



Are you looking to change your job?

Results of survey conducted in Jan 2020 by Valenco Inc.

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Valenco conducted a survey asking a question – Are you looking to change your job in 2020, 2021, 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 the USA from IT services professionals in sales and delivery & with work experience of 15+ years.

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) 75% of the respondents are looking to change jobs in the next two years, similar to past years.
- b) The intent to change is similar between IT sales & delivery professionals (72 – 78%). It is lower at 64% for those in non IT jobs
- c) Those with 15-20 years' work experience are most intent on changing jobs (80%) while those with less than 15 years' experience the least (67%)
- d) 77% of US respondents looking for a change but only 54% of those in India
- e) In the last 2 years, 57% of IT delivery respondents, 42% of the IT sales respondents and 27% of those in non IT roles changed their job.

Reasons for change

- a) A richer role is the #1 reason when looking for a new job across all respondent categories – except IT delivery respondents for whom working for a better company is the #1 reason to change.
 - b) In the USA, compensation ties with working for a better company as the # 2 reason.
 - c) In India, working for a better company takes the #2 slot.
 - d) For the younger respondents (those with less than 15 and 20 years' of experience), working for a better supervisor is an important consideration.
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What has changed from previous year?

- a) The intent to change jobs is similar compared to the prior year especially among USA respondents,
- b) A drop in intent to change for IT delivery, those in non IT profession and with those working in India.
- c) An increase in intent with the youngest respondents, those with less than 15 years' experience.
- d) A higher desire to work for a better company, especially in the USA.
- e) An intent to work for better supervisors, particularly with the more experienced professionals and those in IT services sales and delivery roles.
- f) The youngest respondents indicating a preference for a better company & compensation even if the role is less rich.
- g) More IT sales professionals open to taking on a less rich role but want to work for a better supervisor and company. Also an increase in those indicating that they are out of work.
- h) IT delivery respondents looking for better roles, companies, and supervisors. Sharp drop in respondents indicating that they are out of work.

Detailed results

Demographics of participants

Respondent profile - location	USA/Canada	India
	89%	11%

Respondent profile - profession	IT services Sales/account growth	IT services SME/delivery	Others
	67%	22%	11%

Job stability

When did you last change jobs	2018 or later	2015 – 17	Before 2015
All respondents	43%	29%	28%
IT Sales	42%	28%	30%
IT SME	57%	24%	19%
Others	27%	45%	27%

1. Intent to change roles in the next two years

Geography	2020 survey	2019 survey	2018 survey	2017 survey
All Geo's	75%	77%	68%	72%
USA/Canada	76%	78%	72%	72%
India	54%	77%	54%	78%

Profession	2020 Survey	2019 survey	2018 survey	2017 survey
IT sales / account growth	77%	73%	69%	67%
IT SME/Delivery	72%	83%	71%	93%
Others	64%	88%	62%	45%

Work experience	2020 survey	2019 survey	2018 survey	2017 survey
Less than 15 years'	67%	57%	62%	50%
15 – 20 years'	80%	82%	86%	80%
20+ years	74%	78%	67%	72%

2. Key asks when looking for a new role

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2020 Survey	69%	49%	47%	22%	15%
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
2020 Survey	70%	50%	50%	23%	15%
2019 survey	75%	52%	37%	14%	11%
2018 survey	69%	41%	36%	11%	

India	Richer role	Better compensation	Better company	Better supervisor	Out of work
2020 survey	67%	33%	17%	17%	17%
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
2020 Survey	70%	50%	40%	26%	20%
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
2020 survey	67%	53%	73%	13%	7%
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
2020 survey	86%	57%	57%	14%	0%
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
2020 survey	50%	50%	50%	0%	20%
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
2020 survey	63%	44%	50%	44%	19%
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
2020 survey	72%	51%	49%	13%	13%
2019 survey	77%	51%	43%	11%	13%
2018 survey	64%	37%	28%	8%	