



ManpowerGroup™

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## Most Employees Plan to Pursue New Job Opportunities in 2014, Reveals Right Management Poll

### Employers Advised to Connect Engagement to Performance to Retain Top Talent in the New Year

MILWAUKEE, Nov. 19, 2013 /PRNewswire/ -- A vast majority of North American employees plan to pursue new job opportunities in 2014, according to a poll by [Right Management](#), the talent and career management experts within ManpowerGroup. Eighty-three percent of the nearly 900 workers who participated in the online poll say they intend to actively seek a new position in the New Year.

(Logo: <http://photos.prnewswire.com/prnh/20130924/MM85591LOGO>)

"Engagement, loyalty and job satisfaction should be top concerns for employers who want to keep their best talent," said Scott Ahlstrand, Right Management's global practice leader for employee engagement. "High employee dissatisfaction has a ripple effect that can hurt the bottom line, disrupt productivity and damage morale. Successful companies cultivate and retain top talent by building loyalty through engagement that connects employees' work contributions to concrete business outcomes."

According to the poll, only 5% of employees intend to stay in their current position, while 9% indicate they may look for new opportunities in 2014 and are networking. The latest findings are consistent with results from the last four years.

#### Do you plan to pursue new job opportunities in 2014?

	2013	2012	2011	2010	2009
Yes, I intend to actively seek a new position.	83%	86%	84%	84%	60%
Maybe, so I'm networking.	9%	8%	9%	8%	21%
Not likely, but I've updated my resume.	3%	1%	2%	3%	6%
No, I intend to stay in current position.	5%	5%	5%	5%	13%

"These numbers should signal a wake-up call for top management, when four out of five employees say they intend to look for employment elsewhere. Solutions to keeping the best talent on board all point to effective engagement that drives performance, satisfaction and loyalty. Employers must act now to engage top talent and prevent them from leaving for the competition," said Ahlstrand.

In the Human Age, employee engagement is receiving a heightened focus as employers recognize talent is the only source of sustainable competitive advantage, according to Right Management. To stay competitive in times of economic uncertainty, the company recommends employers implement strategic engagement programs that are aligned with overall workforce strategies and are part of a continuous business planning process.

Right Management's engagement solutions focus on creating a culture that increases productivity and makes employees feel valued at the same time. The company's unique approach to employee engagement surveys encompasses a holistic, expert understanding of engagement, together with deep knowledge of organizational performance. Using state-of-the-art technology, employers can track strategy execution and respond immediately to create faster time to value; ultimately aligning investment dollars in employee engagement with retention and business goals.

Right Management surveyed 871 employees in the U.S. and Canada via an online poll that ran from October 16 to November 15, 2013.

#### About Right Management

Right Management is the global leader in talent and career management workforce within [ManpowerGroup](#). We design and deliver solutions to align talent strategy with business strategy. Expertise spans Talent Assessment, Leader Development, Organizational Effectiveness, Employee Engagement, and Workforce Transition and Outplacement. With offices in over 50 countries, Right Management partners with companies of all sizes — including more than 80% of the Fortune 500 — to help grow and engage their talent, increase productivity and optimize business performance. Read the latest insights from our

global thought leaders at [www.right.com/blog](http://www.right.com/blog) and follow [@RightUpdates](https://twitter.com/RightUpdates) on Twitter for talent management news

### **About ManpowerGroup**

ManpowerGroup<sup>TM</sup> (NYSE: MAN) is the world leader in innovative workforce solutions that ensure the talent sustainability of the world's workforce for the good of companies, communities, countries, and individuals themselves. Specializing in solutions that help organizations achieve business agility and workforce flexibility, ManpowerGroup leverages its 65 years of world of work expertise to create the work models, design the people practices and access the talent sources its clients need for the future. From staffing, recruitment, workforce consulting, outsourcing and career management to assessment, training and development, ManpowerGroup delivers the talent to drive the innovation and productivity of organizations in a world where talentism is the dominant economic system. Every day, ManpowerGroup connects more than 630,000 people to work and builds their experience and employability through its relationships with 400,000 clients across 80 countries and territories. ManpowerGroup's suite of solutions is offered through ManpowerGroup<sup>TM</sup> Solutions, Manpower<sup>®</sup>, Experis<sup>TM</sup> and Right Management<sup>®</sup>. ManpowerGroup was named one of the World's Most Ethical Companies for the third consecutive year in 2013, confirming our position as the most trusted brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible at [www.manpowergroup.com](http://www.manpowergroup.com). Follow ManpowerGroup Chairman and CEO Jeff Joerres on Twitter: [Twitter.com/manpowergroupjj](https://twitter.com/manpowergroupjj)

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