2021 Employer Hiring Sentiment Report
78% of organizations are planning to increase hiring

68% of organizations expect employee churn to increase over the next 6 months
In the second half of 2021, organizations are planning to:

- Increase hiring significantly, increasing headcount over 50% (47%)
- Increase hiring up to 50% new headcount (32%)
- Maintain hiring (18%)
- Pause or stop hiring (2%)
- Other (1%)

Organizations’ hiring right now is mainly aimed towards:

- Growing new roles/teams (60%)
- Returning headcount to pre-COVID levels (33%)
- Backfilling for attrition (6%)
- Other (1%)
Hiring is a top priority for 84% of CEOs

How involved senior business executives are in hiring across the entire organization:

- Very involved: 63%
- Somewhat involved: 33%
- Not involved at all: 3%
- Other: 1%
68% of organizations expect employee churn in the next 6 months.

The primary cause for employee attrition according to c-level executives and HR managers are:

<table>
<thead>
<tr>
<th>Cause</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work/life balance</td>
<td>53%</td>
</tr>
<tr>
<td>Uncompetitive pay</td>
<td>38%</td>
</tr>
<tr>
<td>Uncompetitive benefit programs</td>
<td>36%</td>
</tr>
<tr>
<td>Disagreement with return-to-work plans</td>
<td>33%</td>
</tr>
<tr>
<td>Pursuit of better opportunities elsewhere</td>
<td>30%</td>
</tr>
<tr>
<td>Management challenges</td>
<td>29%</td>
</tr>
<tr>
<td>Lack of advancement opportunities</td>
<td>23%</td>
</tr>
</tbody>
</table>
The primary measures organizations are proactively taking to retain talent:

- **78%** Increase or expand benefits
- **59%** New bonus scheme
- **56%** Extra time-off

The most popular benefits candidates mention:

- Flexible schedule: **63%**
- Hybrid/remote work: **57%**
- Variable compensation: **42%**
- Pension/401K/Retirement matching: **38%**
- Vacation: **28%**
- Equity: **20%**
- In-office perks: **12%**
Organizations’ top channels for sourcing are:

- Social channels (LinkedIn, etc.) 55%
- Internal recruiters 54%
- Company website 52%
- Job boards 48%
- Employee referrals 31%
- External recruiters 21%

The methods organizations are using to encourage existing employees to source candidates:

- Company-wide referral programs 65%
- Referral bonuses for specific referrals from underrepresented groups 56%
- Internal mobility program 51%
- Sourcing days 33%
Demographics

Organization role:
- C-level executive (39%)
- HR manager (61%)

Organization size:
- 51-100 employees (11%)
- 101-250 employees (9%)
- 251-500 employees (16%)
- 501-1000 employees (45%)
- 1001-5000 employees (19%)

Industry:
- Finance & insurance (20%)
- Information services & data (15%)
- Information other (14%)
- Software (12%)
- Health care (8%)
- Human resources (8%)
- Retail (5%)
- Scientific/technical services (4%)
- Education (6%)
- Other (8%)