

Your Personal or Corporate HR
Adviser

HR Market Overview



AEB HR Conference

May 19, 2010



Welcome

- **“Our biggest ever conference”, - Tim Carty, 2008**
- **Conference schedule:
3 streams,
lunch “up to the timetable”
hopefully finalize by 17:50**
- **Meet peers, ask questions, enjoy yourselves**
- **Mobile phones**
- **Feedback**



Overview

- **General Observations**
- **Recruitment and Resourcing**
- **Compensation and Benefits**
- **Training and Development**
- **Technical Issues**
- **Conclusions**
- **(Candidates' Survey on Job Change)**





“Crisis and deadlocks when they occur have at least this advantage, that they force us to think.”

Jawaharlal Neru



General Observations

- **Is it over yet?**
- **Reducing costs and saving budgets**
- **Service cost reductions**
- **Better year results compared to expectations**
- **The market has changed**
- **Any change in the attitude to HR?**
- **HR & business strategy**



Recruitment & Resourcing

- **Switch to the “employers’ market”**
- **Average vacancy lifespan – 3 months/compared to 3 weeks in 2008**
- **Candidates’ market has not improved considerably**
- **Shift towards direct search**
- **Reference check - almost “a must”**



Recruitment & Resourcing

- **Considerable growth of outstaffing/outsourcing**
- **Growth of demand for HR Audit services**
- **Prices – down, quality demands - up**
- **Recruitment market is heating up**
- **Retaining talent**
- **Employment brand sustaining going to become critical**



Compensation and benefits

- **2009 bonuses paid**
- **Salary increase planned for 2010 by 83% of companies (HCS-Mercer)**
- **Benefits coming back (dependant on industry)**
- **C&B schemes “tuned” to talents**



Training and Development

- **First thing to come back**
- **Internal focus**
- **E-learning**
- **Programs' individualization**
- **Complex training system**



Technical Issues

- **UST Reform – a “mistake of the year”?**
- **A positive effect on outsourcing market**
- **Questions around legislation on outsourcing are not going to be resolved soon**
- **Immigration – still awaiting the “turn for the better”**



Conclusions

- **How long will recovery take?**
- **Lessons of the crisis**
- **Human Capital value as the strategic HR priority**
- **“...the quality of HR in Russia is improving with every year” – Tim Carty**

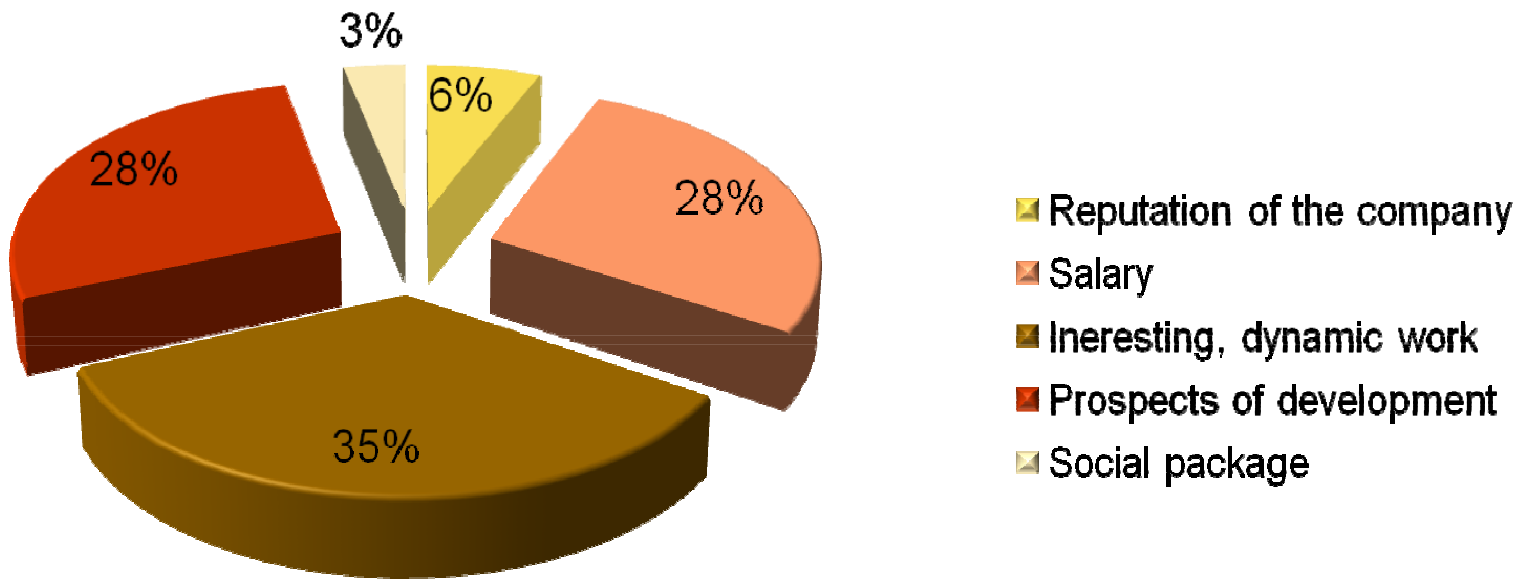


Special Gratitude

- **Human Capital Solutions (Mercer)**
- **CBSD**

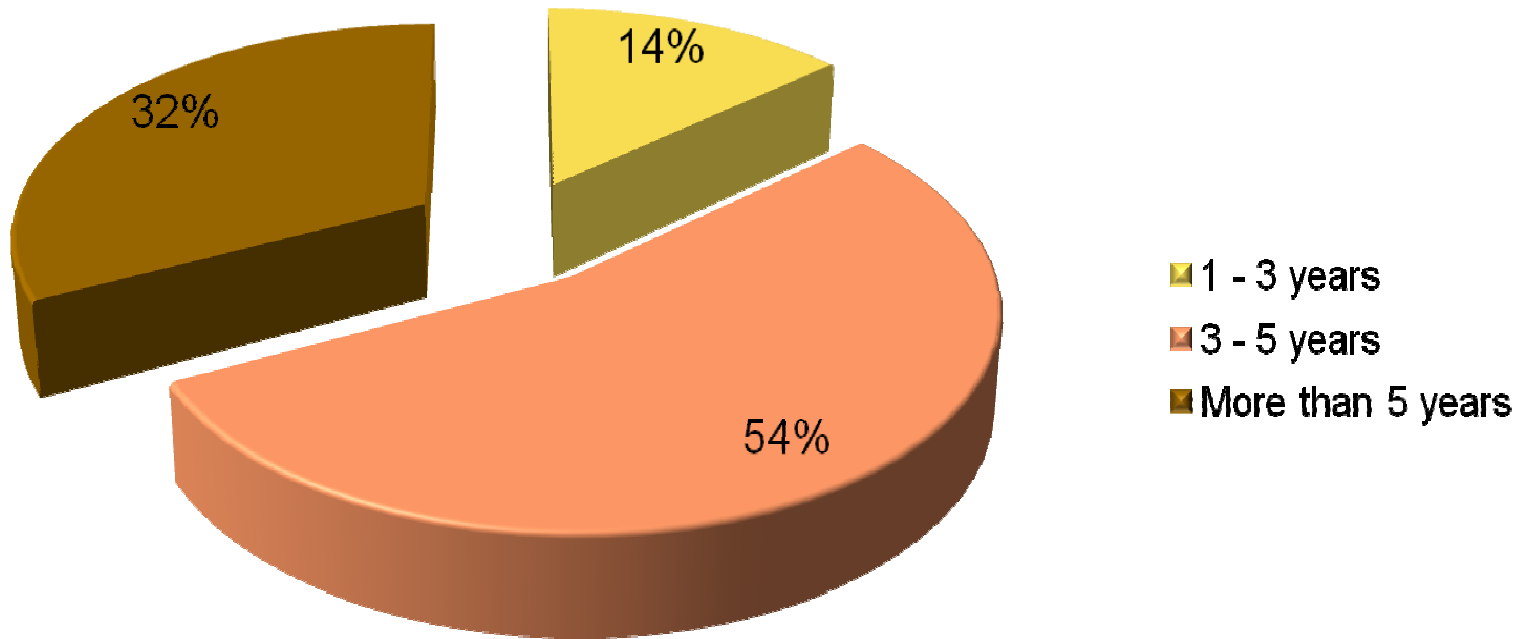


Which Factor is the Most Important for Your Decision Regarding the New Job?





Which is the Optimal Period of Work for One Company?





THANK YOU!

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