



Are you looking to change your job?

Results of survey conducted in Jan 2019 by Valenco Inc.

Valenco conducted a survey asking a question – Are you looking to change your job in 2019, 2020, or not thinking about it at present?

Respondents were also asked to share when they had last changed jobs, what would be their primary driver when looking for a change, their country of work, years of work experience, and their profession (IT services sales, IT SME/Delivery, or others)

The survey was sent to over 1400 respondents via email and also advertised on LinkedIn. A majority of responses were received from USA and India.

Given that Valenco is an Executive search firm, the respondents may have been those more actively looking for a change but we don't have a way of validating it.

Summary of findings

Intent to change

- a) 77% of the respondents are looking to change jobs in the next two years
- b) The highest intent is with those not in IT sales/delivery roles (88%) and the lowest with those in IT sales (73%)
- c) Those in the mid-experience band of 15-20 years' work experience are most intent on changing jobs (82%) and those with less than 15 years the least (57%)

Reasons for change

- a) A richer role is the #1 ask when looking for a new job (73%)
- b) In the USA, compensation ranks # 2 when looking for a new job and better company at #3
- c) In India, a better company took the #2 slot with compensation improvement at #3
- d) Those at the highest experience level (more than 20 years) were the most demanding – wanting a richer role, better compensation, and company. Those with less than 15 years' experience were more focused on getting to work for a better organization

What has changed from previous years?

- a) In the USA, the intent to change jobs is at the highest level in the last 3 years and almost there outside the USA as well.
 - b) Significant jump in intent among those not in IT sales/delivery and an increase for IT delivery professionals
 - c) The experience band of greater than 20 years has the highest increase in intent to change
-

- d) Respondents are expecting more when looking to change jobs - the role, compensation, and company. Those in the highest experience band are becoming much more demanding, as are those outside IT sales/delivery.
- e) In contrast, those 15-20 years' experience moderated their expectations relative to 2018

Detailed results

Demographics of participants

Respondent profile - location	USA/Canada	India & Other geo's
	87%	13%

Respondent profile - profession	IT services Sales/account growth	IT services SME/delivery	Others
	65%	19%	16%

Job stability

When did you last change jobs	2017 or later	2014 – 16	Before 2014
All respondents	48%	22%	30%
IT Sales	49%	22%	29%
IT SME	44%	17%	39%
Others	50%	25%	25%

1. Intent to change roles in the next two years

Geography	2019 survey	2018 survey	2017 survey
All Geo's	77%	68%	72%
USA/Canada	78%	72%	72%
India and others	77%	54%	78%

Profession	2019 survey	2018 survey	2017 survey
IT sales / account growth	73%	69%	67%
IT SME/Delivery	83%	71%	93%
Others	88%	62%	45%

Work experience	2019 survey	2018 survey	2017 survey
Less than 15 years'	57%	62%	50%
15 – 20 years'	82%	86%	80%
20+ years	78%	67%	72%

2. Key asks when looking for a new role

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2019 survey	73%	47%	39%	13%	15%
2018 survey	66%	42%	34%	11%	

a. Geography

USA & Canada

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2019 survey	75%	52%	37%	14%	11%
2018 survey	69%	41%	36%	11%	

India and other geo's

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2019 survey	60%	10%	50%	10%	0%
2018 survey	56%	43%	28%	12%	

b. Profession

IT sales or account growth

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2019 survey	80%	46%	37%	17%	13%
2018 survey	75%	46%	34%	15%	

IT SME or delivery

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2019 survey	60%	47%	40%	0%	35%
2018 survey	59%	34%	34%	9%	

Other professions

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2019 survey	64%	50%	43%	14%	0%
2018 survey	54%	39%	33%	6%	

c. Years of experience

Less than 15 years' work experience

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2019 survey	75%	0%	25%	0%	0%
2018 survey	69%	46%	38%	8%	

15 – 20 years' work experience

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2019 survey	61%	44%	28%	22%	22%
2018 survey	71%	63%	50%	25%	

More than 20 years' experience

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2019 survey	77%	51%	43%	11%	13%
2018 survey	64%	37%	28%	8%	