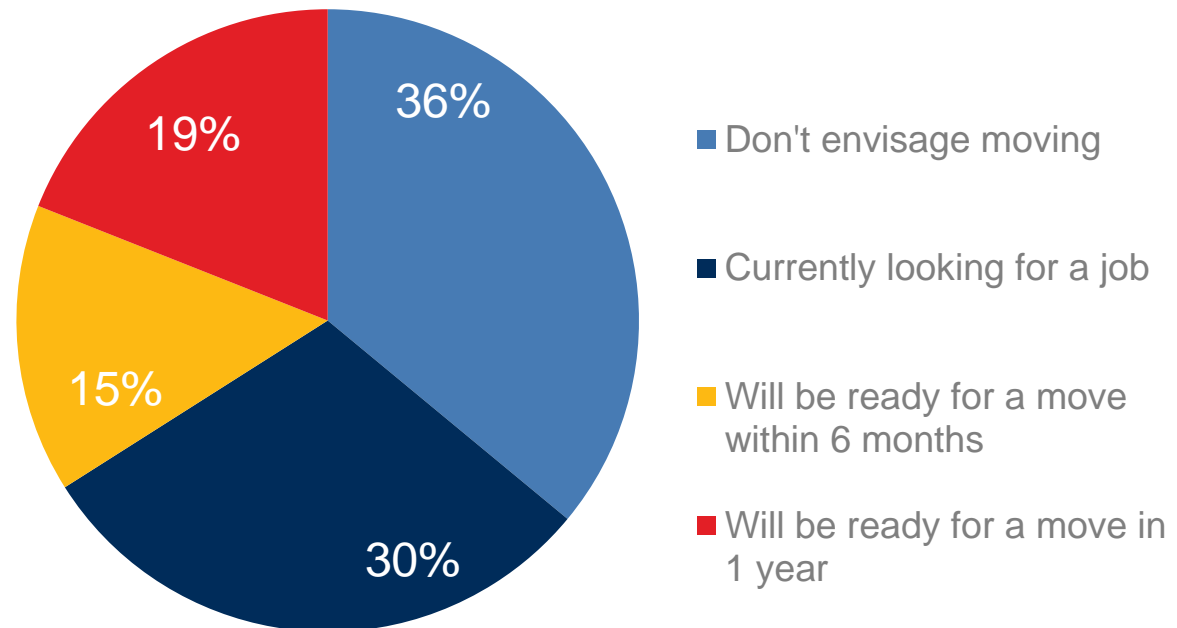




# Job Market Overview in 2015 and Employers' Plans for 2016

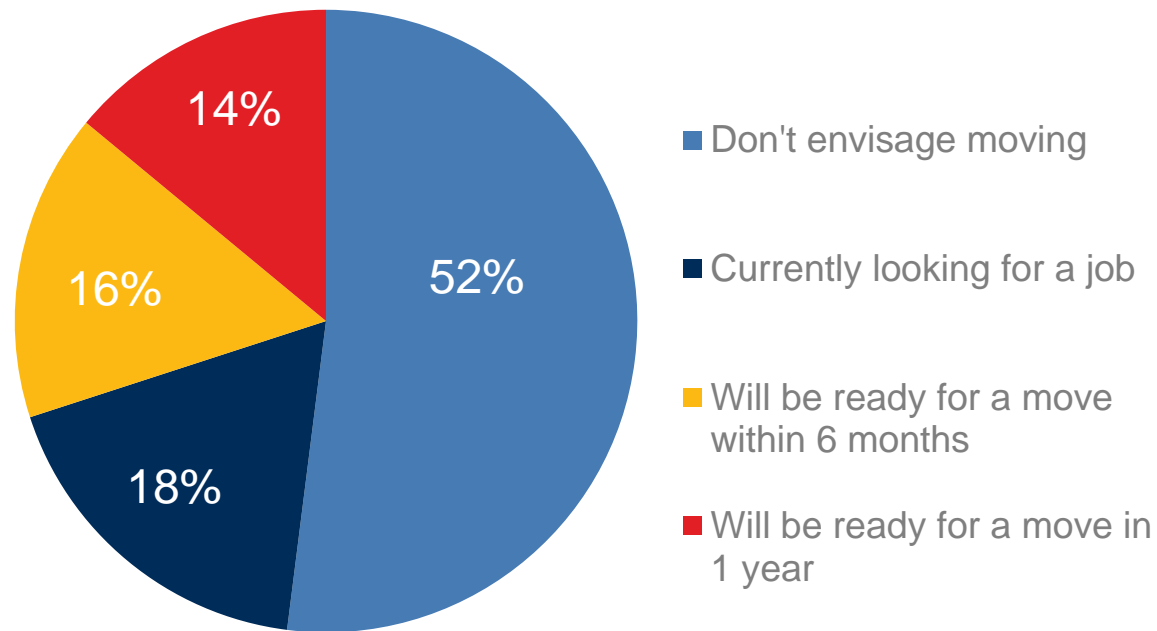
# Plans to change jobs

33% more respondents than in 2014 (27%) are not planning to make a move in the coming 12 months.



# Plans to change jobs \_ HR job market

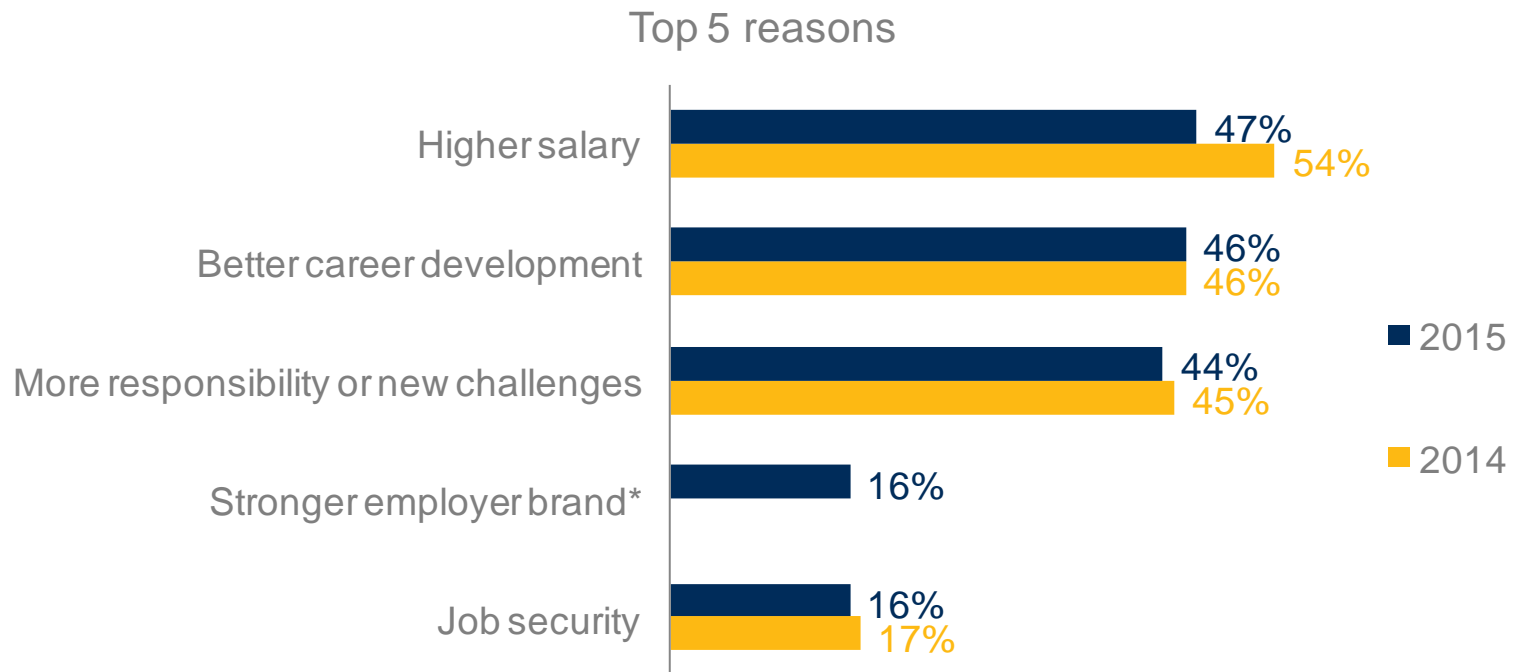
\*exclusive for HR



Only 18% HR looking for a job, compared to 30% market average

# Reasons for changing jobs

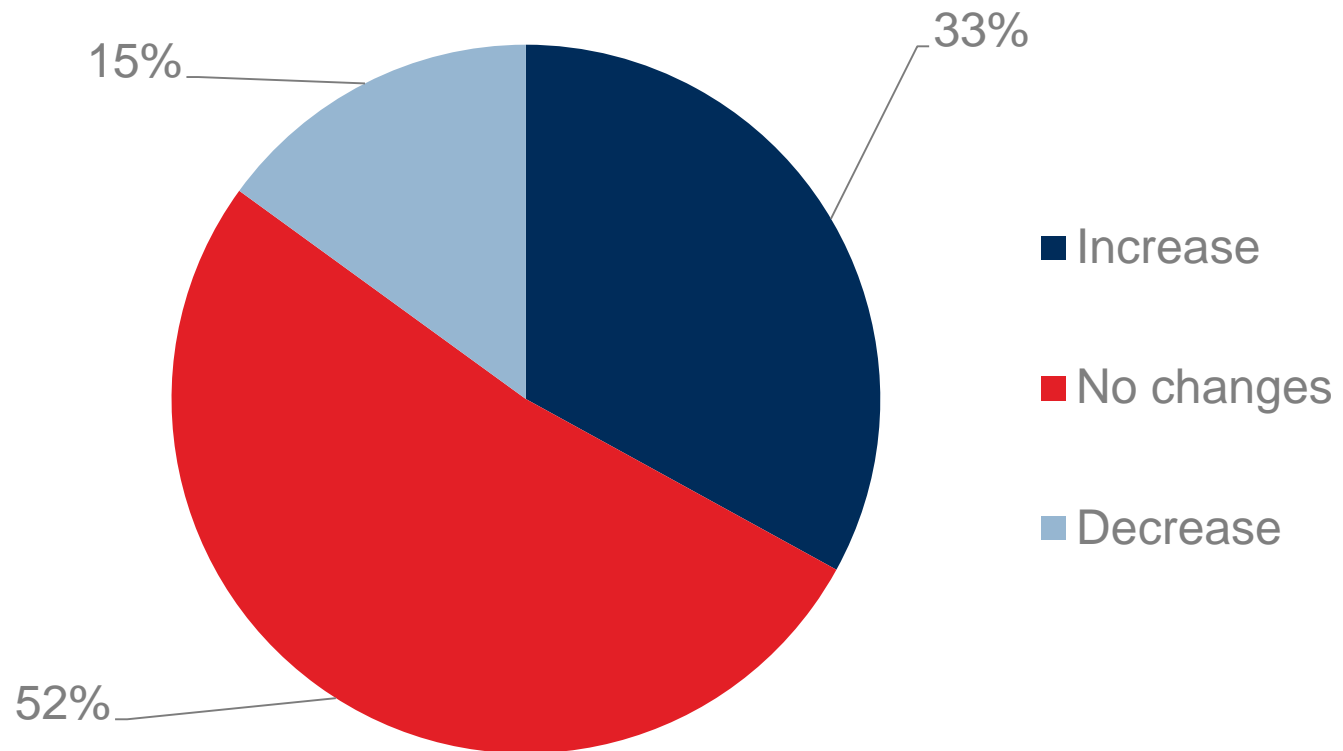
The main reasons for changing jobs stay the same from year to year: higher salary, better career development and more responsibilities or new challenges



\* This option was not provided in 2014

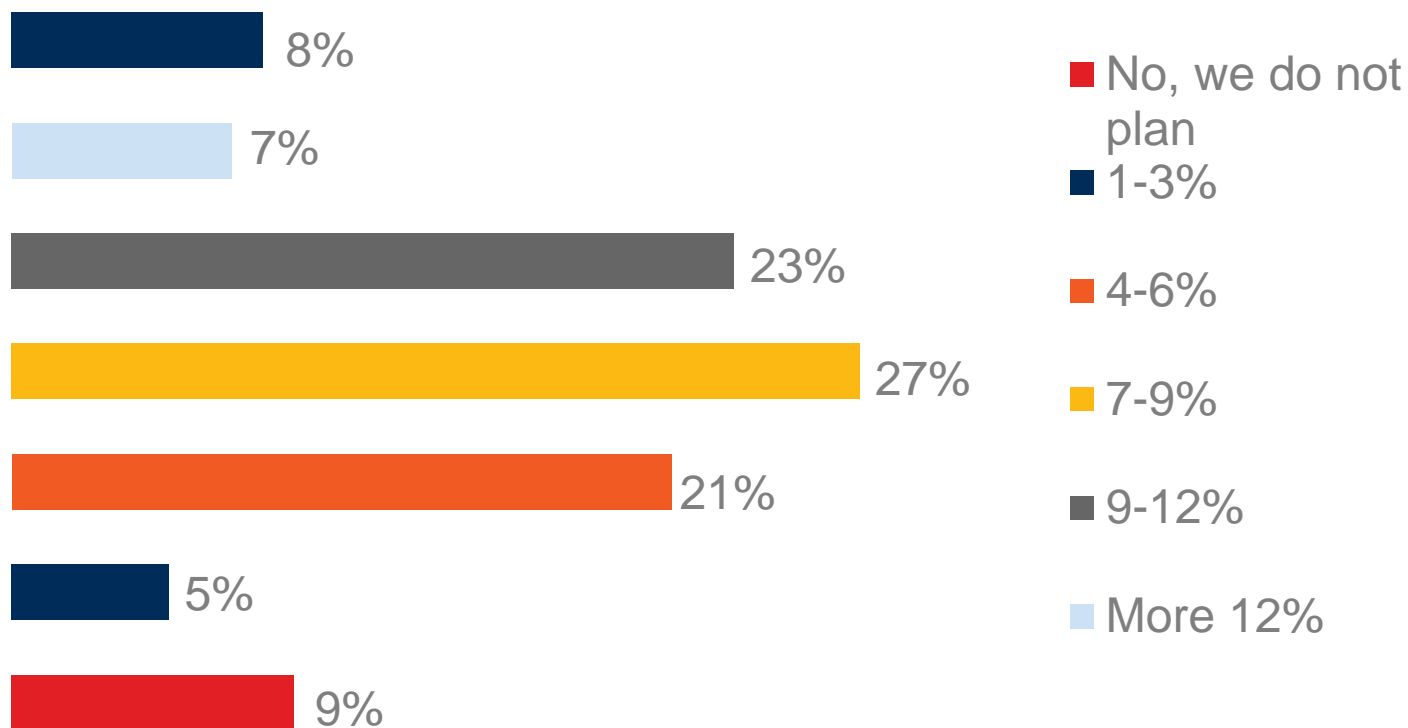
# HR market salary changes

\*exclusive for HR

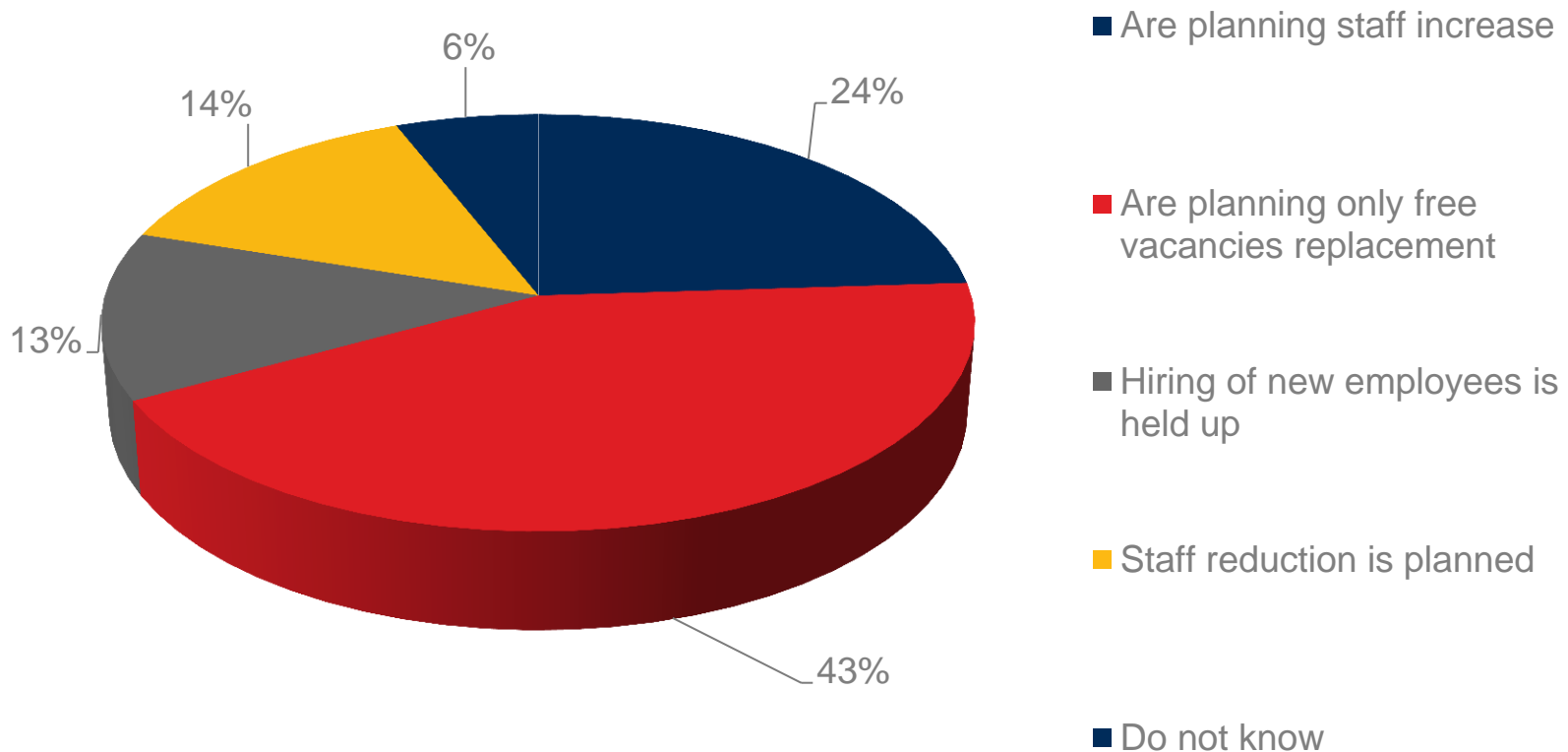


# Plans to increase salary in 2016

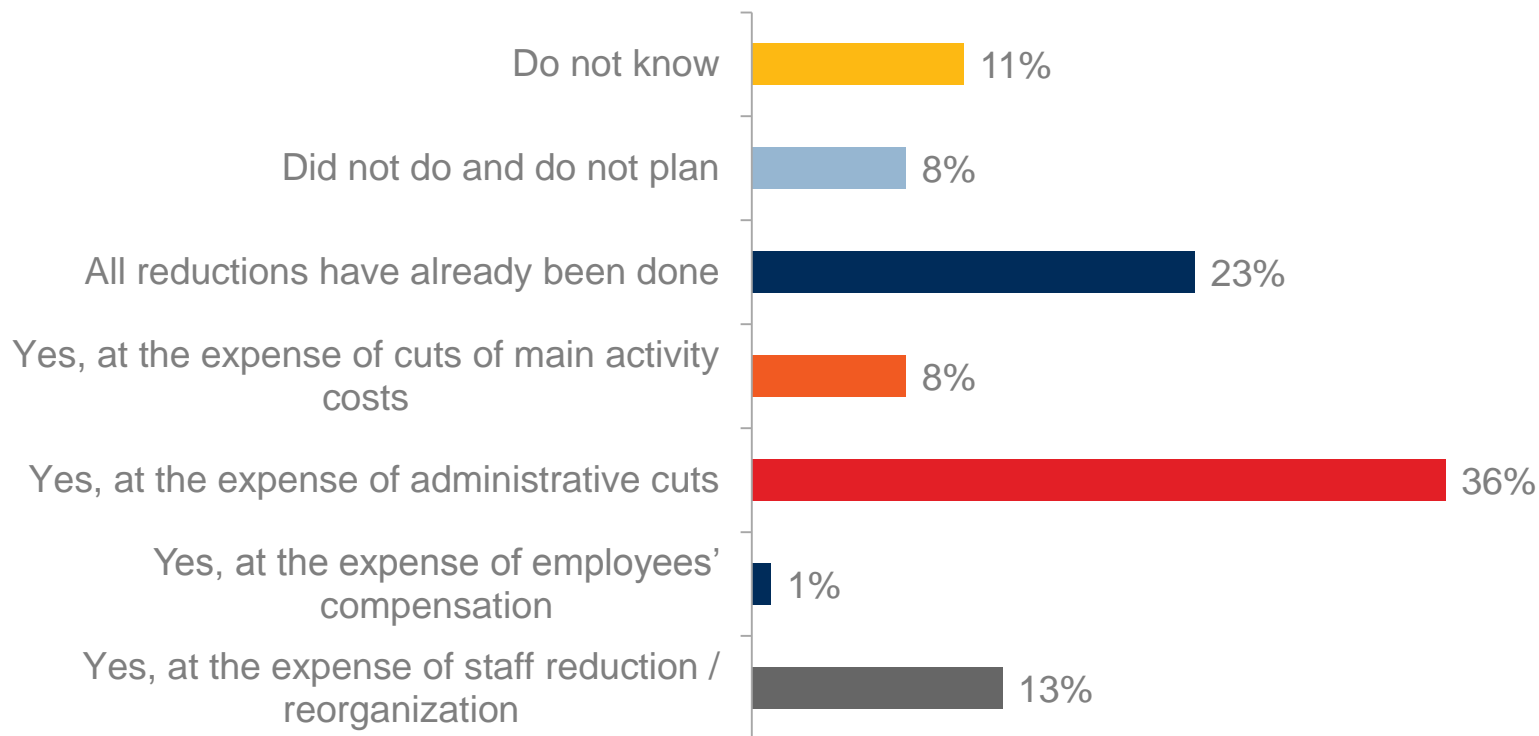
Only 12% of Russian and 33% of international companies are planning salary increase for 9% or more



# Plans concerning the staff number in the next 3-6 months



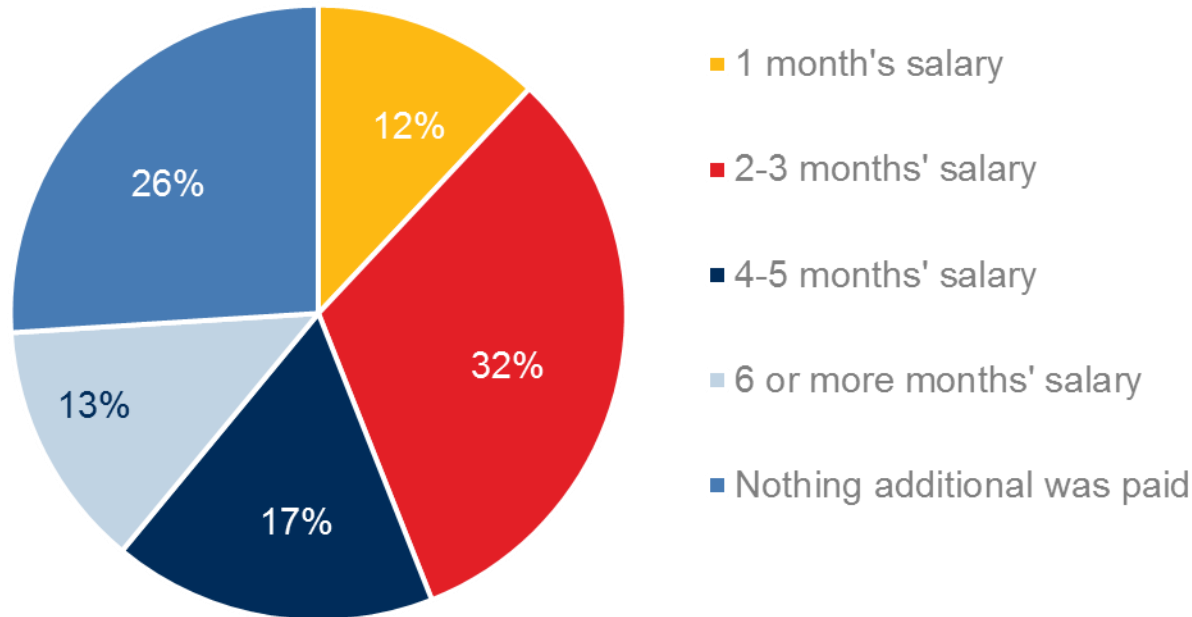
# Further plans to costs cut in connection with the current economic situation





# Payments upon dismissal

74% of those dismissed received additional payments. Almost half of those were paid 2-3 months' salary on discharge



40% of respondents from Russian companies were paid nothing upon dismissal, while in international companies only 13% surveyed experienced the same



Michael Germershausen

Managing Director

mg@antalrussia.com

+7 (495) 935 86 06

To get the full version of the survey please fill out a request at  
[www.antalrussia.com/salary-survey-2015](http://www.antalrussia.com/salary-survey-2015)