

greenhouse

2022 Hiring Manager Report



Over 75%

of hiring managers expect it to be more difficult to hire in the year ahead

84%

of hiring managers said that they have or have come close to burnout because of hiring for their organizations

Top ways companies are sourcing talent:

- 1 Internal employees (promotions/transfers)
- 2 Company career site
- 3 Referrals from current employers
- 4 Social networking sites
- 5 Third party jobs boards
- 6 External headhunters & recruiters



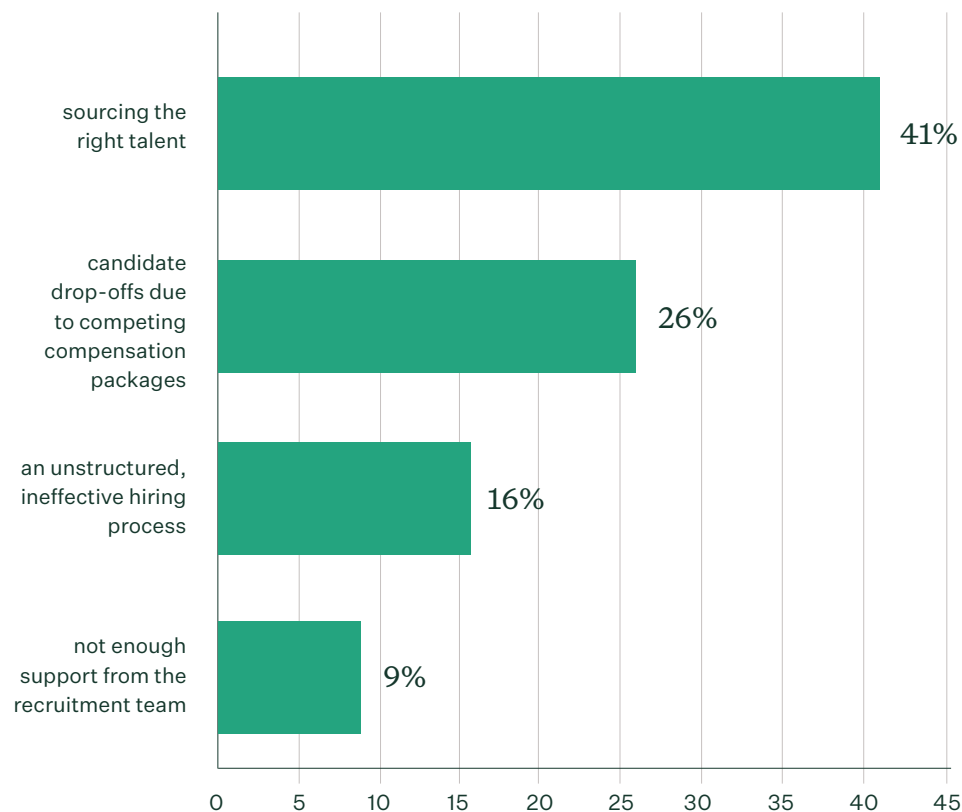
88%

hiring managers are experiencing new or more pressure because of the current job market and sourcing new talent for their organization

According to hiring managers the top three challenges facing companies hiring right now are:

- 1 Awareness of employer brand (55%)
- 2 Attracting talent for niche roles and markets (42%)
- 3 Being outcompeted on offer packages (35%)
- 4 Building a robust candidate pipeline (34%)
- 5 Building a diverse candidate pipeline (32%)

The primary contributors to increased stress levels in hiring managers are:



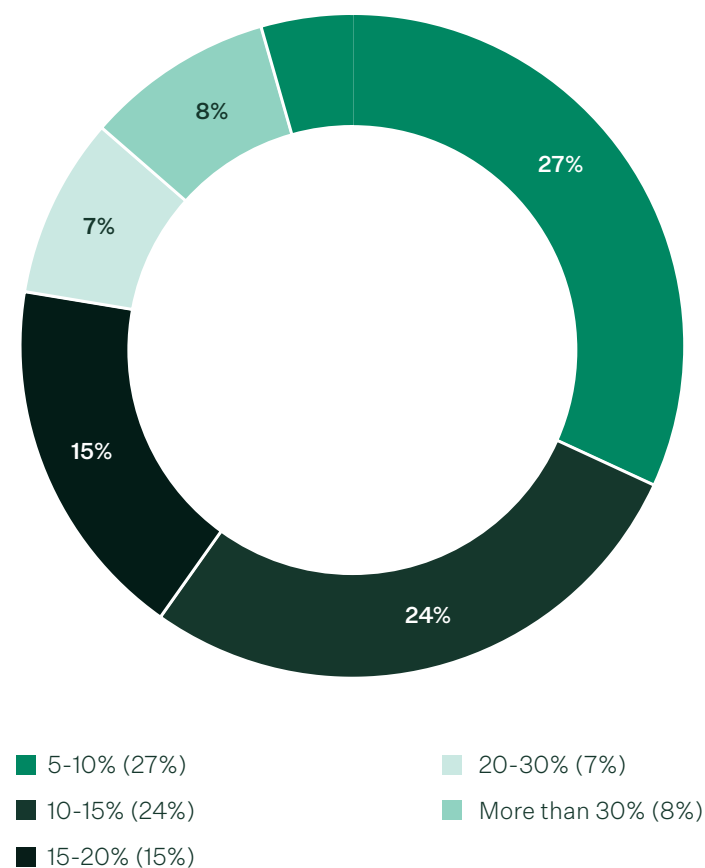
74%

of respondents said their company plans to increase salaries this year

Both company performance **(36%)** and the rise in the cost of living **(21%)** were cited as top reasons for salary increases.

80% of hiring managers believe advertising salaries would better help them to attract the right candidates.

Amount by which companies expect to increase salaries this year:



Top benefits demanded:

- 1 Flexibility (54%)
- 2 Paid learning & development (41%)
- 3 Wellness programs (39%)
- 4 Remote/hybrid working (38%)
- 5 Pension scheme (36%)

Over 75%

of hiring managers believes candidates are more demanding in terms of benefits than before Covid

61%

of companies exploring a shorter workweek

16%

of companies already have one in place



Demographics*

Company status:

Companies with 50+ employees

Currently hiring

Roles:

570 Hiring
managers

930 C-Suite level
executives

Sectors:

Advertising

Automotive

Finance And Insurance

Human Resources

Information - Other

Information - Services And Data

Manufacturing - Computer And Electronics

Manufacturing - Other

Marketing/Sales

Scientific Or Technical Service

Shipping/Distribution

Telecommunications

*Greenhouse surveyed 1,500 respondents, of which 930 were C-suite level executives responsible for hiring, with the remaining 570 respondents identifying as current hiring managers. Companies surveyed employed at least 50 staff and currently hiring.