

The Developer Report 2019

Expectations and Motivations

a survey commissioned by



DIA
powered by FFG

Introduction

- About the study
- Survey overview (demographics, skills and seniority)

Summary

Deep Dive

- Current job situation
- Current working conditions
- Priorities and job satisfaction
- Experiences and conflicts
- Change of jobs and aspects when applying
- Spoken languages and willingness to work abroad
- Habits and leisure

Introduction

The Developer Report is an annual snapshot of the mood, priorities and concerns of Europe's most desirable tech talent, conducted in summer 2019 by MindTake Research among participants of the We Are Developers conference in Berlin.

Methodology

- Computer Assisted Web Interviews (CAWI)

Target group

- Tech sector professionals
- Resident in Europe
- WaD registered members and/or conference attendees

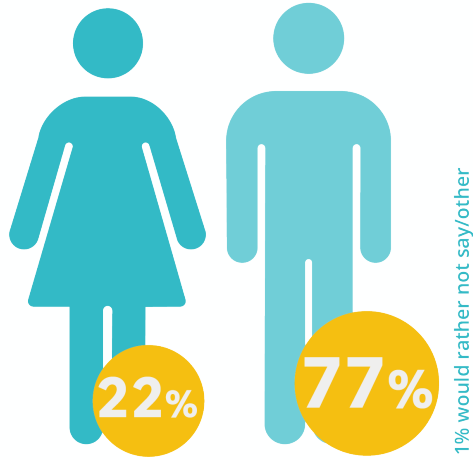
Sample size

- n=947

Time in field

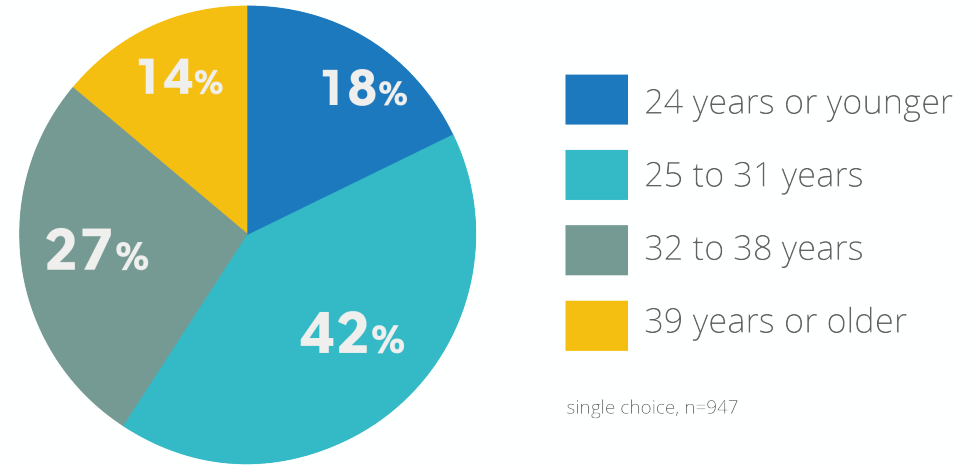
- Summer 2019

Gender



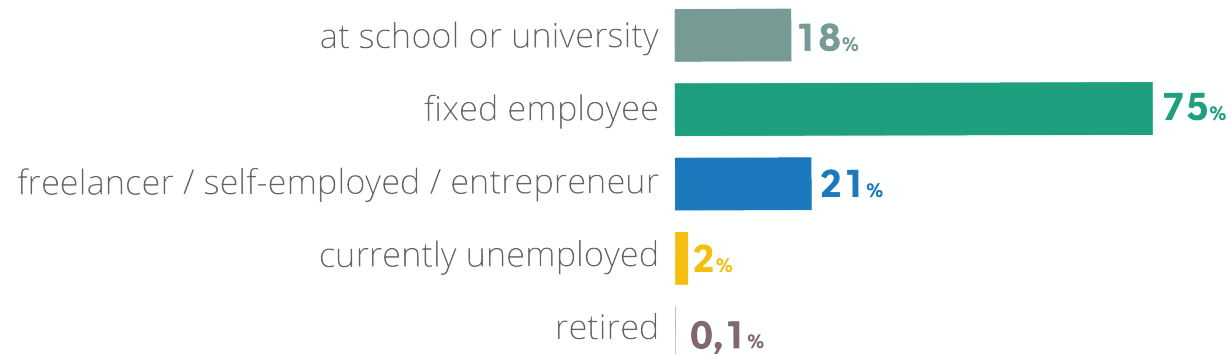
single choice, n=947

Age



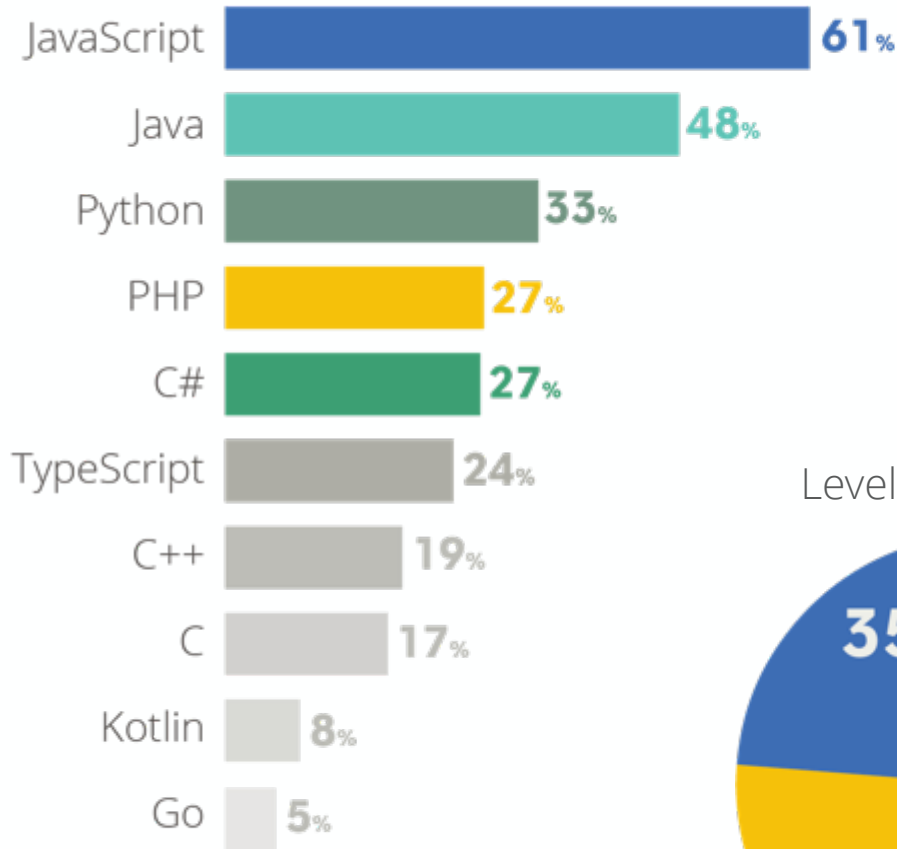
single choice, n=947

Current occupation



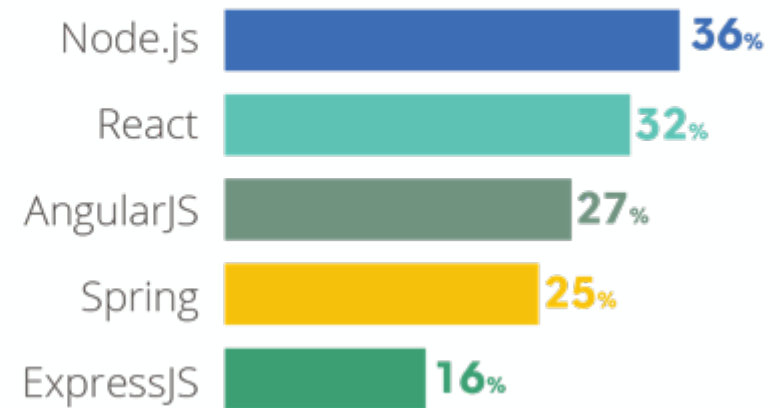
multiple choice, n=947

Top 10 Programming Languages

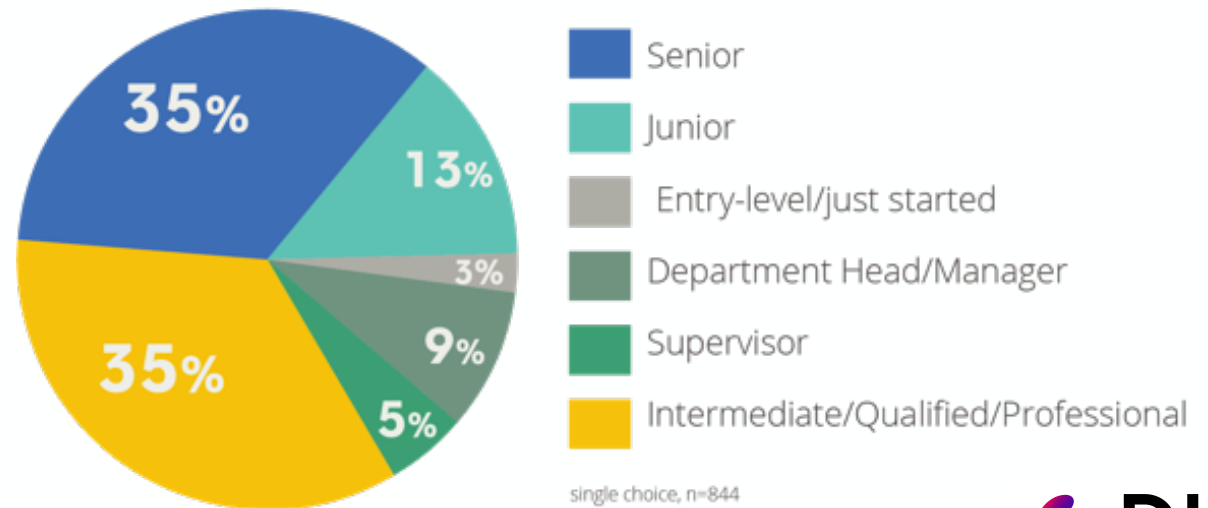


multiple choice, n=947

Top 5 Frameworks



Level of seniority



single choice, n=844

Summary

Developers are mostly happy with their jobs and want to have work-life balance on their own terms, with flexible and collaborative working environments where they have a lot of personal satisfaction, freedom and room to develop.

Contrary to their public image, they do not want to work endless hours, but aim to have a social life and take care of their health and hobbies.

The survey comprised more than 40 nationalities, with half of respondents being under 30 years of age, and women making a stronger than ever showing at over 20 percent. The majority was already employed, with seven out of ten being fixed employees, with software development the top job description.

Family circumstances among respondents were evenly split, with 32% of respondents being single, 38% in a relationship, and 27% married, and about 2 in 10 respondents having one child or more. Dogs were slightly more popular than cats, but overall only 2 in 10 had any kind of pet.

Summary - Developers are...

Still more likely male, but girls are catching up



Respondents were 77% male, 22% female, 1% would not say, n=947

Largely under 40



Some 89% of respondents were between 18 and 39 years of age, n=947

Lucky in love



More than 64% of respondents were married or in a relationship, n=947

Still low on commitments



Only 20% of respondents had children, and the same total number, 2 in 10, had any kind of pet, n=947

Summary - Developers are...

A lot more emotional than is assumed



Working conditions on an emotional level were noted as a priority by 6 out of 10 respondents, n=844

Very motivated by team relationships



Interpersonal relationships at work were noted as a priority by 5 out of 10 respondents, n=844

Keen on work-life balance



Some 63% of respondents said their working hours were just right, another 32% thought they were on the high side, n=844

health-conscious



9 out 10 respondents exercise at least occasionally. Some 73% said they try to eat lots of vegetables and 1 in 10 was currently on a healthy eating plan, n=947



Some 85% of respondents said their working hours were compatible with their social life, n=844

Satisfaction with current job



8 out of 10 respondents expressed positive feelings regarding their current job, with 26.5 percent saying they were 'very' satisfied and 51% 'quite' satisfied. Some 17 percent were neutral, only 6 percent were negative, n=844

Satisfaction with current salary



Half of respondents expressed positive feelings regarding their current salary, and half were neutral or negative. Specifically, 15% said their salary was very good, 36% quite good, and 32% thought it was neither good nor bad. Just over 13% said it was quite bad and 3% that it was very bad, n=844

Summary - Job and Salary Satisfaction

Asked to rate their satisfaction with their current job, 3 out of 4 developers said it was high or very high, with less than 1 percent reporting extreme dissatisfaction. Almost 52 percent thought their salary was good or very good.

Some 65 percent reported they were satisfied or very satisfied with the possibility to contribute new ideas, and a similar number replied favourably on the options to work from home. Some 50 percent were happy or very happy with the education and development prospects of their job.

On the negative side, 5 out of 10 were not happy with the bonuses and profit participation options in their companies, and similarly with the support as regards health and leisure.

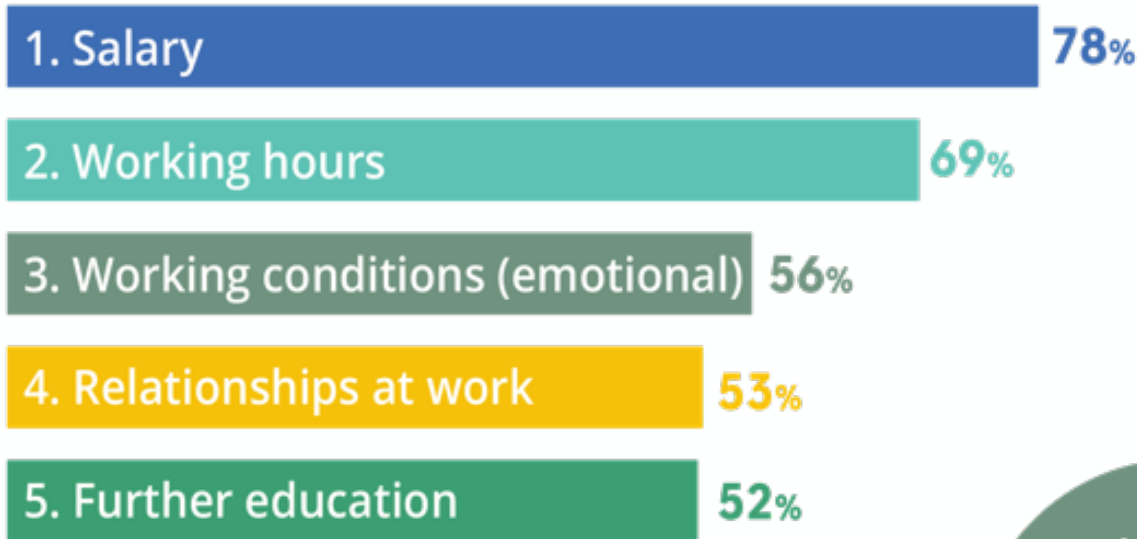
Self-reported Salary (gross per month)

Entry-level/Junior:	2.300 €
Intermediate/Professional:	3.000 €
Senior:	4.320 €
Supervisor/Manager:	4.500 €

Open answer, numeric, n=262 (fixed employees / freelancers / self-employed / entrepreneurs willing to give their gross salary per month in Euro), median

Summary - Job and Salary Satisfaction

Top 5 Reasons cited when deciding whether to join or stay at a job or company



rank order scale (top 5), n=844



rating scale, n=844



Summary - Job Change

Overall, 3 in 10 were not looking for a job and not interested in a job change. A further 6 in 10 were not actively looking but might be interested in changing if a company or head-hunter approached them.

Only 1 in 10 was actively looking for a job.



multiple choice, n=844

Summary - Reasons for last job change

Salary was the top reason (46%) cited for their last job change, with working conditions on an emotional level (37%) in terms of decision-making and dispute resolution coming in at second place.

The overall company brand and reputation (34%) in a new post played a bigger role in the decision to change jobs than office facilities (29%), flexible hours (25%) or bonuses and profit sharing (22%).

Salary



Cited as a reason by 46% of respondents, n=583

Working conditions on an emotional level



Cited as a reason by 37% of respondents, n=583

Company brand or reputation



Cited as a reason by 34% of respondents, n=583

Working conditions on a practical level



Cited as a reason by 29% of respondents, n=583

Summary - Priorities when considering a job change

Salary (78%) was mentioned as the number one priority when choosing a job, followed by working hours amount and flexibility (69%).

Working conditions on an emotional level, such as decision-making and conflict resolution (56%), were in third place. Interpersonal relationships (53%) and the possibility for further education (52%) completed the top 5 of Job Choice Priorities.





Contrary to a public perception of the sector as full of the shy or introvert, social connections and team relationships emerged as quite important. There was high importance placed on personal enrichment, taking pride in one's work, on education and being able to contribute new ideas.

“When we asked in detail about priorities when looking for a job, 9 out of 10 rated ‘good relations to other employees’ as an important or very important factor – roughly of equal importance as the salary. From the results, I dare say developers as a group are a lot more emotional than their managers might think, and the more personal or ‘soft’ aspects of a job should not be neglected when companies aim to improve employee retention.”

Timo Göller, MindTake researcher

Summary - Women in the IT sector

The 2019 survey included more women among its respondents than ever before. Although the number of women respondents was too low to draw conclusions with statistical certainty, trends were nevertheless noticeable.

Women respondents reported slightly higher numbers for feeling unfairly treated, criticized and excluded. They also put a lot more value on diversity, while men were not seeing the issue as personally important.

According to the results, 1 in 2 women said they had encountered a situation of serious unpleasantness or conflict at work, and in 60 percent of these cases they felt the issue was not resolved. When asked to imagine dealing with such a situation, a lower percentage of women than men felt they could talk to their colleagues – this is something worth a closer look by HR departments.

Women in the sector are ...

less likely to ask for a raise



a bit more likely to feel excluded and treated unfairly





“Women are less likely to push on financial issues, with 61 percent saying they never actively asked for a raise. Women seem to look at social and personal dynamics more closely, gauging the attitude of their supervisor or the general mood in the company, and deciding not to ask for a salary increase.”

Martina Oberrauch, MindTake researcher

The answers also showed it might be worth analyzing the inclusion of women in tech in detail, Oberrauch said. The sample was not large enough for statistical conclusions, but it was worth looking at in depth that 9% of women reported in two separate questions that they felt excluded or discriminated against, compared to 6% of men.

Mobility emerged as an important characteristic of the sector's talent, with 27 percent of respondents very enthusiastic about a job abroad, and roughly 53 percent willing to consider it under the right circumstances.

Developers' Top 5 reasons to accept a job abroad

1. Further development of expertise

2. High salary

3. Contribution and self-fulfillment

4. Better living conditions

5. Better educational opportunities

rating scale, n=863

The top decisive factors for relocation where further development (86%) and a high salary (85%), the chance for active contribution (77%), higher living standards (74%) and better educational opportunities (67%).

As part of a relocation offer, respondents on average said they expected a 70 percent salary increase compared to their current salary.

Developers' Top 5 preferred Cities



Summary - Lifestyles

Contrary to stereotypes of developers as unfit nerds living on junk food and computer games, the survey section on lifestyle habits revealed the sector to be health-conscious and keen on a varied lifestyle.

About 40 percent say they exercise occasionally, and 46 percent exercise even regularly, and less than 15 percent smoke or vape and a surprising 1 in 3 doesn't drink coffee, with 40% reporting drinking one or two coffees a day. In terms of nutrition, 36 percent say they mainly cook for themselves, and 49 percent combine eating delivery or takeaway meals with eating home-cooked food. When it came to reporting on hobbies, listening to music (87%) , watching tv or movies (71%) and reading books (67%) came in much higher than playing video games (38%).

A lot more emotional than is assumed



Working conditions on an emotional level were noted as a priority by 6 out of 10 respondents, n=844

Developers are...

health-conscious



9 out 10 respondents exercise at least occasionally. Some 73% said they try to eat lots of vegetables and 1 in 10 was currently on a healthy eating plan, n=947

Very motivated by team relationships



Interpersonal relationships at work were noted as a priority by 5 out of 10 respondents, n=844

The Developer Report 2019

Expectations and Motivations

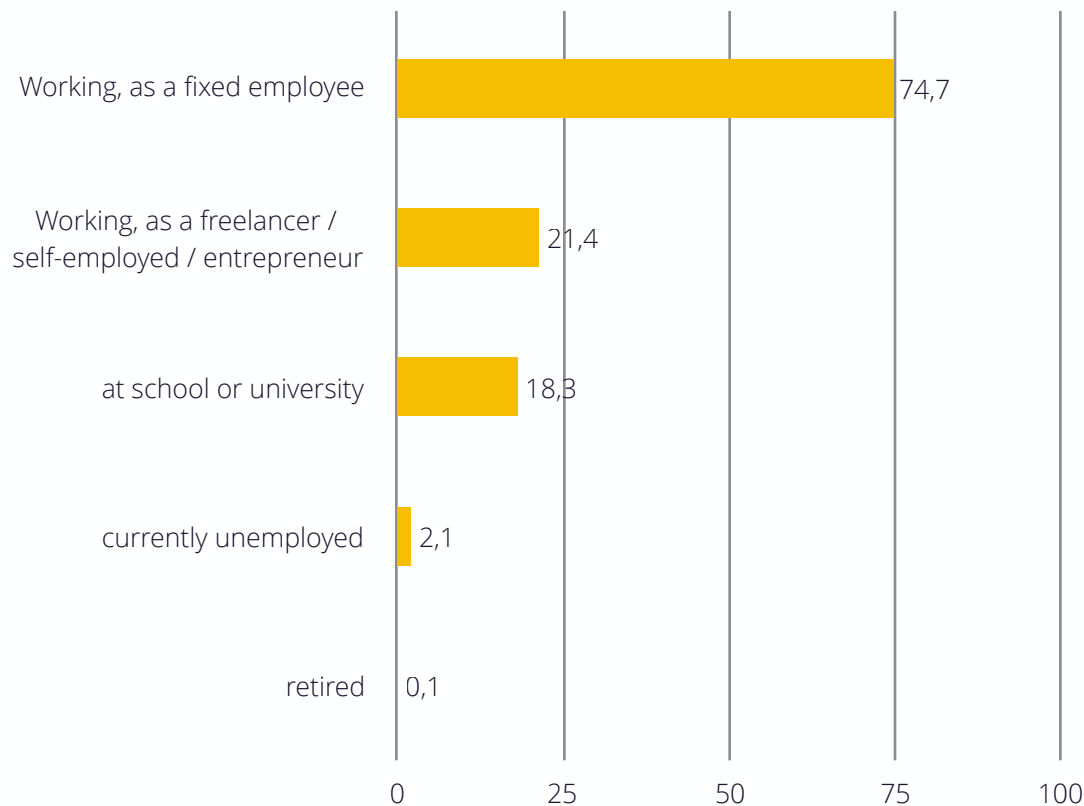
Deep Dive



Current job situation

Current occupation

You are currently ...

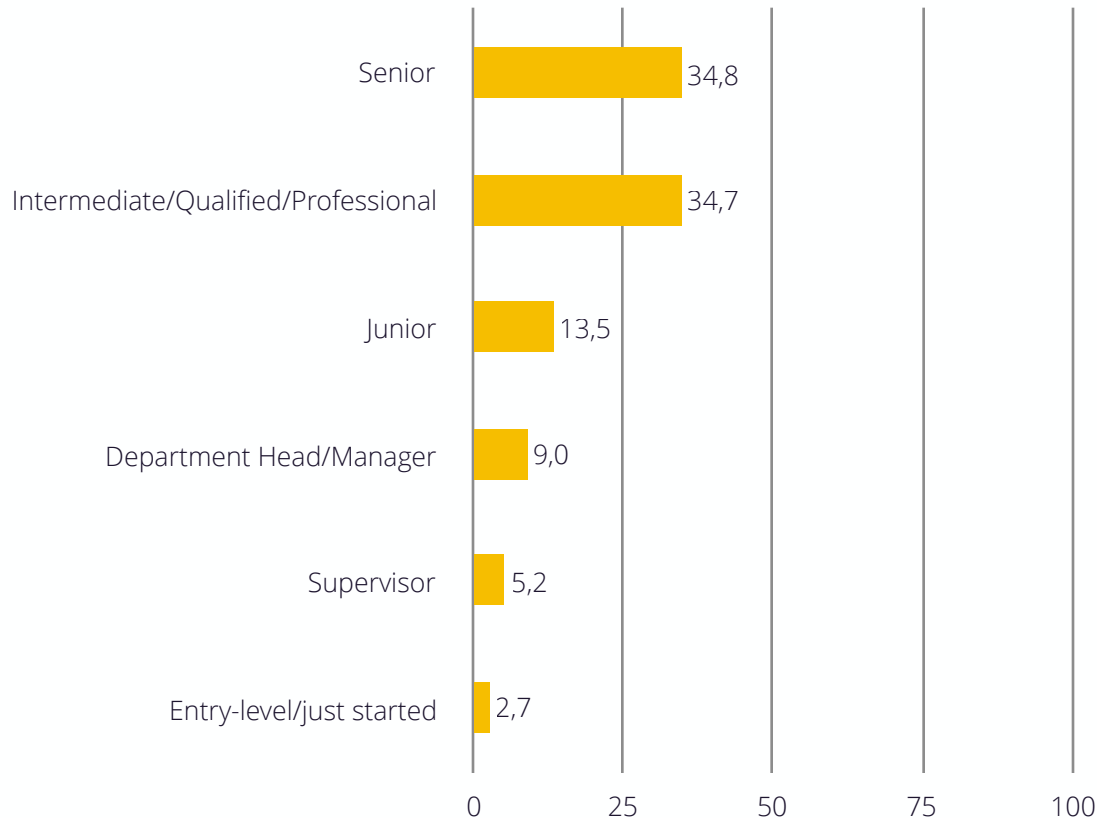


gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
75,1	73,2	53,6	81,1	80,1	71,1
24,5	10,5	21,7	17,4	25,5	25,8
17,3	22,5	57,8	15,4	4,4	3,1
1,2	5,3	1,2	1,5	3,2	3,1
0,0	0,0	0,6	0,0	0,0	0,0

In %, multi select sorted by frequency, n = 947

Level of seniority

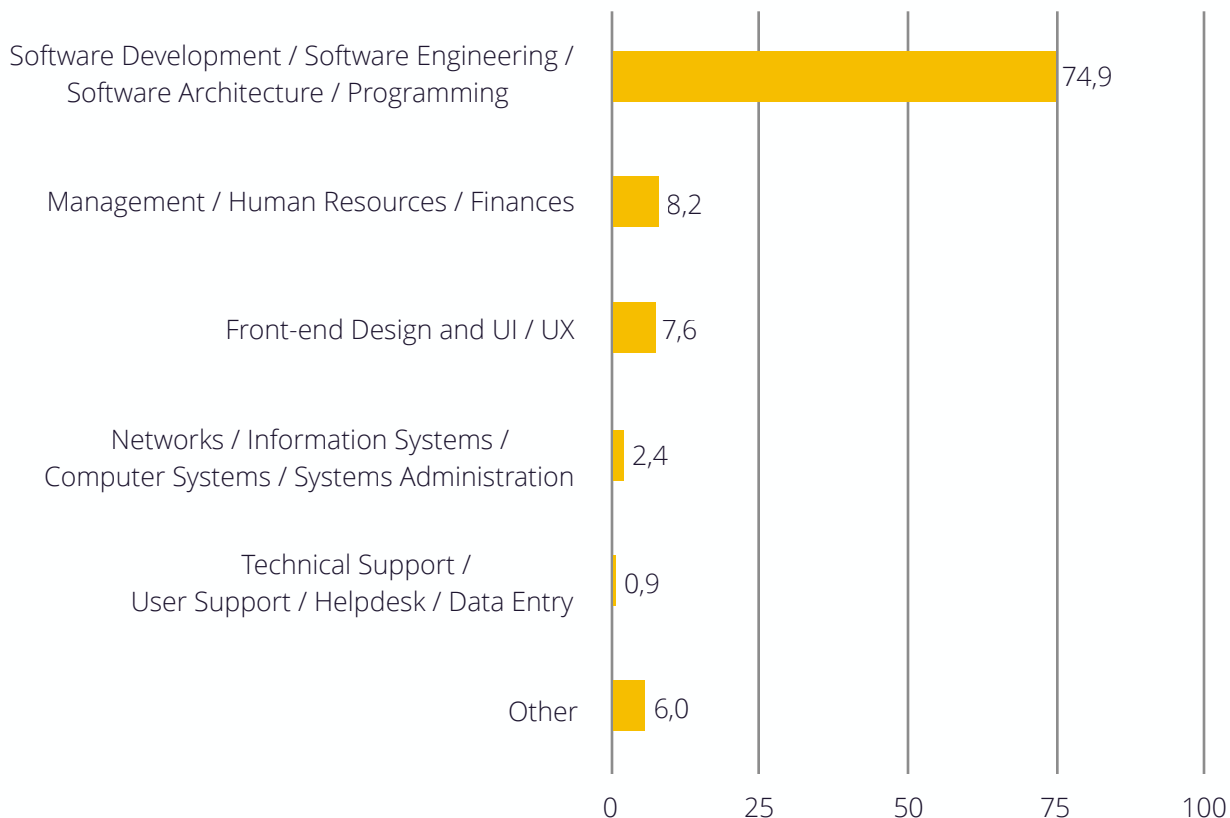
Please indicate your level of seniority in this field:



gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
40,0	14,4	4,4	27,4	49,0	57,9
31,3	47,9	40,7	47,4	23,2	13,2
11,1	24,0	41,6	14,6	5,0	0,8
10,0	4,8	2,7	4,9	13,3	19,0
5,7	3,0	2,7	3,8	7,1	8,3
1,9	6,0	8,0	1,9	2,5	0,8

In %, single select sorted by frequency, n = 844

Please select the description that best reflects your expertise and the focus of your work:

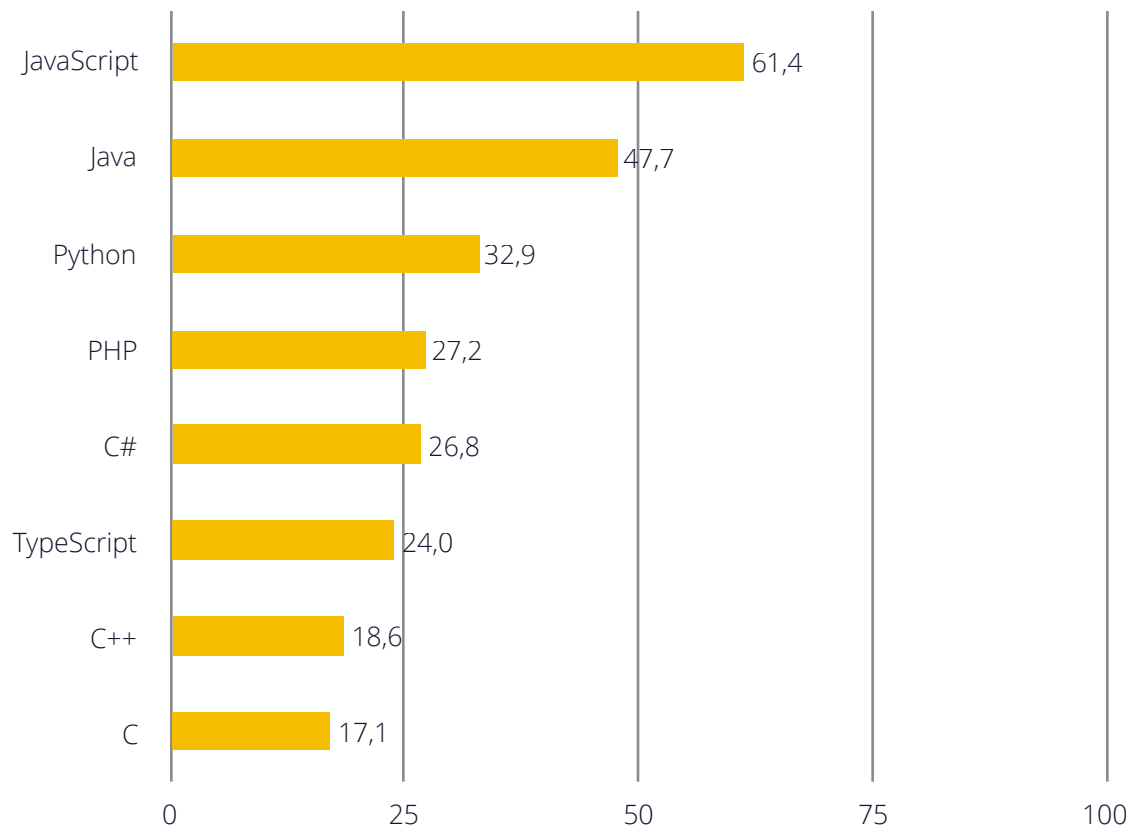


gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
79,2	58,1	76,1	74,8	76,3	71,1
6,7	13,2	3,5	8,1	7,9	13,2
6,3	13,2	11,5	7,6	7,5	4,1
2,5	1,8	1,8	1,9	2,9	3,3
0,7	1,8	0,9	1,4	0,4	0,8
4,5	12,0	6,2	6,2	5,0	7,4

In %, single select sorted by frequency, n = 844

Programming languages (1/3)

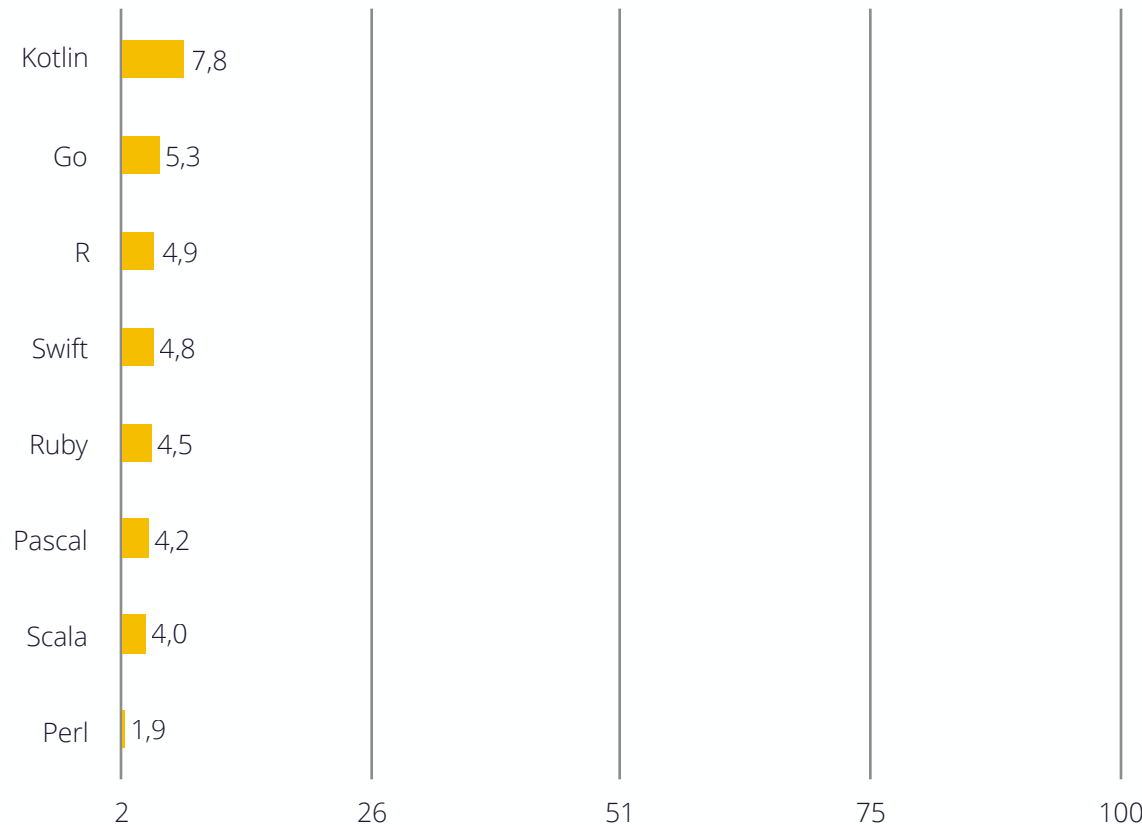
Which of the following languages are you confident in?



gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
65,1	49,8	64,5	59,0	65,7	56,3
51,6	34,4	59,6	44,3	42,6	53,1
34,2	28,7	47,6	29,1	27,9	35,9
31,0	14,4	28,9	23,9	34,7	21,1
29,0	20,1	30,7	25,9	26,3	25,8
27,5	12,4	25,3	24,6	23,9	20,3
19,8	14,4	27,1	17,2	14,3	20,3
18,0	13,9	20,5	15,9	13,5	23,4

In %, multi select sorted by frequency, n = 947

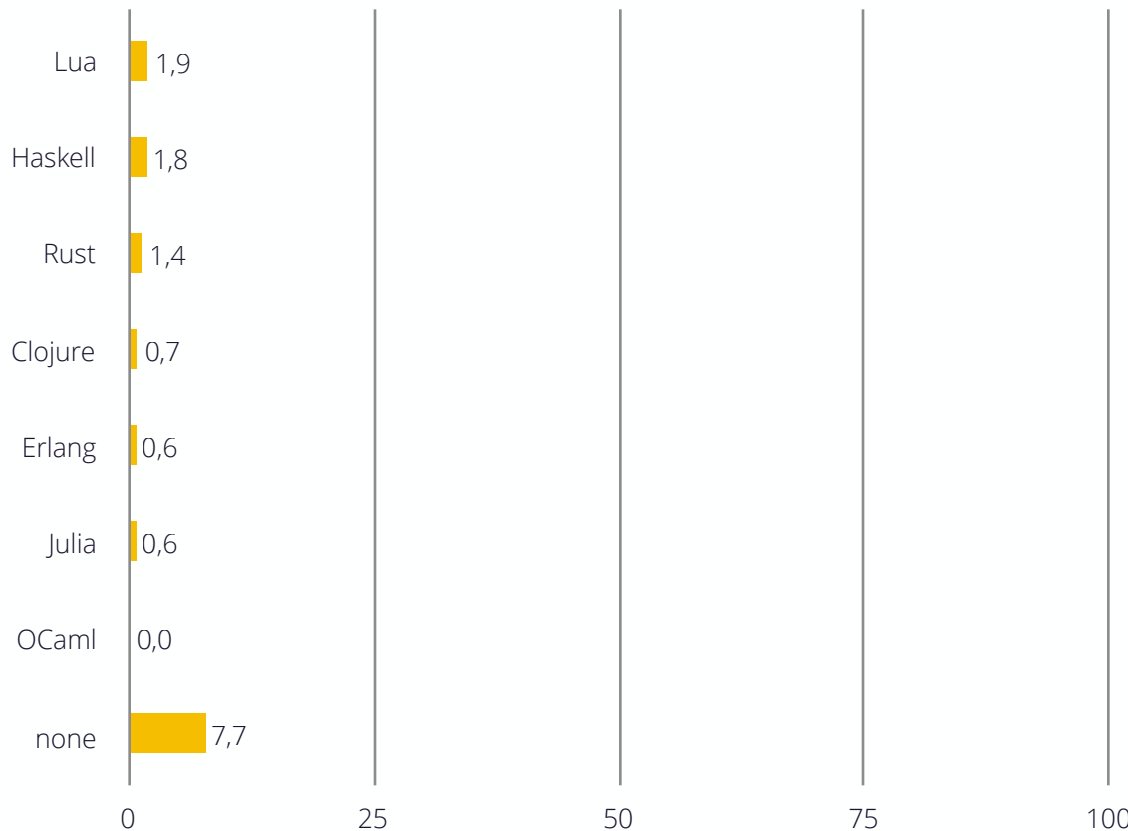
Which of the following languages are you confident in?



gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
9,5	2,4	9,0	8,5	6,8	6,3
6,0	2,9	5,4	3,5	7,6	6,3
4,4	6,7	7,2	4,0	5,2	3,9
5,4	2,9	5,4	6,2	3,2	2,3
4,3	5,7	3,0	4,0	4,8	7,8
4,4	3,8	0,6	3,2	4,8	10,9
4,5	2,4	4,2	3,5	3,2	7,0
2,3	0,5	0,6	0,7	2,8	5,5

In %, multi select sorted by frequency, n = 947

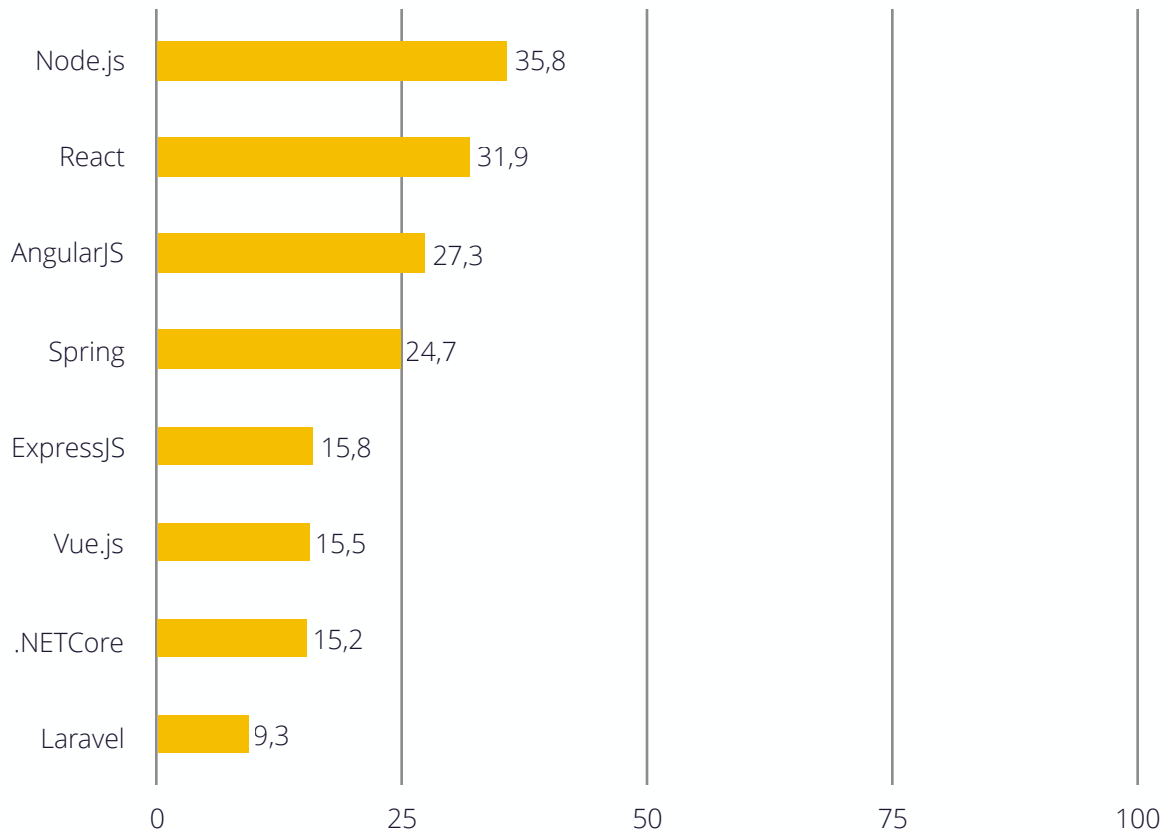
Which of the following languages are you confident in?



gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
2,5	0,0	3,0	1,0	2,8	1,6
2,2	0,5	3,0	2,0	1,2	0,8
1,5	0,5	2,4	0,5	1,6	2,3
0,8	0,5	0,0	0,7	1,2	0,8
0,7	0,5	0,0	0,7	1,2	0,0
0,7	0,0	1,2	0,5	0,8	0,0
0,0	0,0	0,0	0,0	0,0	0,0
4,5	18,2	4,8	9,2	6,0	10,2

In %, multi select sorted by frequency, n = 947

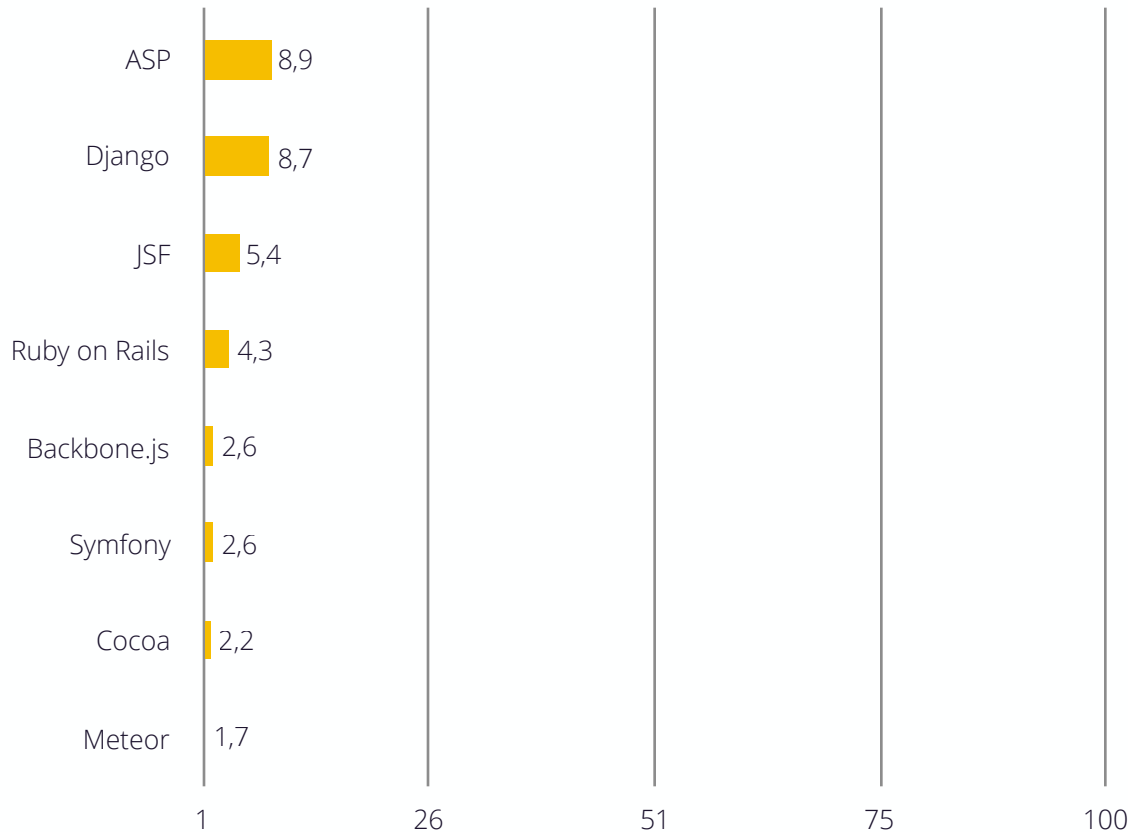
Which of the following frameworks are you confident in?



gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
38,0	28,7	20,0	47,6	33,1	36,7
33,8	25,8	20,0	39,2	31,8	31,5
31,0	15,3	10,0	28,3	26,4	29,1
27,2	16,3	20,0	24,7	23,6	24,3
17,3	10,5	20,0	25,9	15,2	14,3
17,4	8,6	20,0	18,1	14,4	17,5
15,4	14,8	10,0	12,0	15,9	15,5
11,1	2,9	10,0	9,0	9,0	11,2

In %, multi select sorted by frequency, n = 947

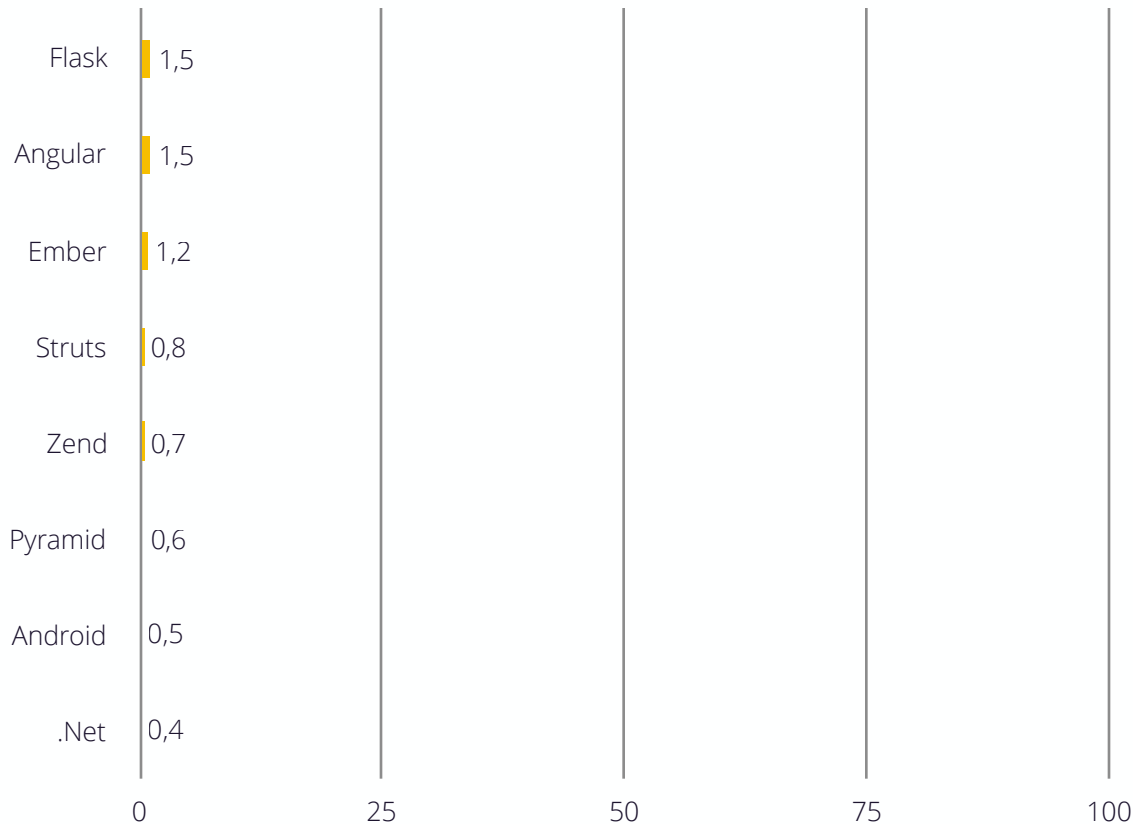
Which of the following frameworks are you confident in?



gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
9,8	6,2	0,0	4,8	9,7	9,2
9,2	6,7	10,0	10,8	7,7	9,2
6,0	3,3	0,0	4,2	4,5	6,8
4,0	5,7	0,0	2,4	4,7	4,0
3,0	1,4	0,0	1,2	3,0	2,8
3,0	1,0	10,0	0,6	2,5	5,6
2,3	1,9	0,0	1,8	3,0	2,0
2,1	0,0	10,0	2,4	1,2	2,8

In %, multi select sorted by frequency, n = 947

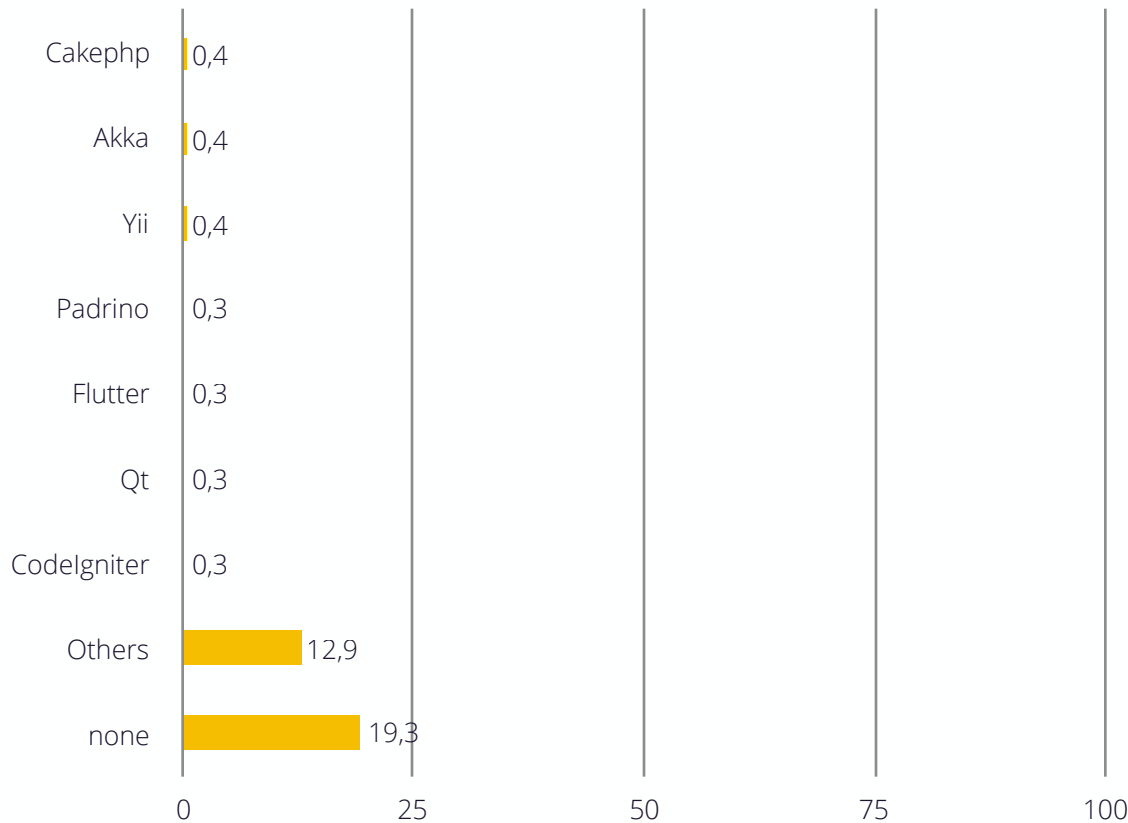
Which of the following frameworks are you confident in?



	male	female	24 or younger	25 to 31	32 to 38	39 or older
Flask	1,8	0,5	0,0	0,6	2,2	1,2
Angular	1,1	2,4	10,0	0,6	1,7	1,6
Ember	1,5	0,0	0,0	2,4	0,5	1,2
Struts	1,1	0,0	0,0	0,0	0,5	1,2
Zend	0,8	0,5	0,0	0,6	0,5	1,2
Pyramid	0,8	0,0	0,0	0,6	0,5	0,8
Android	0,7	0,0	0,0	0,0	1,2	0,0
.Net	0,5	0,0	0,0	0,0	0,5	0,0

In %, multi select sorted by frequency, n = 947

Which of the following frameworks are you confident in?

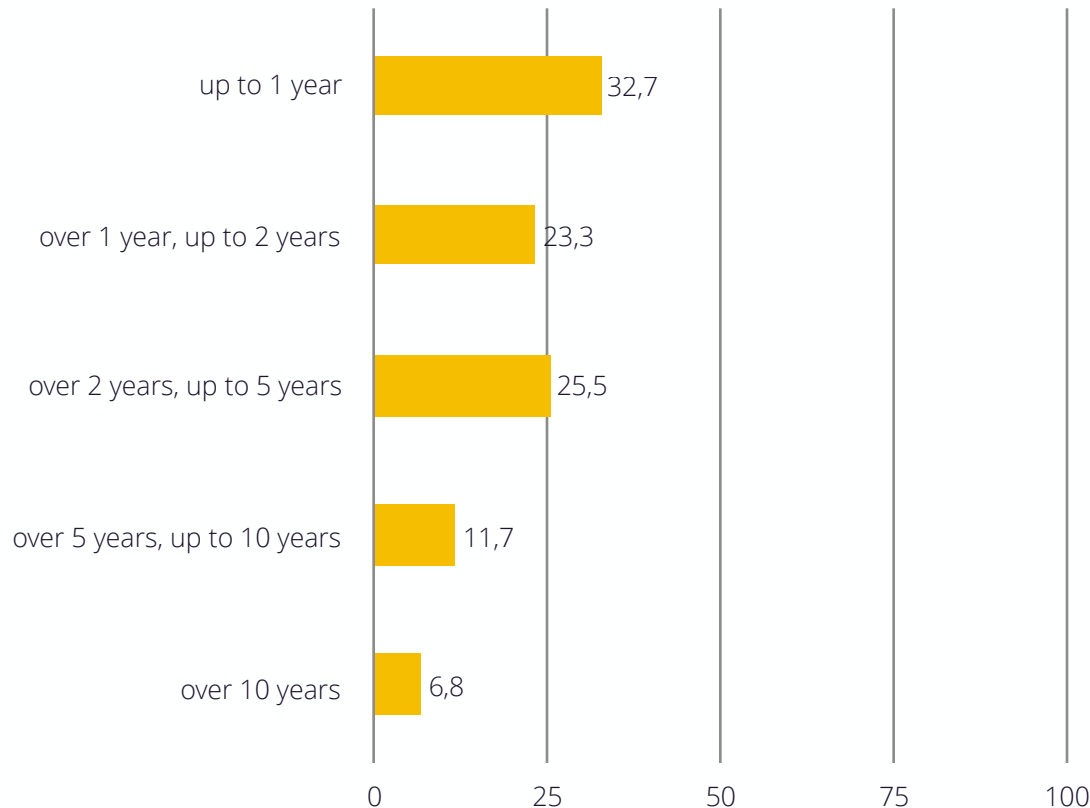


	male	female	24 or under	25 to 31	32 to 38	39 or older
Cakephp	0,4	0,5	0,0	0,0	0,5	0,8
Akka	0,3	1,0	0,0	0,6	0,5	0,0
Yii	0,5	0,0	0,0	0,6	0,2	0,4
Padrino	0,4	0,0	0,0	0,0	0,5	0,0
Flutter	0,4	0,0	0,0	1,2	0,2	0,0
Qt	0,4	0,0	0,0	0,6	0,0	0,4
CodeIgniter	0,3	0,5	0,0	0,0	0,5	0,4
Others	14,0	9,1	10,0	8,4	14,2	13,9
none	14,6	34,9	40,0	18,1	20,9	13,9

In %, multi select sorted by frequency, n = 947

Duration of contract

And for how long have you been working for the company you are currently employed, contracted or freelancing for?

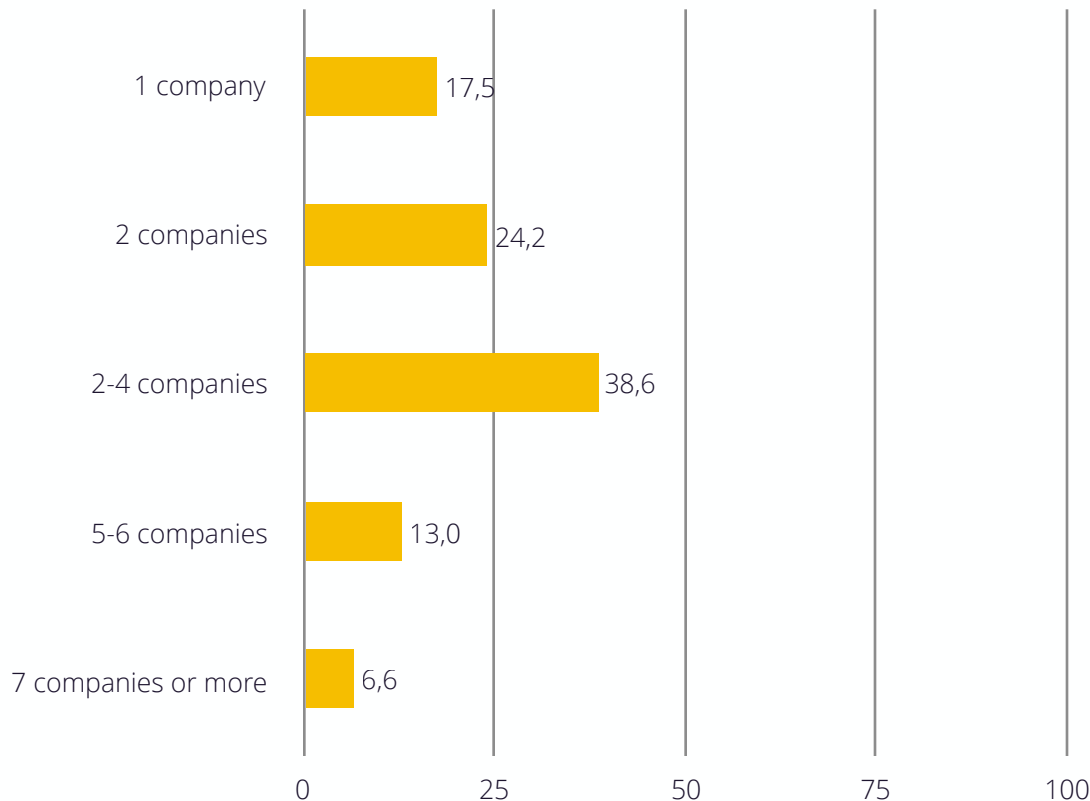


gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
30,8	38,3	50,4	34,7	25,7	24,0
22,3	27,5	36,3	24,4	19,1	16,5
25,6	25,7	11,5	30,9	30,3	12,4
13,0	7,2	1,8	9,8	15,4	19,8
8,2	1,2	0,0	0,3	9,5	27,3

In %, open question, numeric insert, n = 844

Number of companies

In total, how many companies have you worked for in your career? Please include the company you are currently working for..



	male	female	24 or under	25 to 31	32 to 38	39 or older
1 company	17,0	20,3	38,2	19,0	10,9	6,6
2 companies	24,3	24,8	27,0	29,4	19,4	13,2
2-4 companies	39,5	35,3	31,5	40,5	41,8	31,9
5-6 companies	12,8	13,1	2,2	8,6	20,4	23,1
7 companies or more	6,4	6,5	1,1	2,5	7,5	25,3

In %, single select, n = 707

What were the reasons for your last job change?



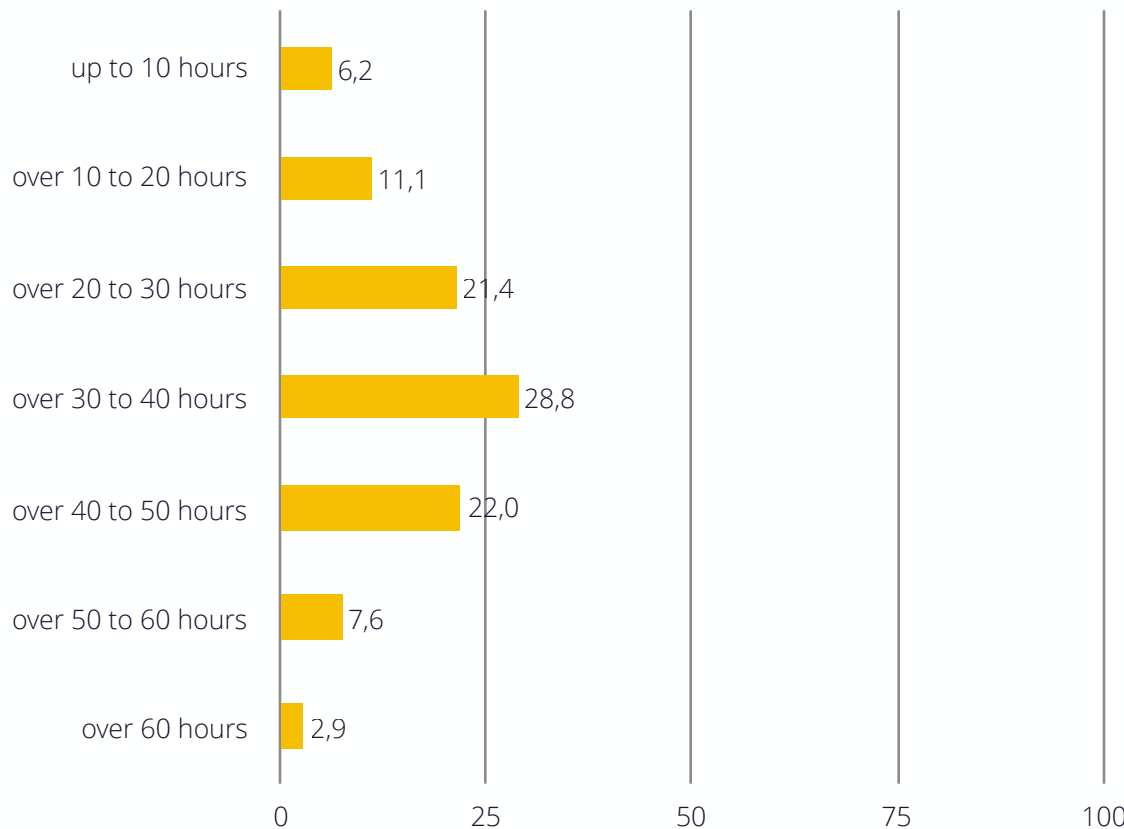
gender		age			
male	female	24 or young-er	25 to 31	32 to 38	39 or older
49,6	36,1	47,3	40,5	55,9	42,4
37,0	38,5	40,0	38,3	34,1	40,0
35,9	28,7	36,4	35,6	34,1	29,4
29,5	25,4	32,7	28,8	27,9	27,1
26,0	22,1	27,3	27,7	25,1	15,3
23,3	16,4	25,5	17,8	29,6	14,1
22,2	18,0	16,4	23,1	17,9	24,7
11,7	15,6	21,8	12,9	10,1	9,4
24,4	36,1	32,7	28,8	22,9	25,9

In %, multi select sorted by frequency, n = 583

Current working conditions

Working hours

How many hours per week do you spend actually working (ie hours spent on coding and similar tasks), whether paid work or for your own projects ?



gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
6,2	6,2	13,9	4,2	4,8	5,5
11,0	11,5	18,7	9,5	9,2	10,2
20,2	25,8	18,1	24,1	23,9	12,5
27,5	33,5	19,9	29,9	30,3	34,4
23,6	16,3	16,9	23,4	20,7	26,6
8,7	4,3	9,0	6,0	9,2	7,8
2,9	2,4	3,6	3,0	2,0	3,1

In %, open question, numeric insert, n = 947

Working hours: Segments

Please indicate the percentages of working hours (ie hours spent on coding and similar tasks) for the following segments:



In %, open question, numeric insert, n = 947

Relation to working hours

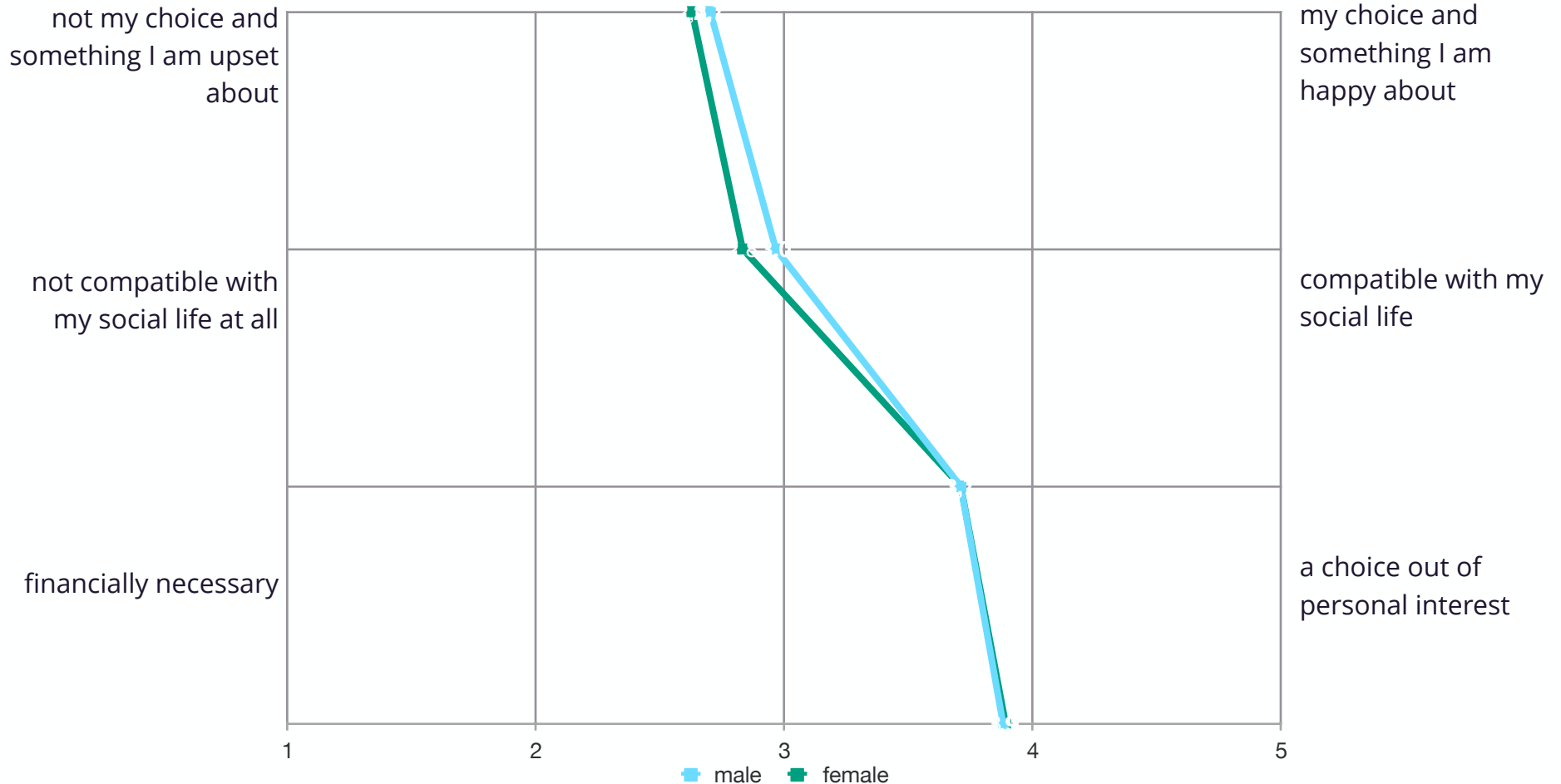
Please choose the statements which describe the relation to your working hours best: The amount of hours I work every week is ...



In %, sem. Diff. sorted by lowest value, n= 844

Relation to working hours: Split by gender

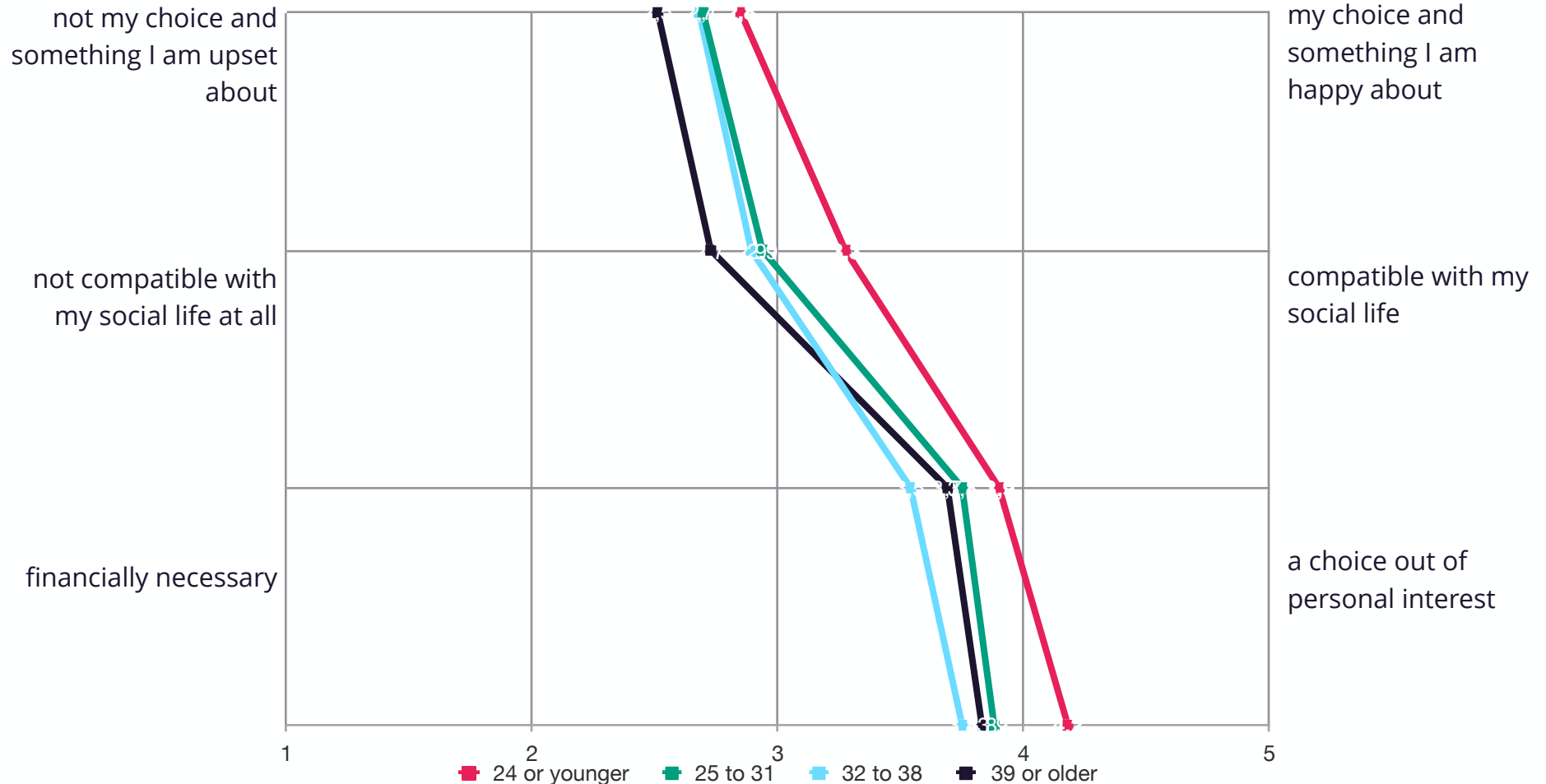
Please choose the statements which describe the relation to your working hours best: The amount of hours I work every week is ...



In %, sem. Diff. sorted by lowest value, n= 844

Relation to working hours: Split by age

Please choose the statements which describe the relation to your working hours best: The amount of hours I work every week is ...

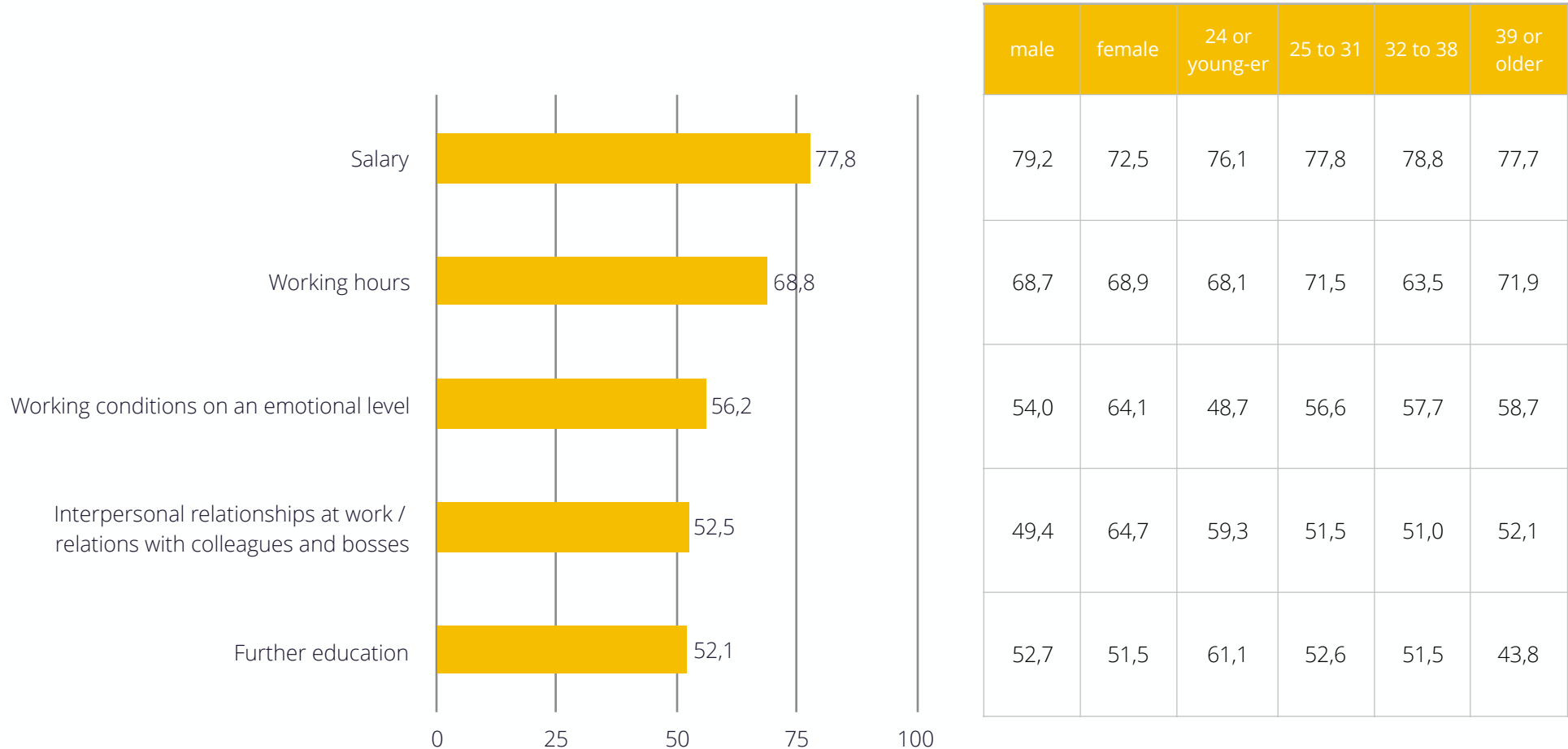


In %, sem. Diff. sorted by lowest value, n= 844

Priorities and job satisfaction

Priorities (1/2)

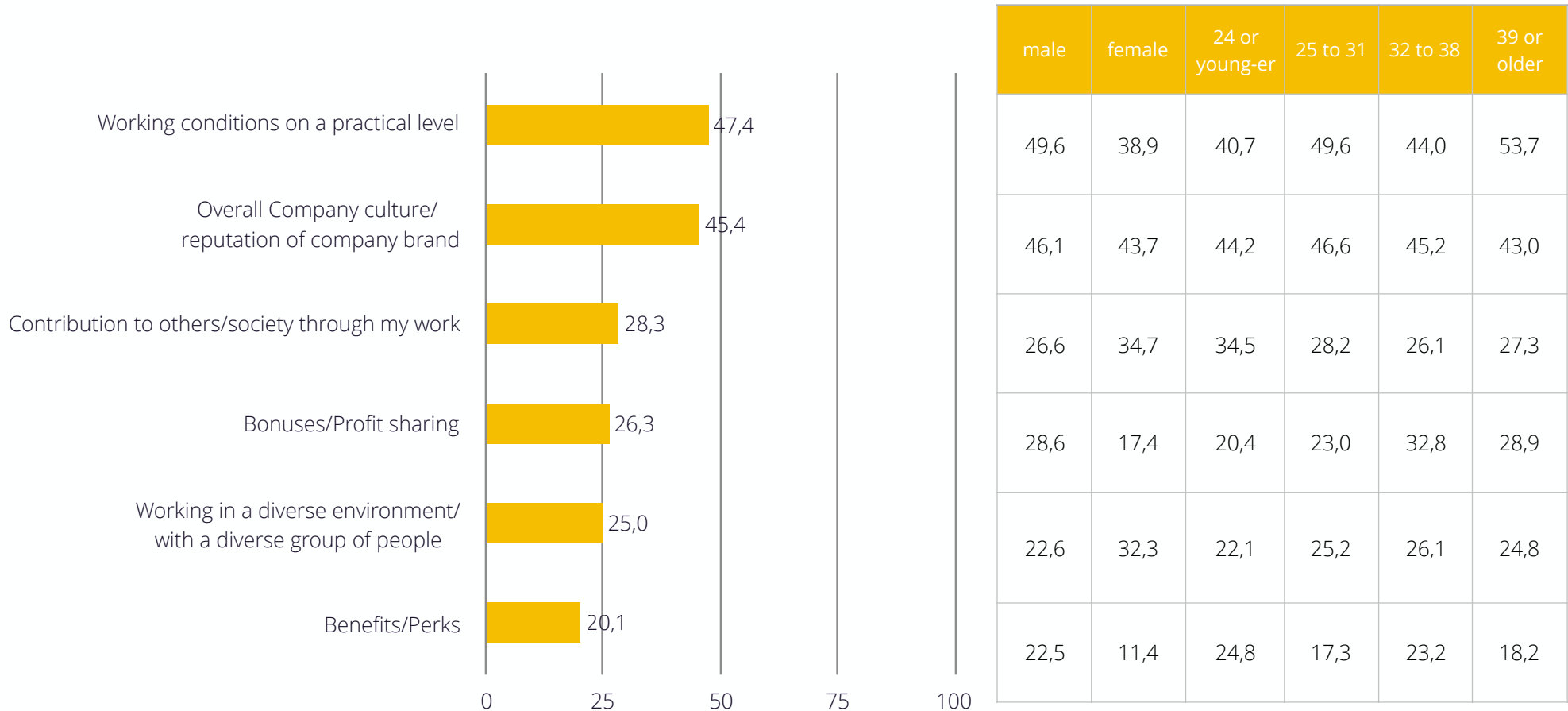
Speaking generally about your priorities, which of the following are most important to you when it comes to your work choices ie when it comes to deciding whether to join or stay at a job or company ? Please select the five most important things



In %, multi select sorted by frequency, n= 844

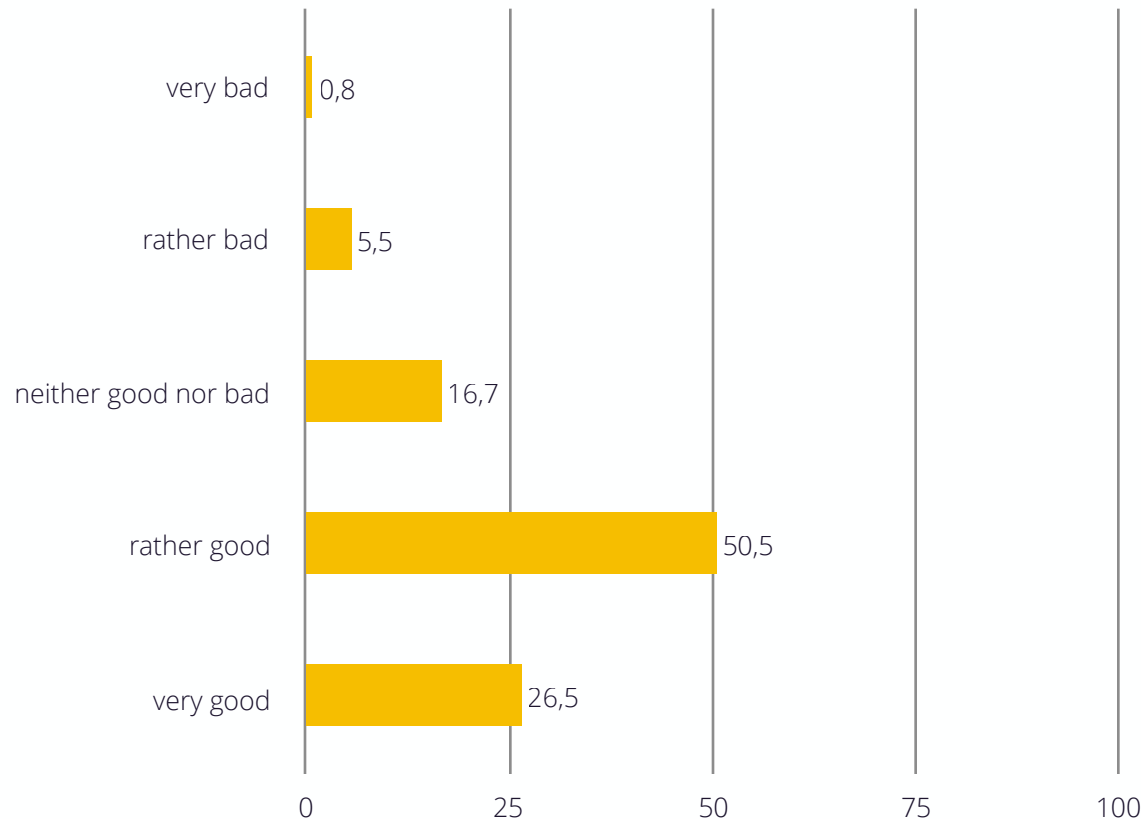
Priorities (2/2)

Speaking generally about your priorities, which of the following are most important to you when it comes to your work choices ie when it comes to deciding whether to join or stay at a job or company ? Please select the five most important things



In %, multi select sorted by frequency, n= 844

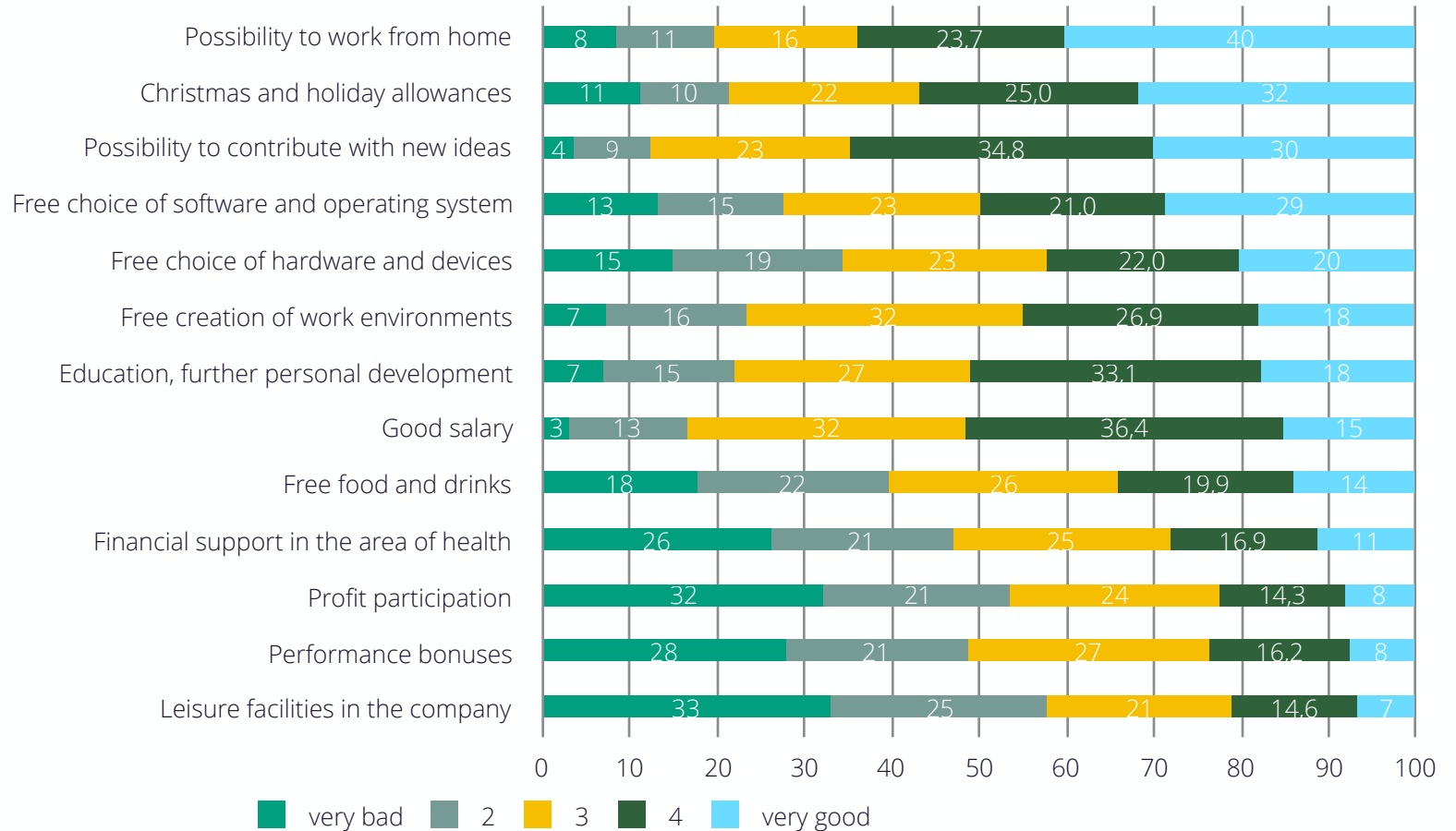
How would you rate the overall satisfaction with your job right now?



gender		age			
male	female	24 or young-er	25 to 31	32 to 38	39 or older
0,7	1,2	0,9	1,1	0,8	0,0
5,1	6,6	5,3	4,9	5,8	6,6
16,2	18,6	13,3	17,6	14,9	20,7
50,0	51,5	43,4	51,5	53,1	48,8
28,0	22,2	37,2	24,9	25,3	24,0

In %, single select, n= 844

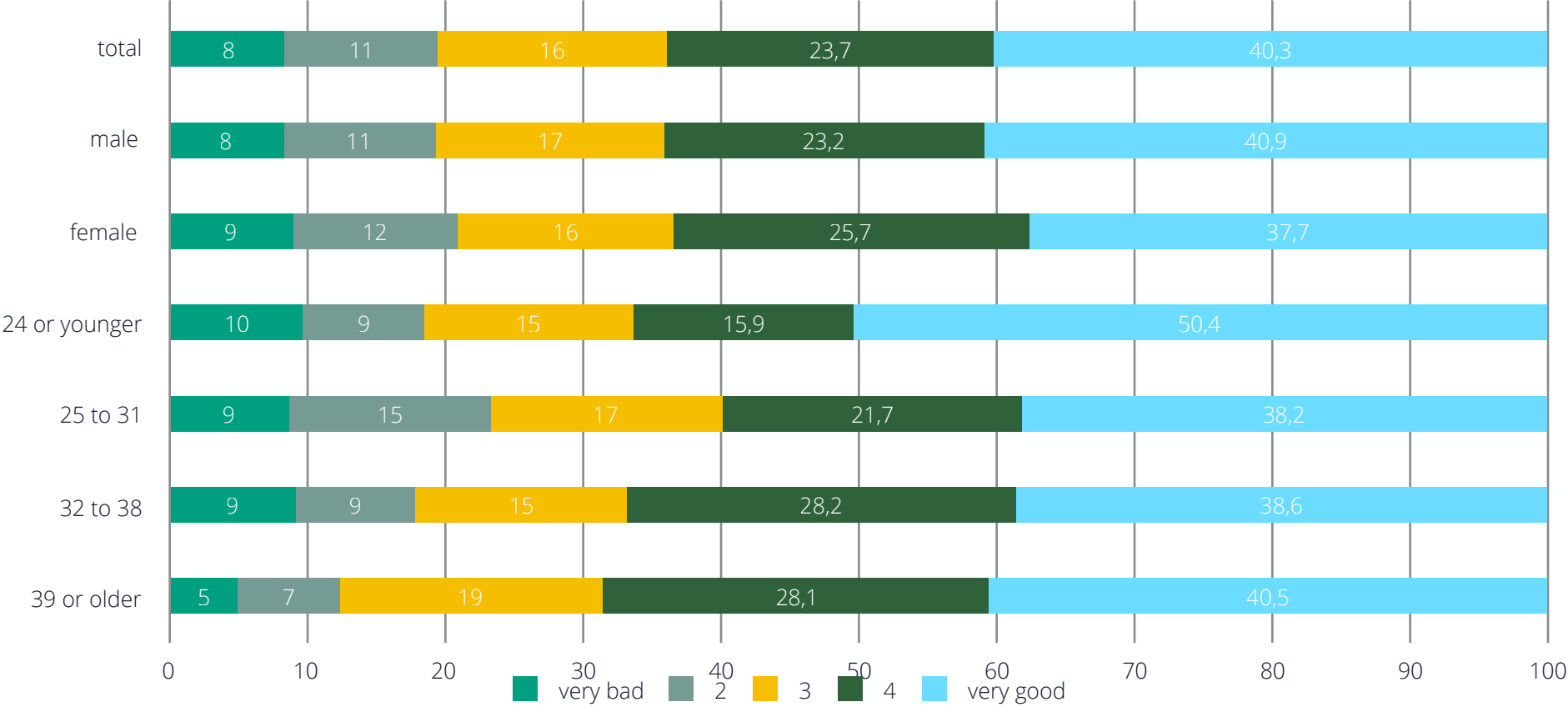
How would you rate the following more formal or procedural aspects of your job?



In %, single select matrix sorted by "very good", n= 844

Formal job satisfaction: Possibility to work from home

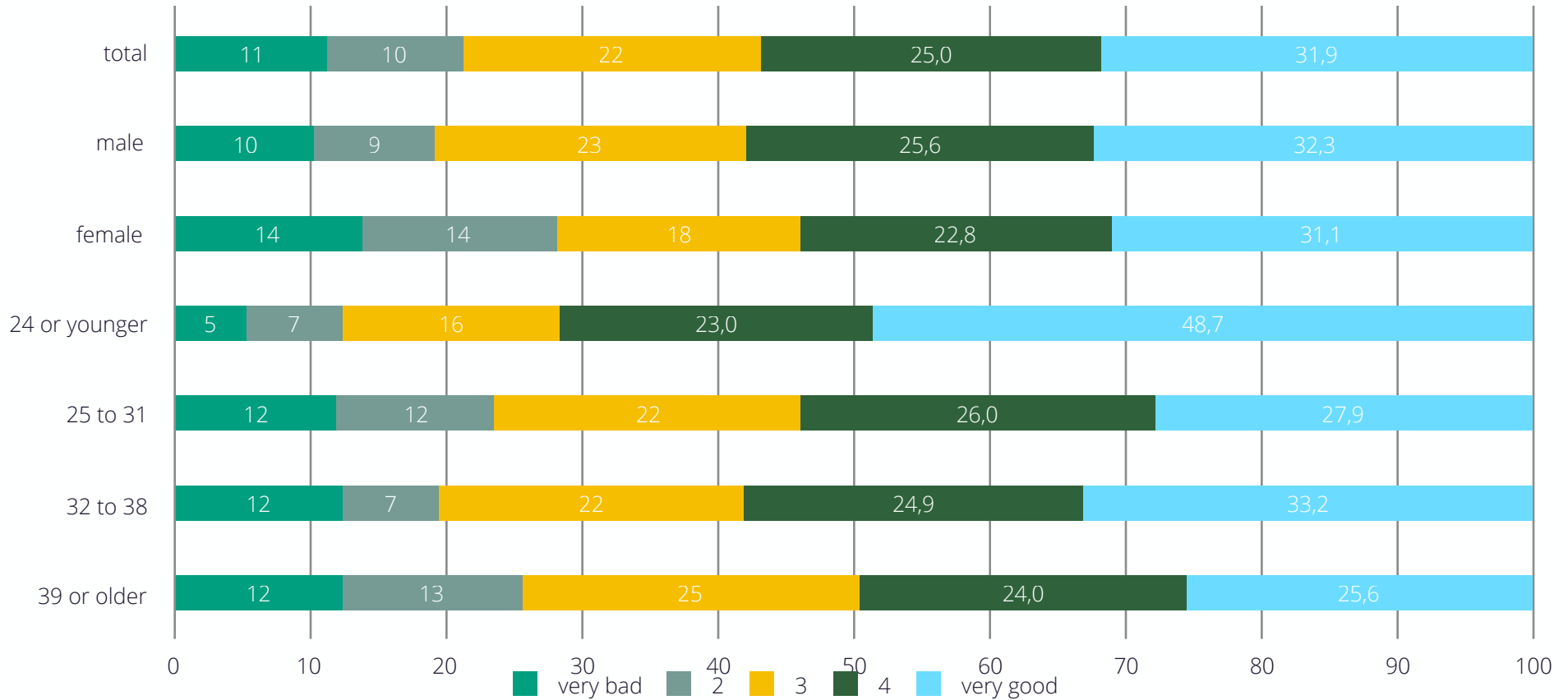
How would you rate the following more formal or procedural aspects of your job?



In %, single select matrix, n= 844

Formal job satisfaction: Christmas and holiday allowances

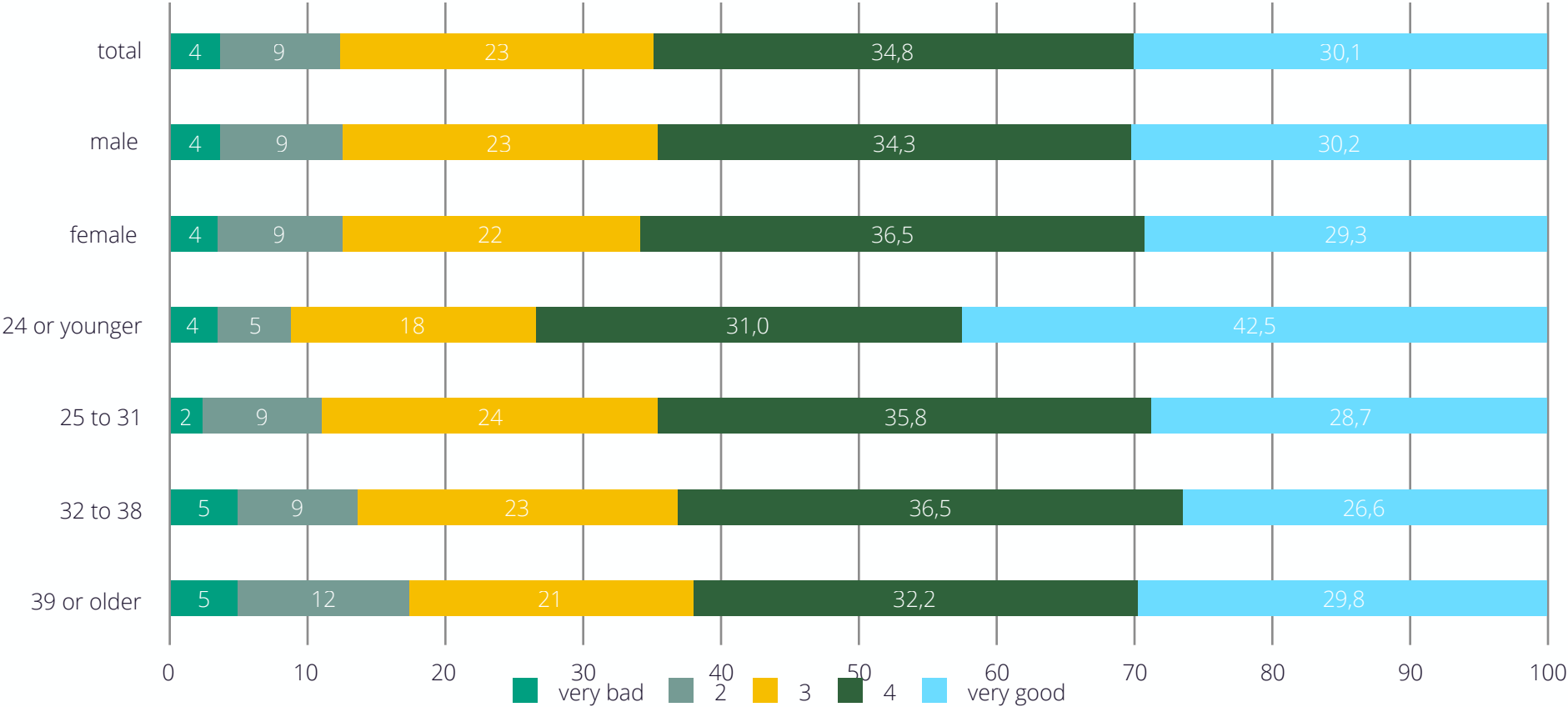
How would you rate the following more formal or procedural aspects of your job?



In %, single select matrix, n= 844

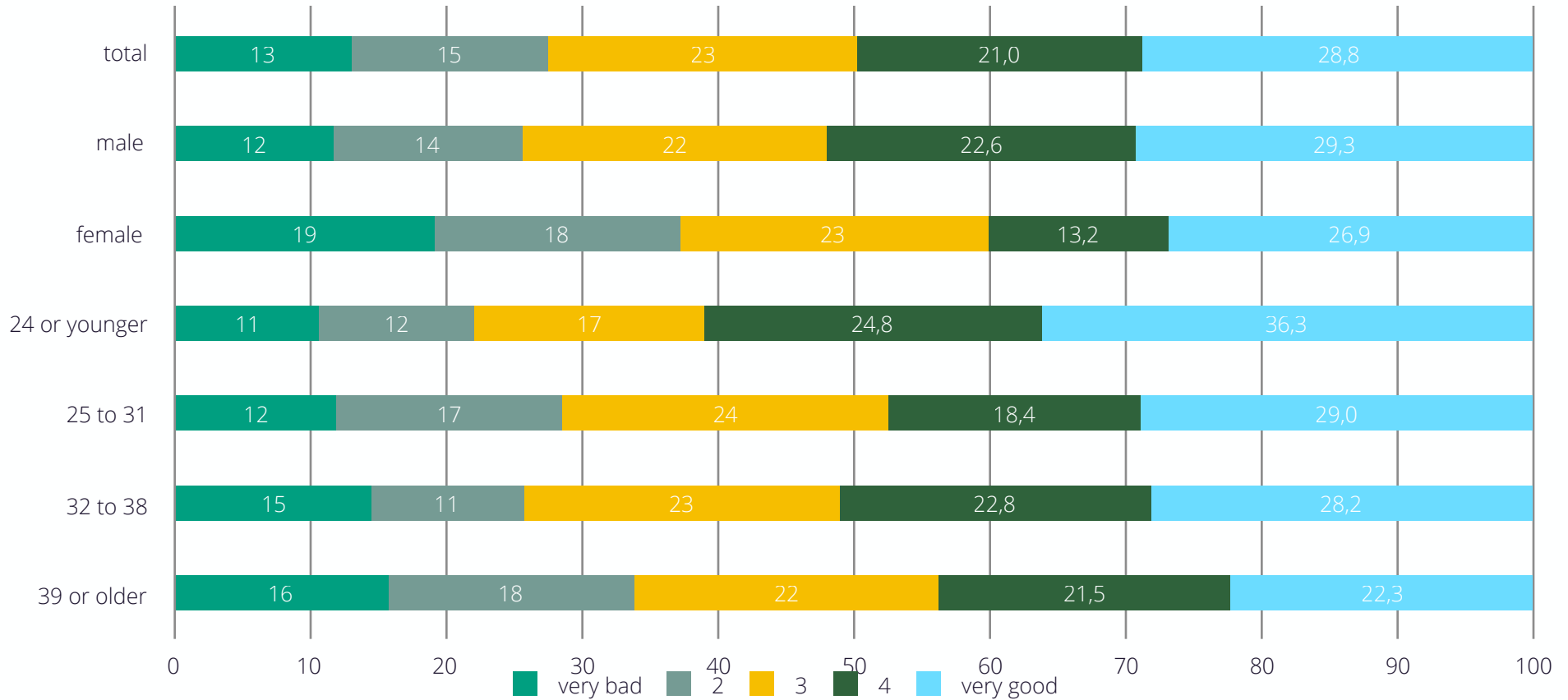
Formal job satisfaction: Possibility to contribute with new ideas

How would you rate the following more formal or procedural aspects of your job?



In %, single select matrix, n= 844

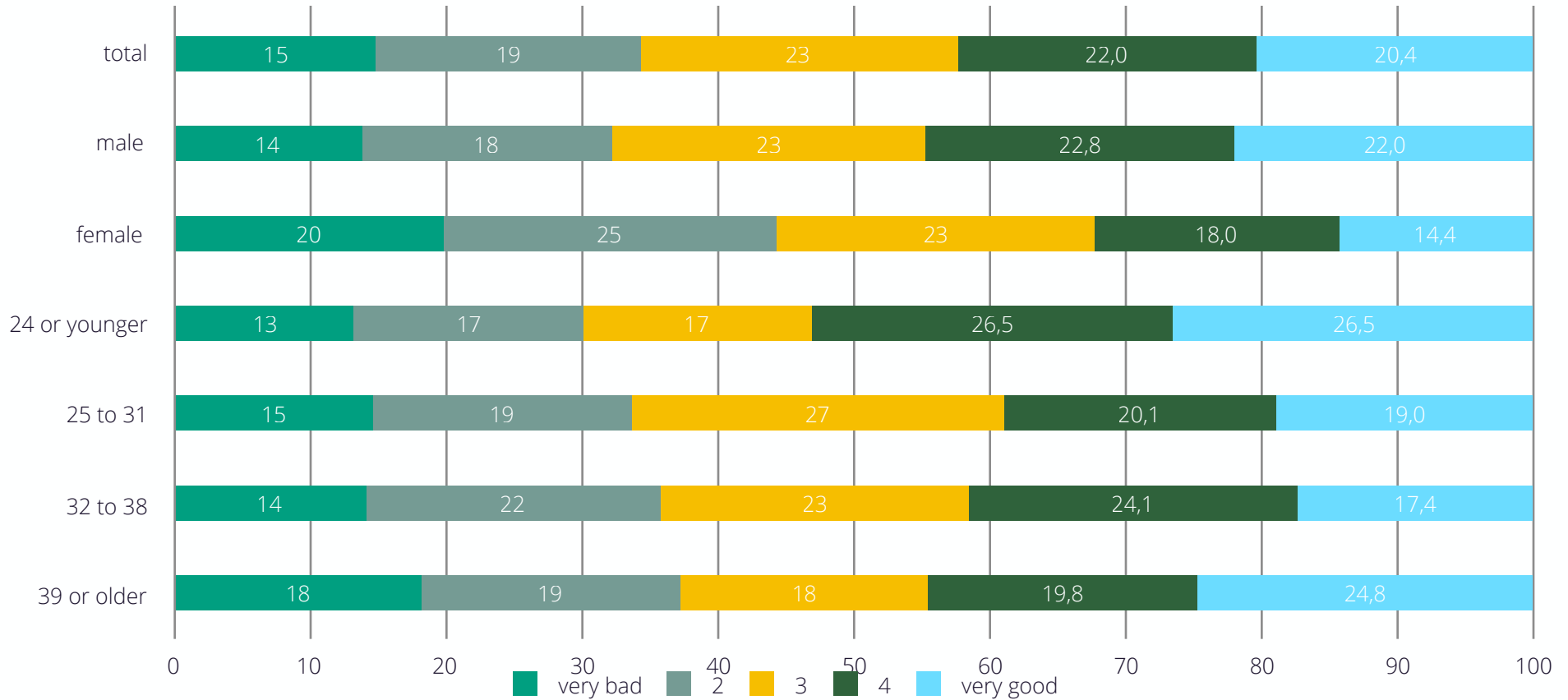
How would you rate the following more formal or procedural aspects of your job?



In %, single select matrix, n= 844

Formal job satisfaction: Free choice of hardware and devices

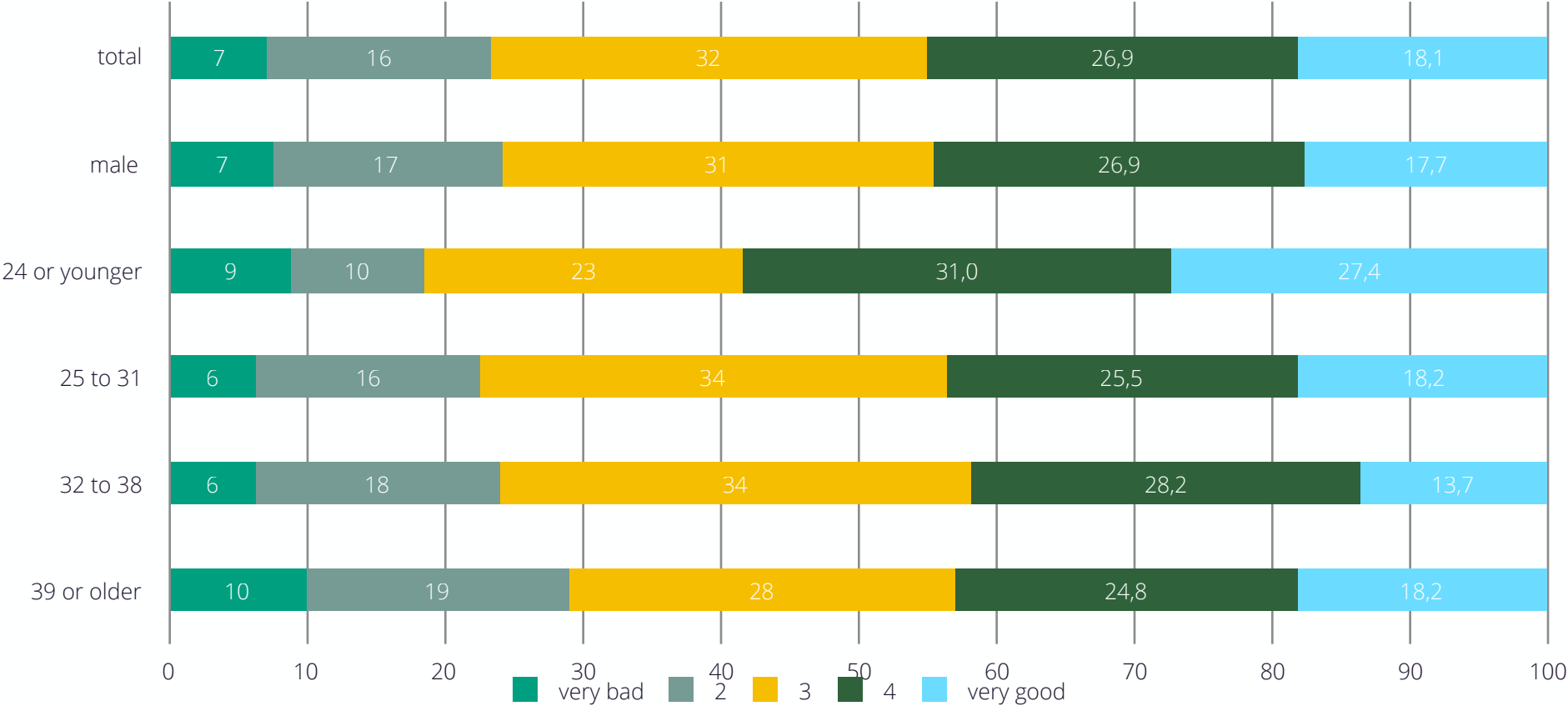
How would you rate the following more formal or procedural aspects of your job?



In %, single select matrix, n= 844

Formal job satisfaction: Free creation of work environments

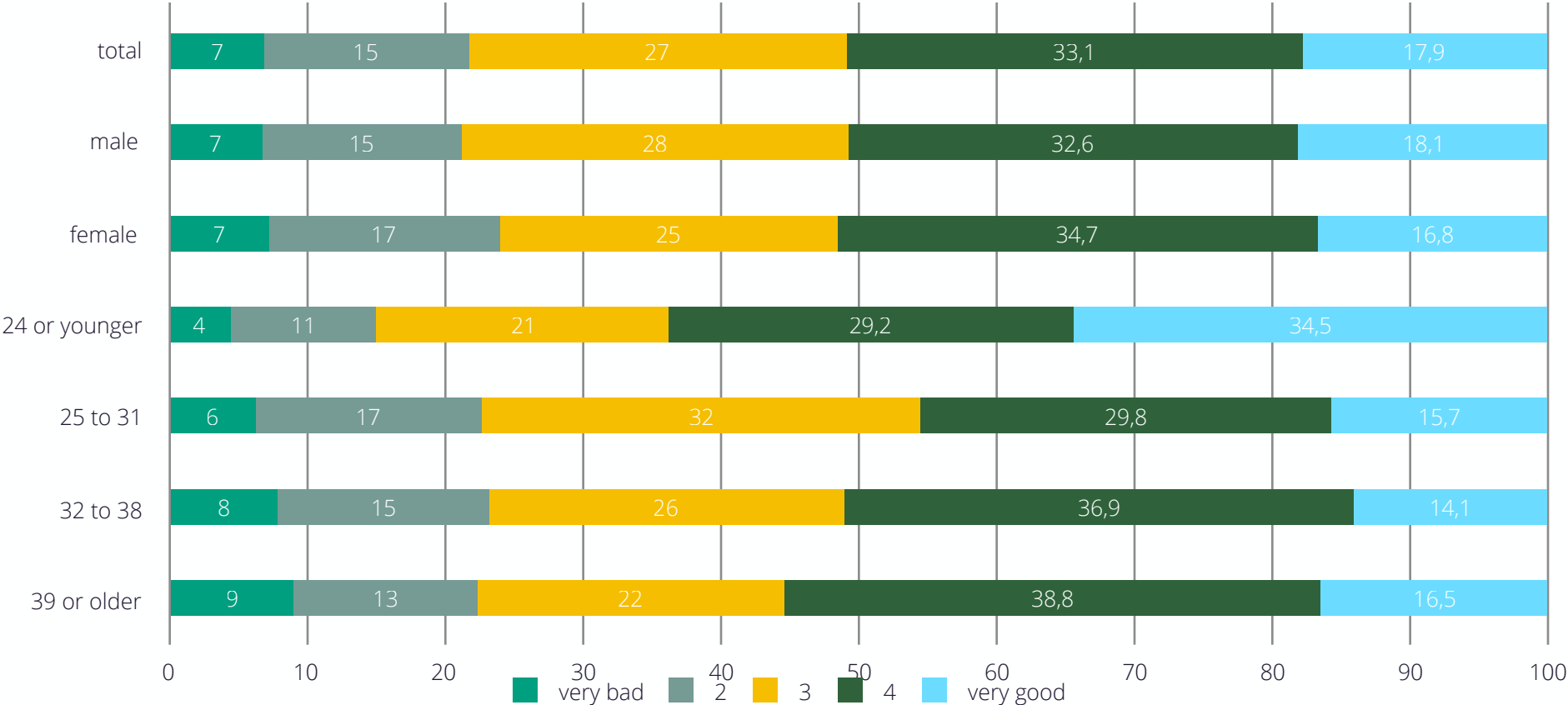
How would you rate the following more formal or procedural aspects of your job?



In %, single select matrix, n= 844

Formal job satisfaction: Education, further personal development **mindtake**

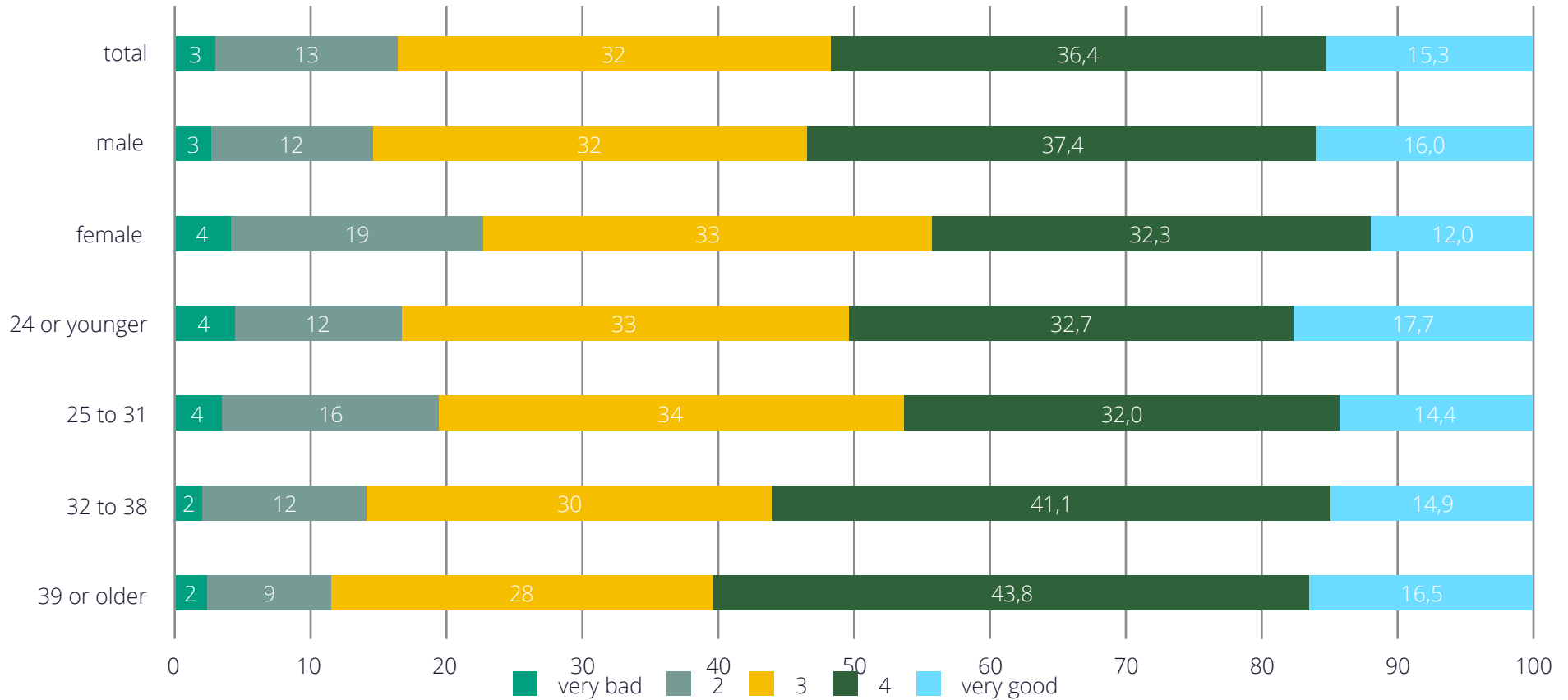
How would you rate the following more formal or procedural aspects of your job?



In %, single select matrix, n= 844

Formal job satisfaction: Good salary

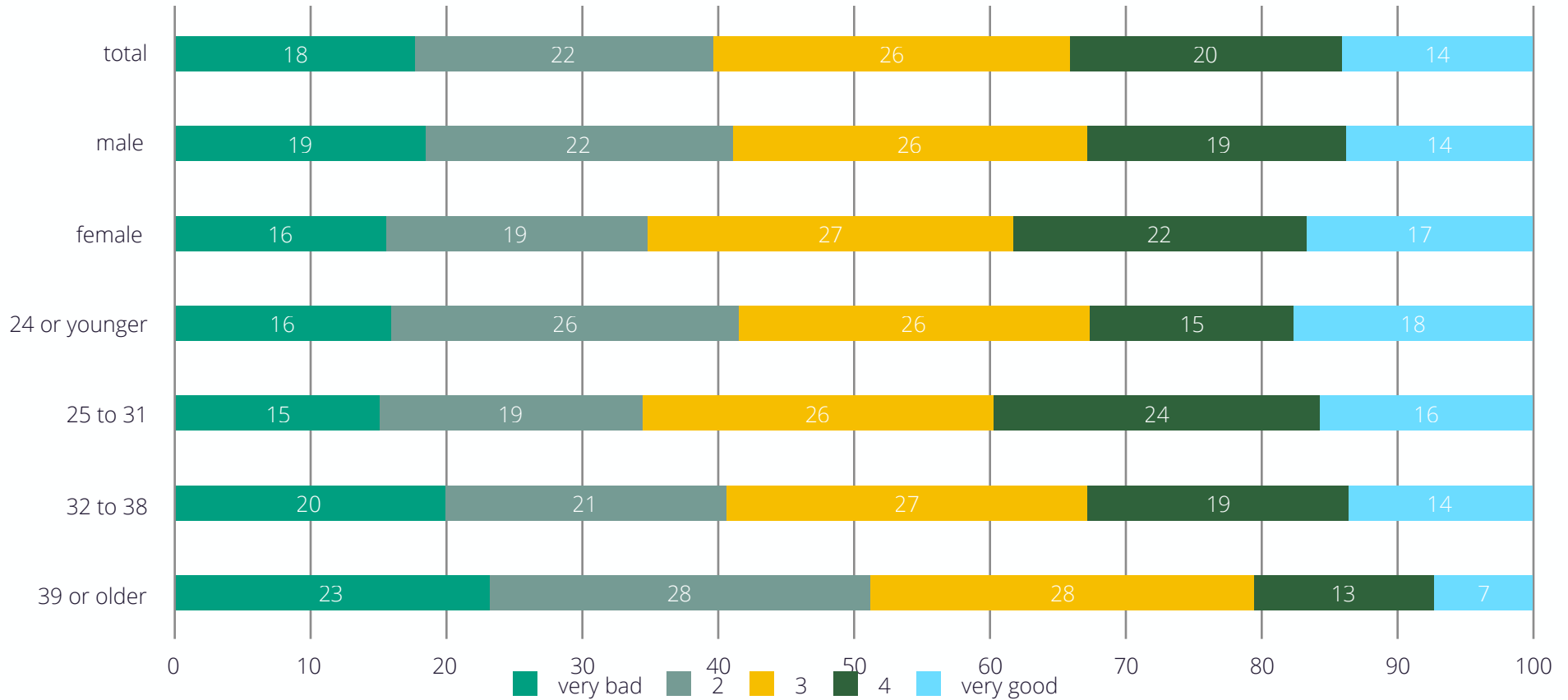
How would you rate the following more formal or procedural aspects of your job?



In %, single select matrix, n= 844

Formal job satisfaction: Free food and drinks

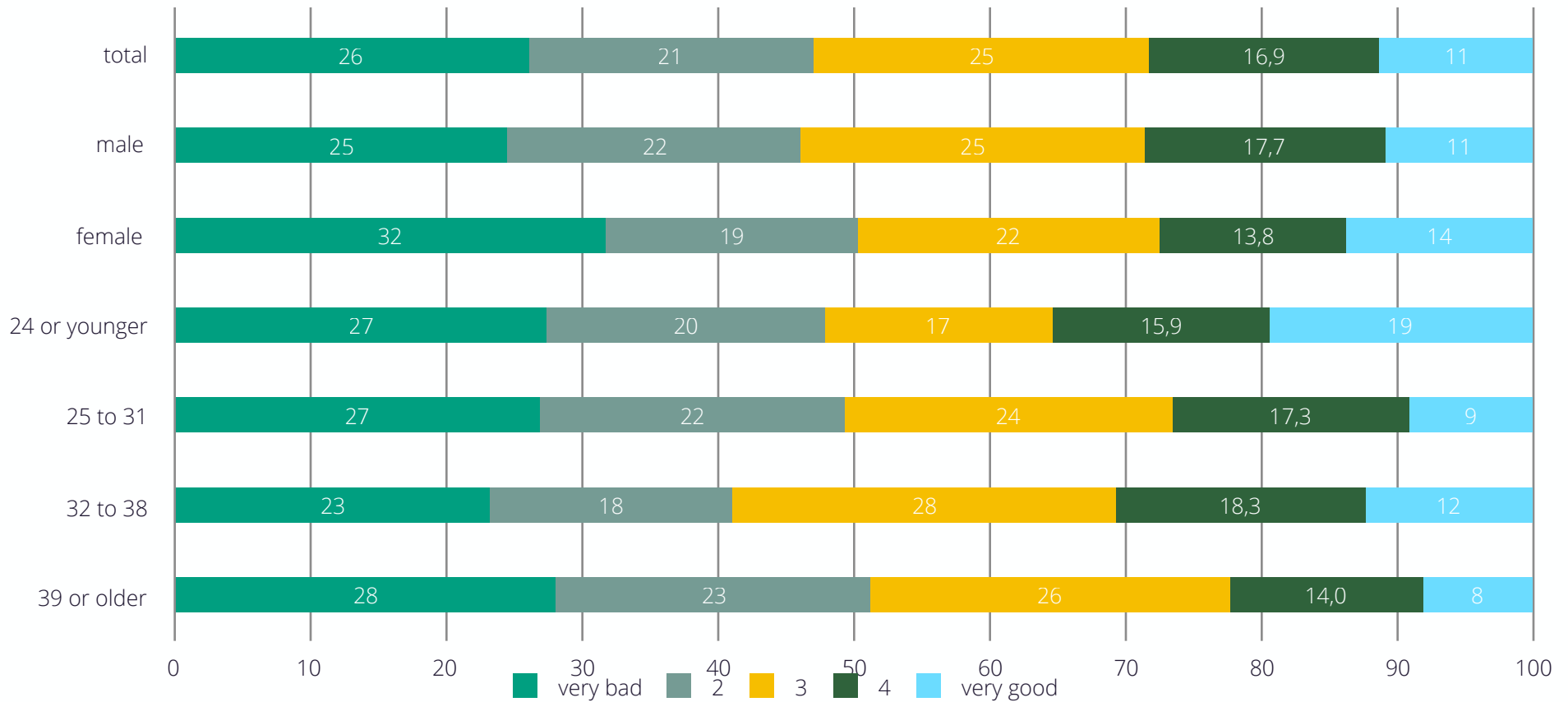
How would you rate the following more formal or procedural aspects of your job?



In %, single select matrix, n= 844

Formal job satisfaction: Financial support in the area of health (e.g. paid fitness studio membership)

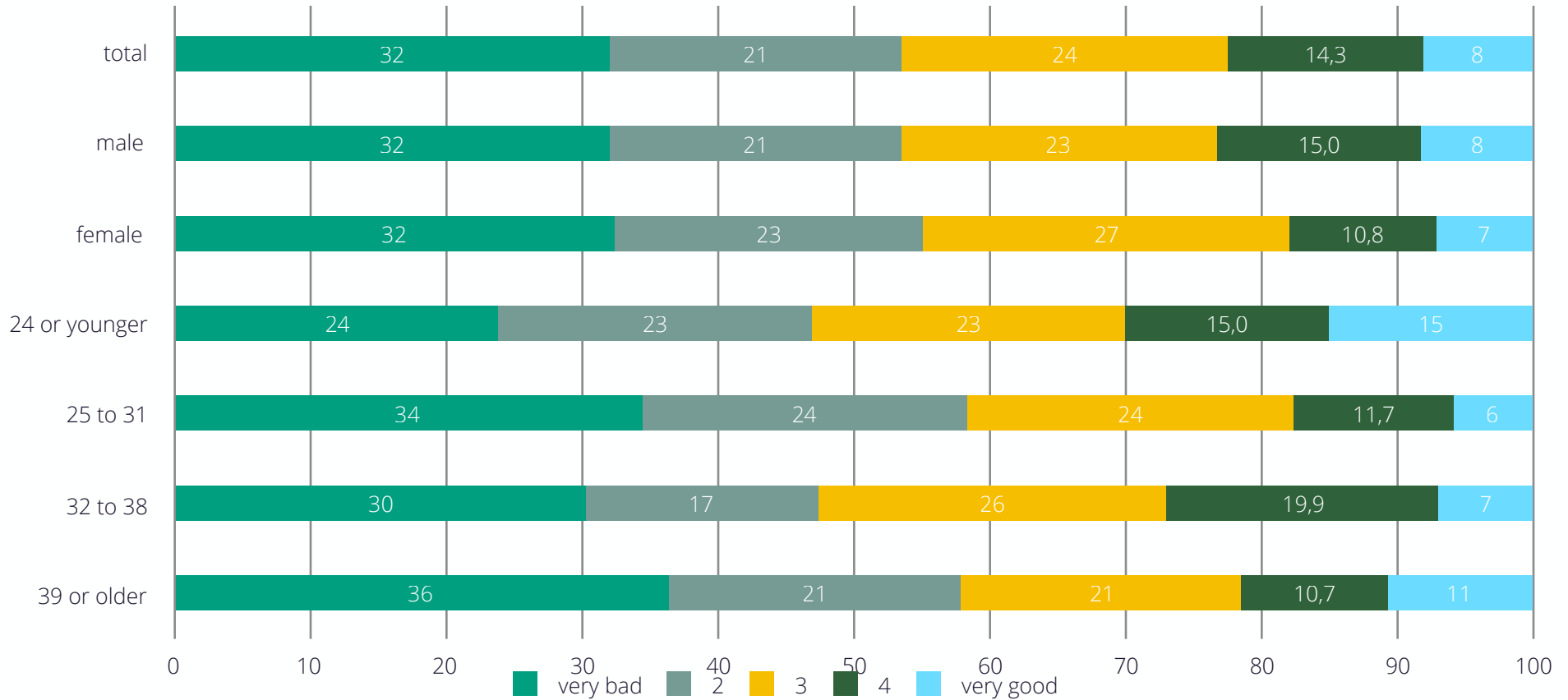
How would you rate the following more formal or procedural aspects of your job?



In %, single select matrix, n= 844

Formal job satisfaction: Profit participation

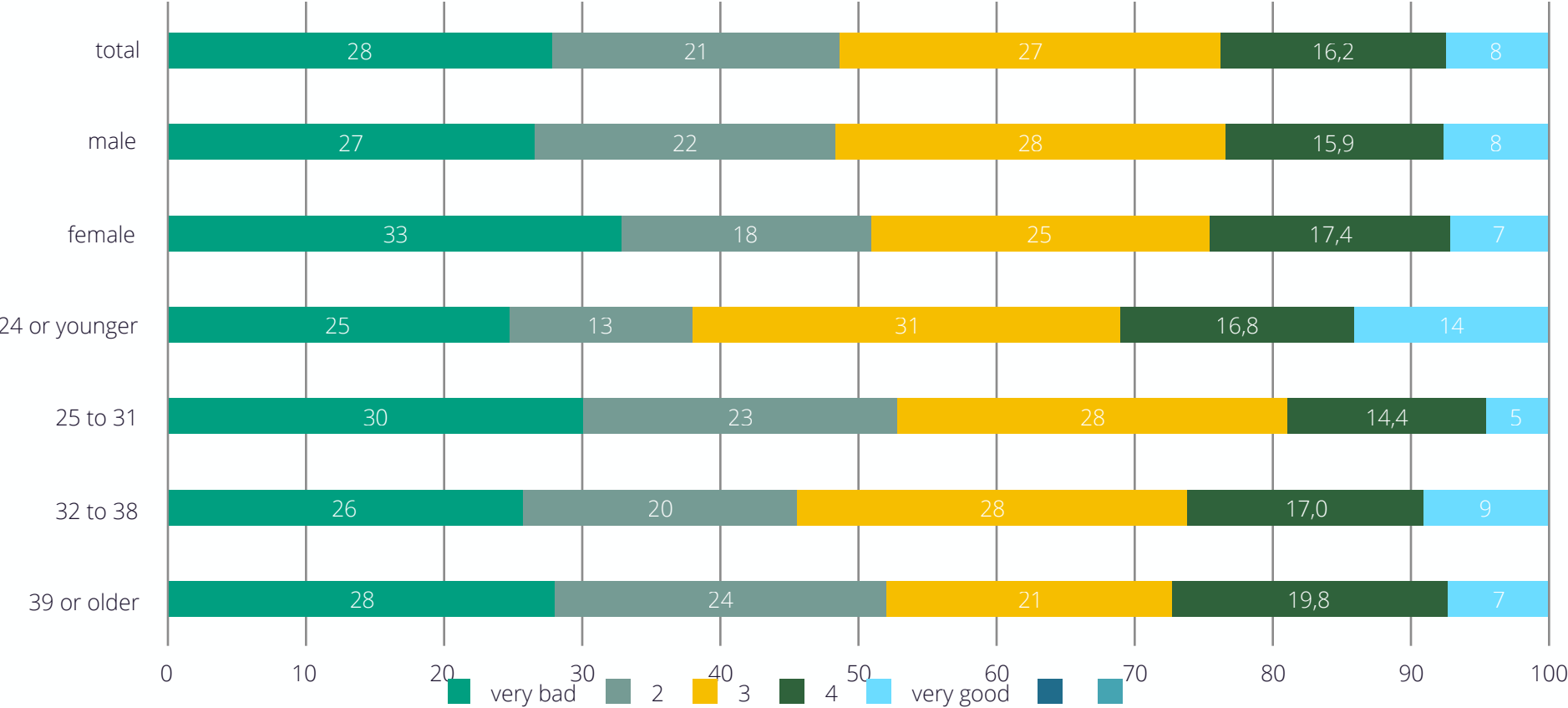
How would you rate the following more formal or procedural aspects of your job?



In %, single select matrix, n= 844

Formal job satisfaction: Performance bonuses

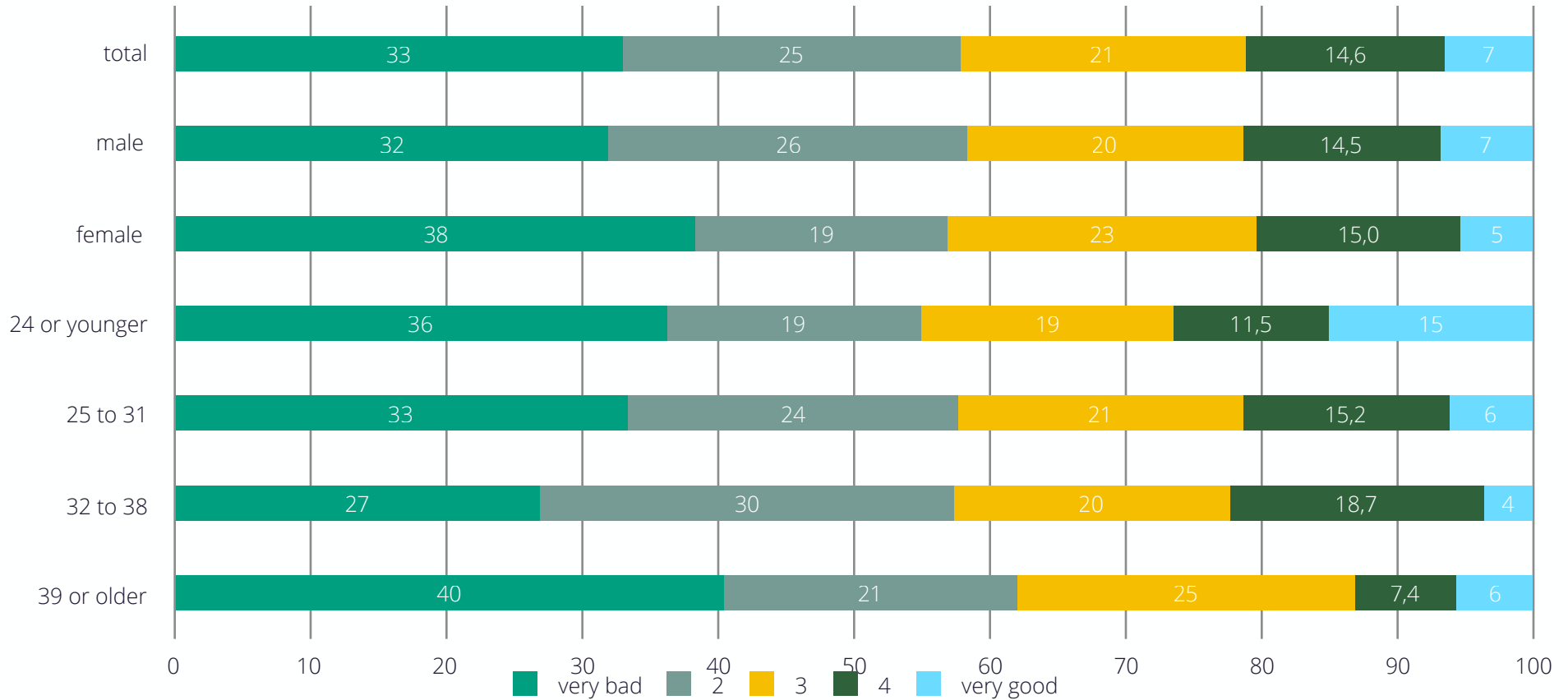
How would you rate the following more formal or procedural aspects of your job?



In %, single select matrix, n= 844

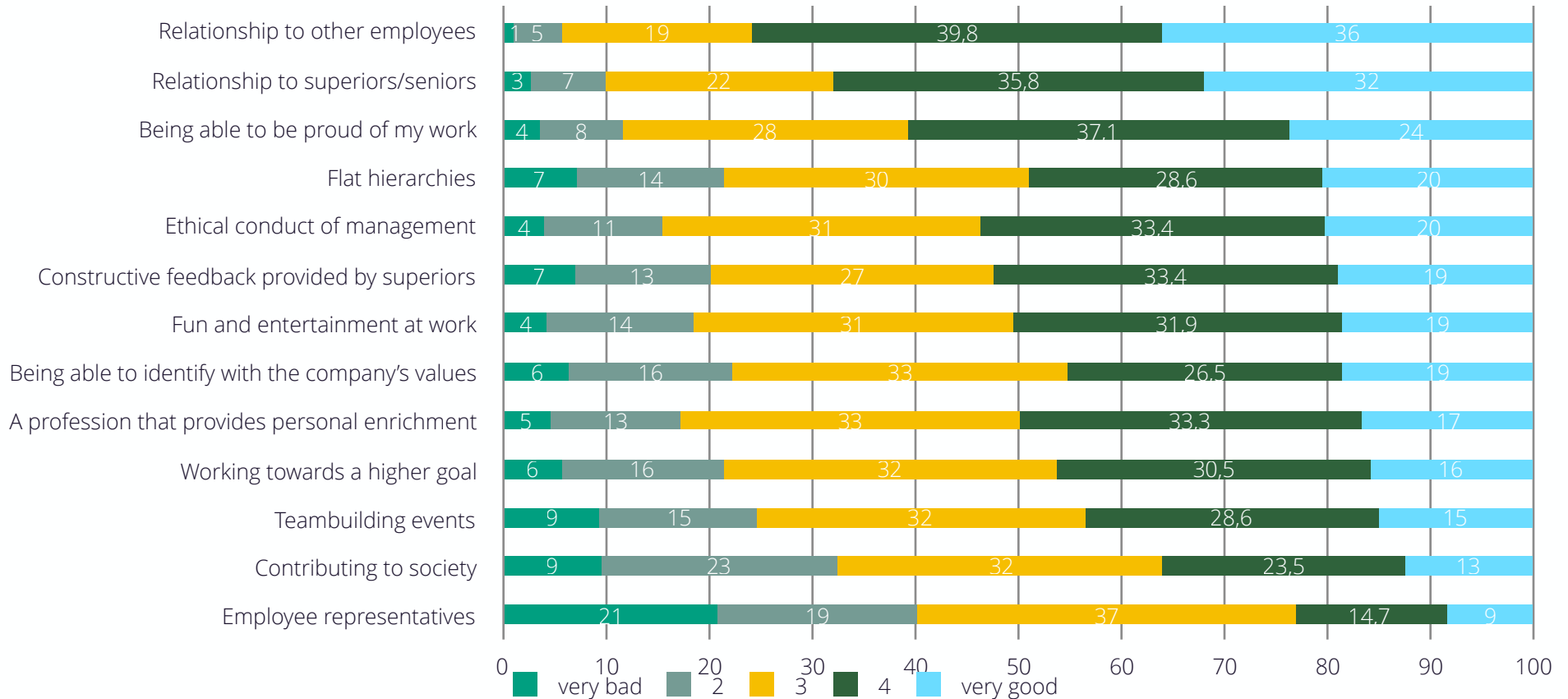
Formal job satisfaction: Leisure facilities in the company (e.g. company-owned sports facilities or recreation areas)

How would you rate the following more formal or procedural aspects of your job?



In %, single select matrix, n= 844

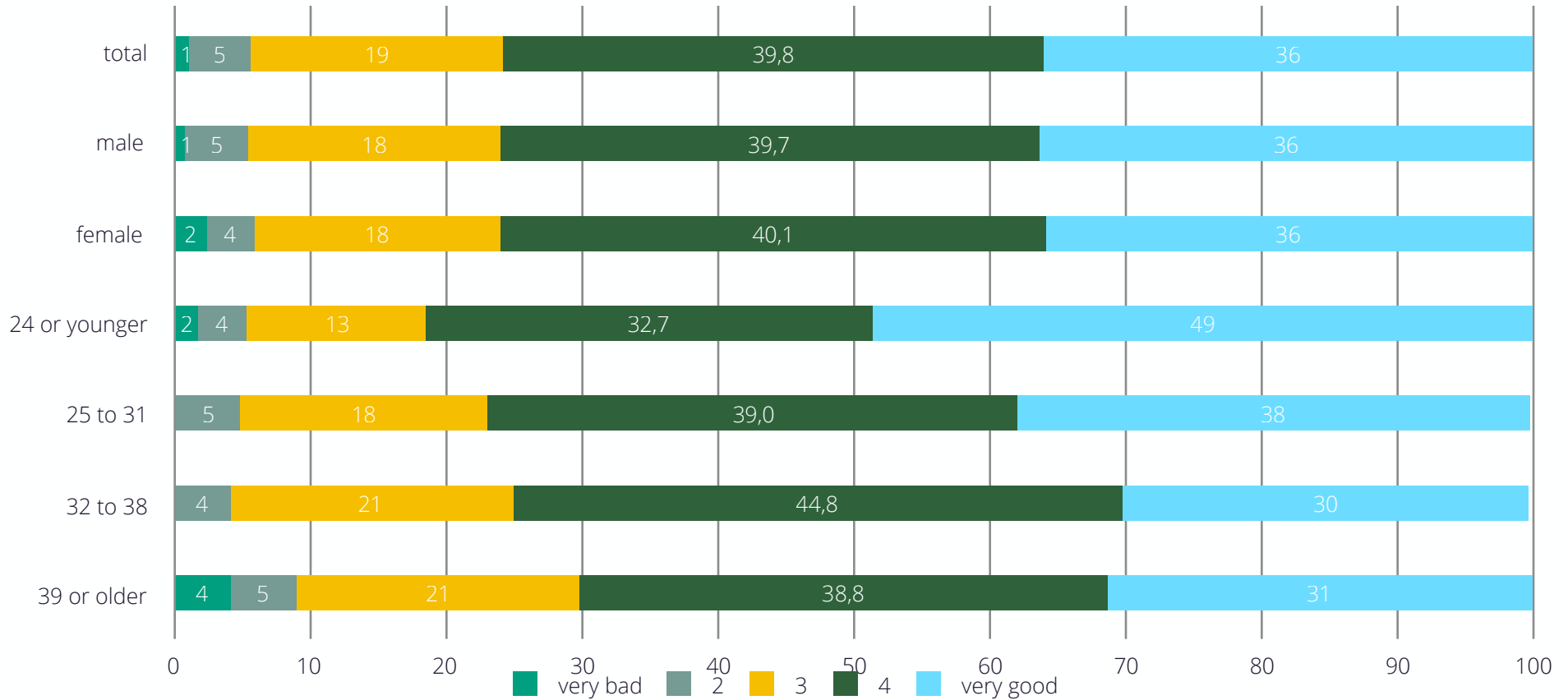
And how would you rate the following more personal or social aspects of your job?



In %, single select matrix sorted by "very good", n= 844

Personal job satisfaction: Relationship to other employees

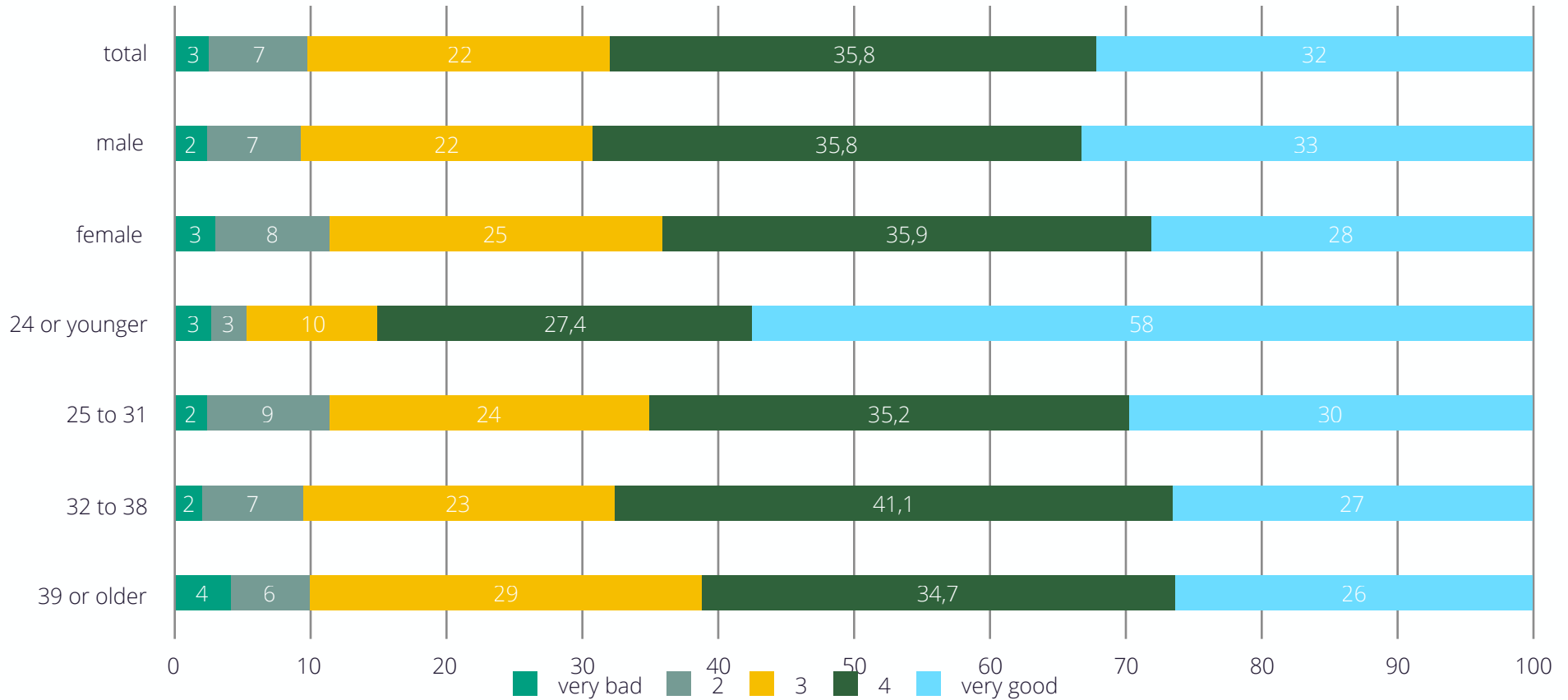
And how would you rate the following more personal or social aspects of your job?



In %, single select matrix, n= 844

Personal job satisfaction: Relationship to superiors/seniors

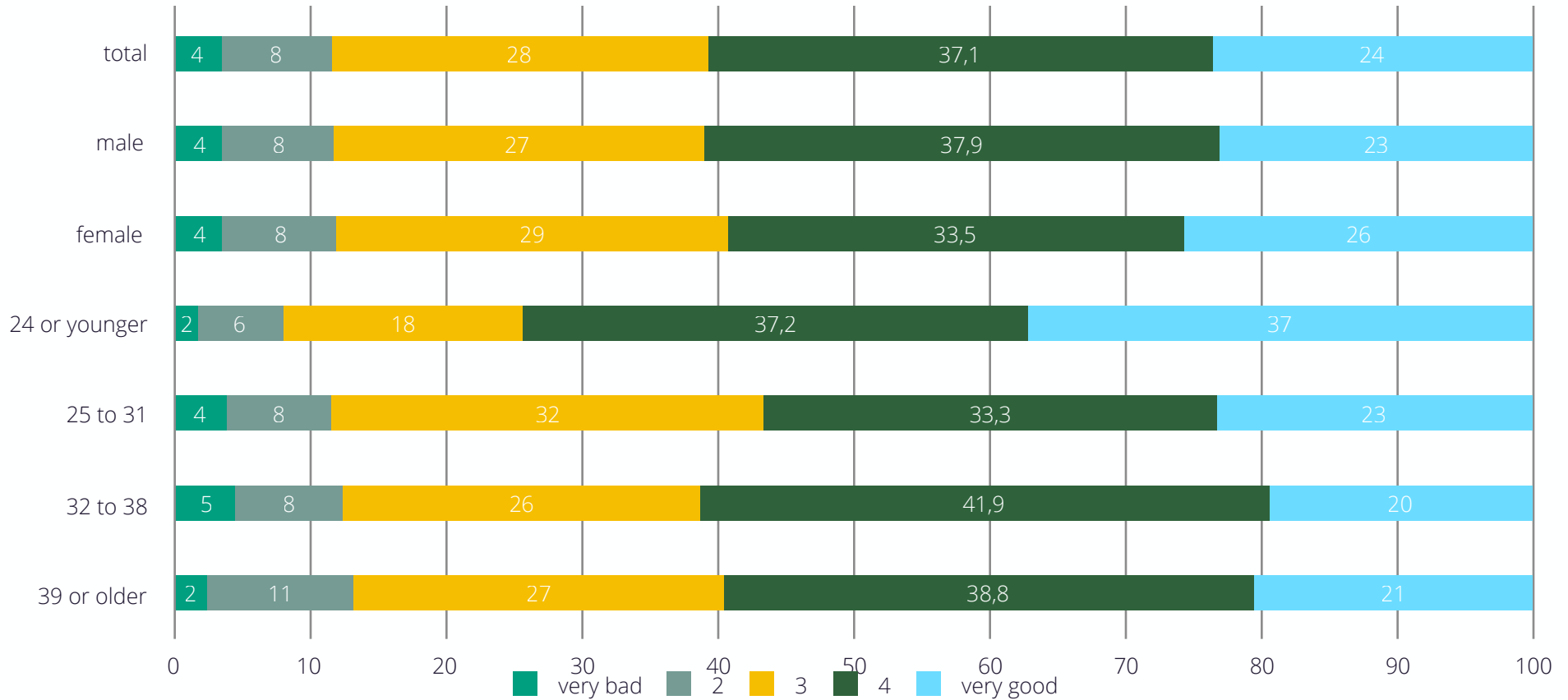
And how would you rate the following more personal or social aspects of your job?



In %, single select matrix, n= 844

Personal job satisfaction: Being able to be proud of my work

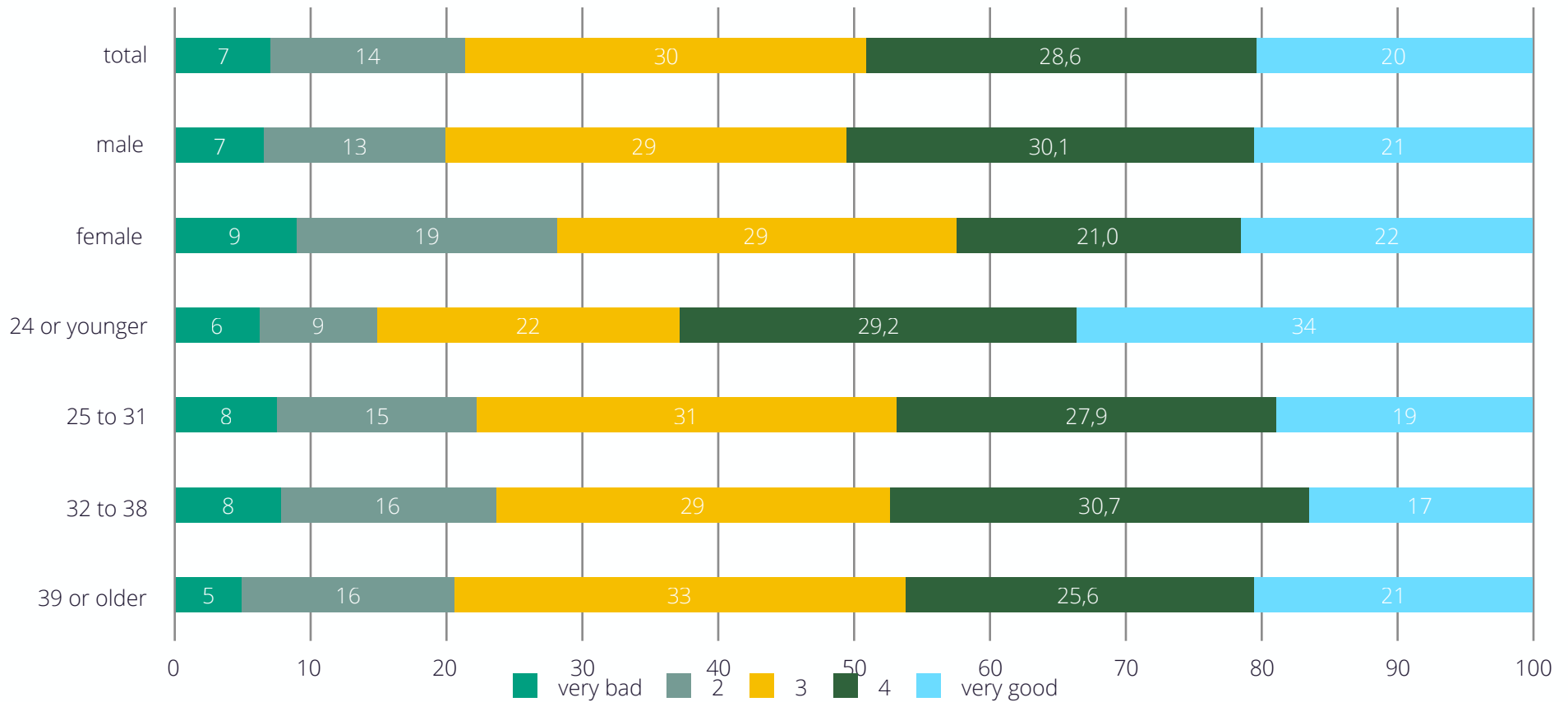
And how would you rate the following more personal or social aspects of your job?



In %, single select matrix, n= 844

Personal job satisfaction: Flat hierarchies

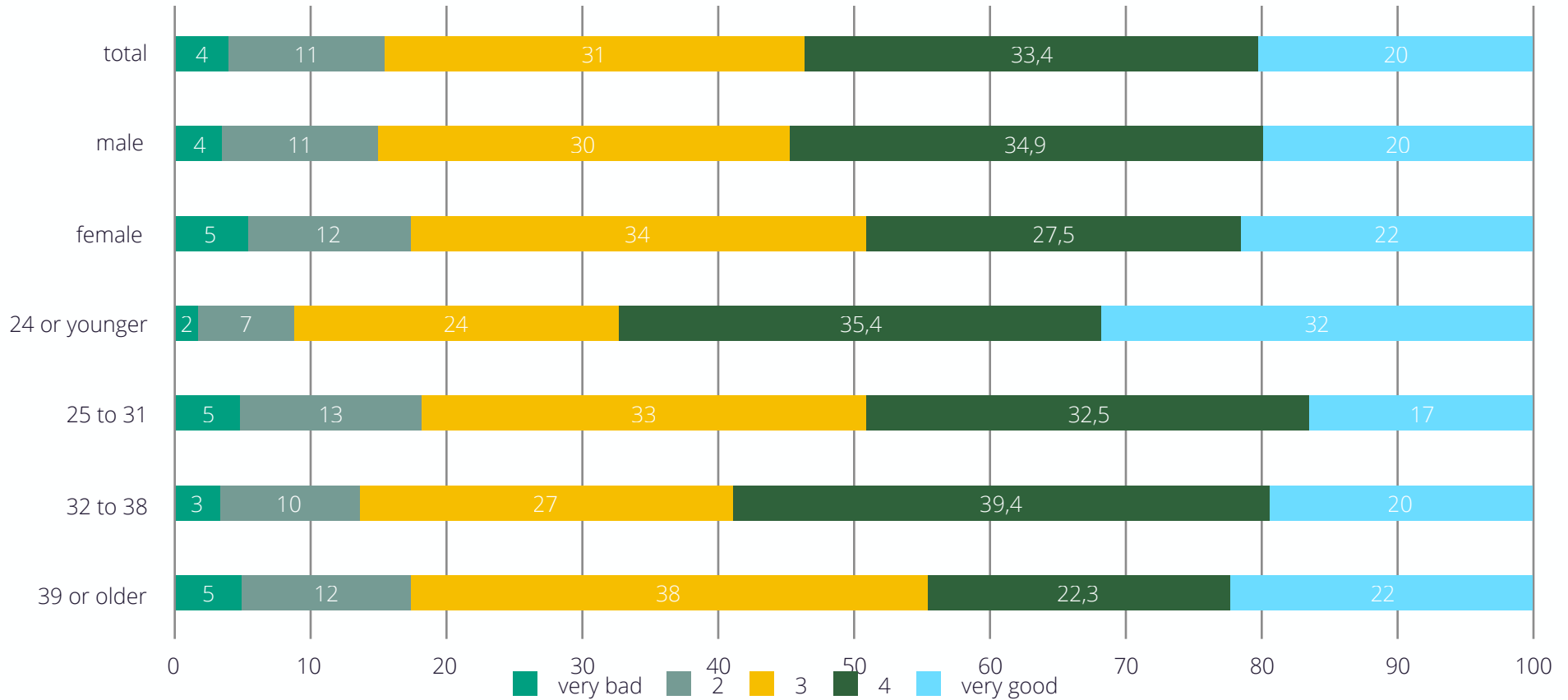
And how would you rate the following more personal or social aspects of your job?



In %, single select matrix, n= 844

Personal job satisfaction: Ethical conduct of management

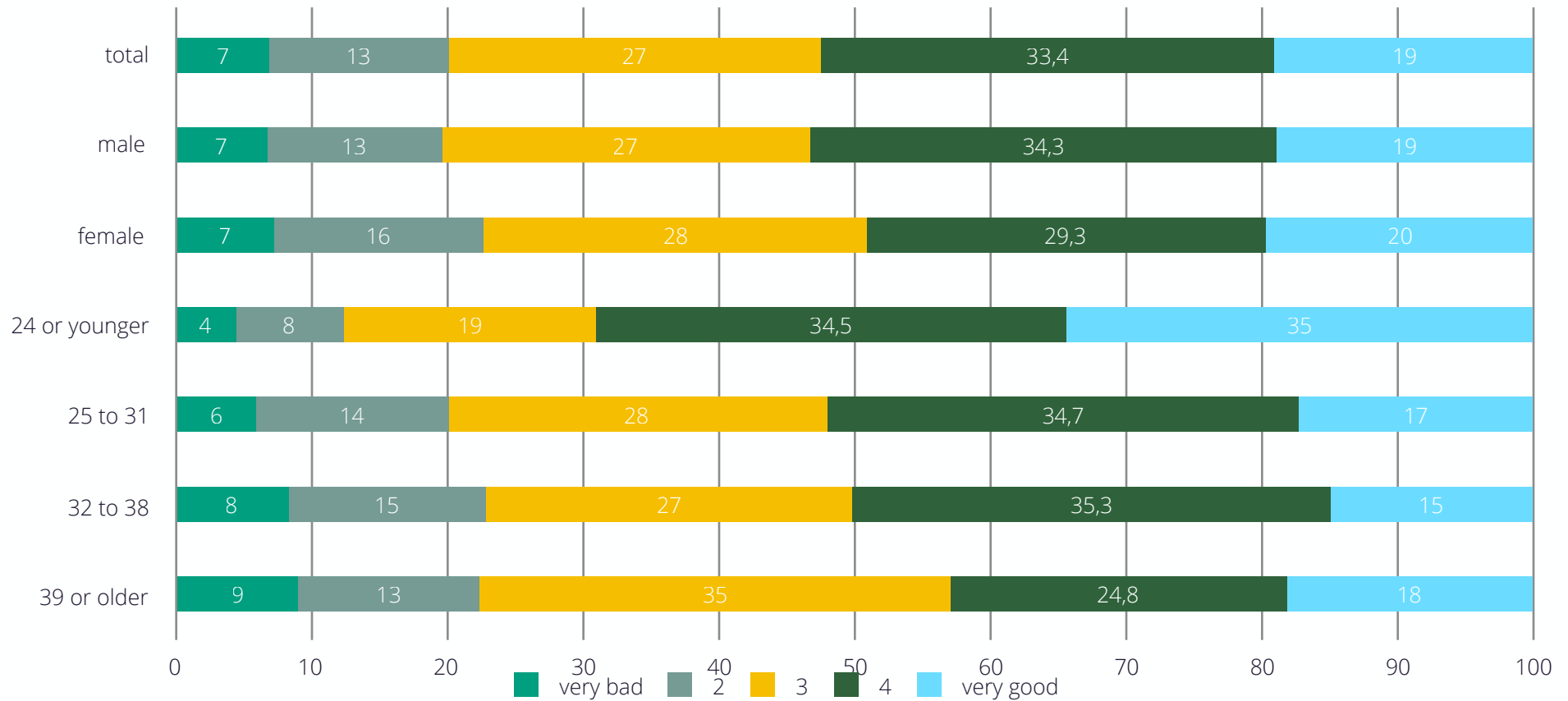
And how would you rate the following more personal or social aspects of your job?



In %, single select matrix, n= 844

Personal job satisfaction: Constructive feedback provided by superiors

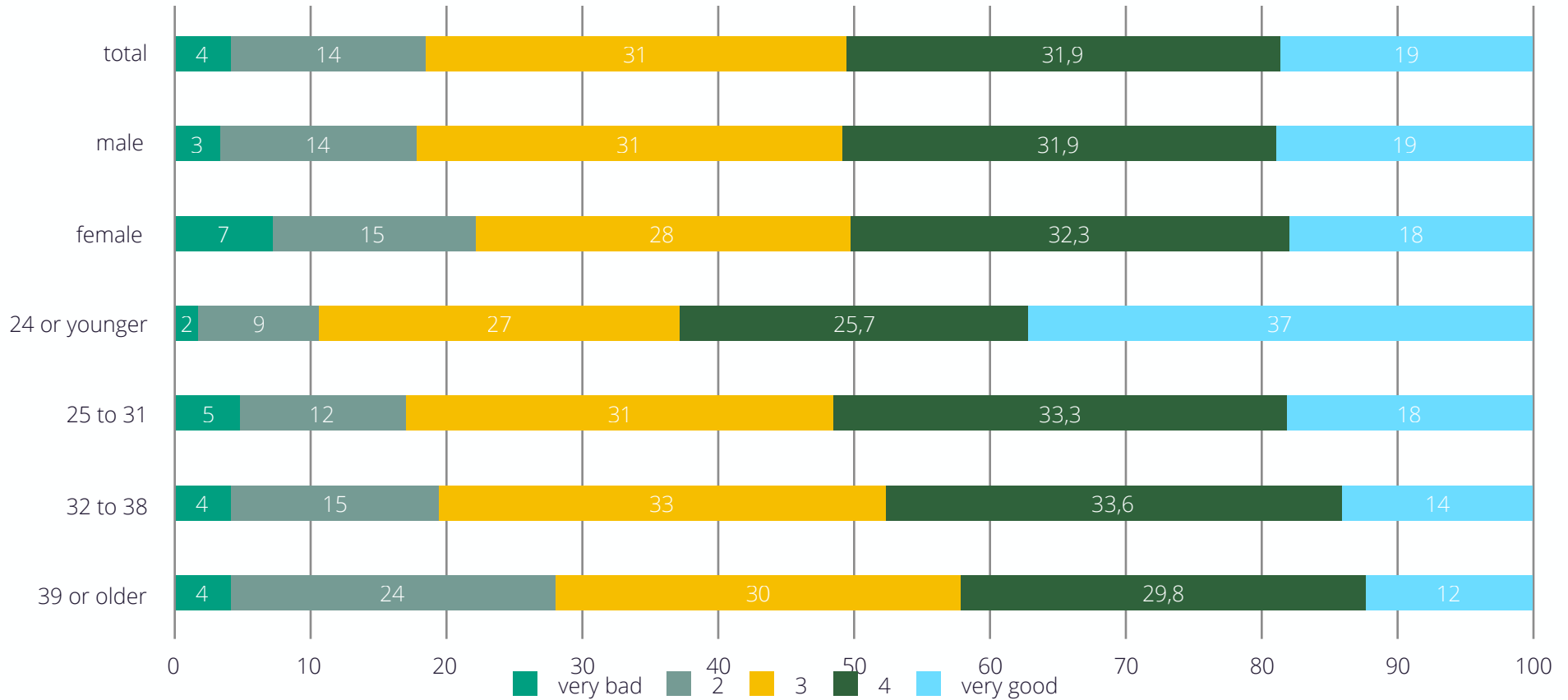
And how would you rate the following more personal or social aspects of your job?



In %, single select matrix, n= 844

Personal job satisfaction: Fun and entertainment at work

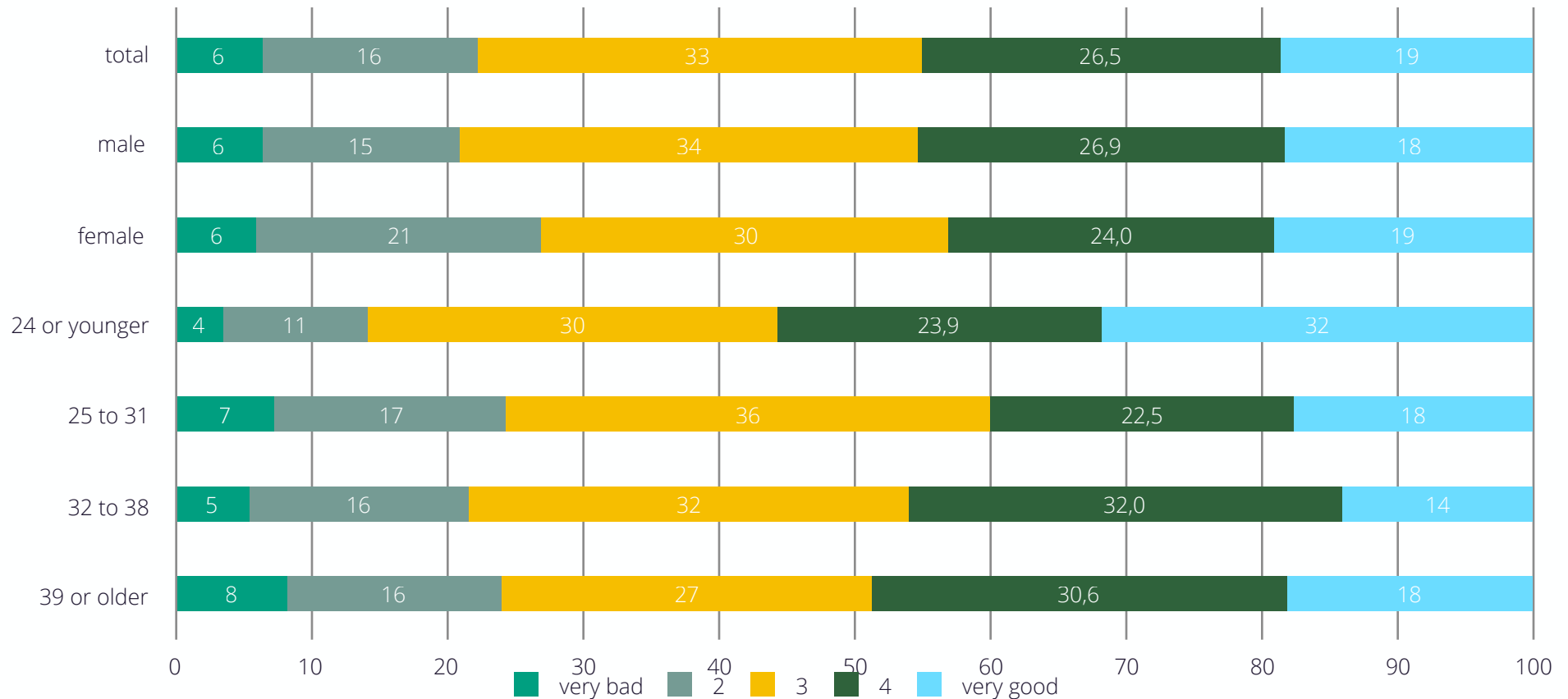
And how would you rate the following more personal or social aspects of your job?



In %, single select matrix, n= 844

Personal job satisfaction: Being able to identify with the company's values

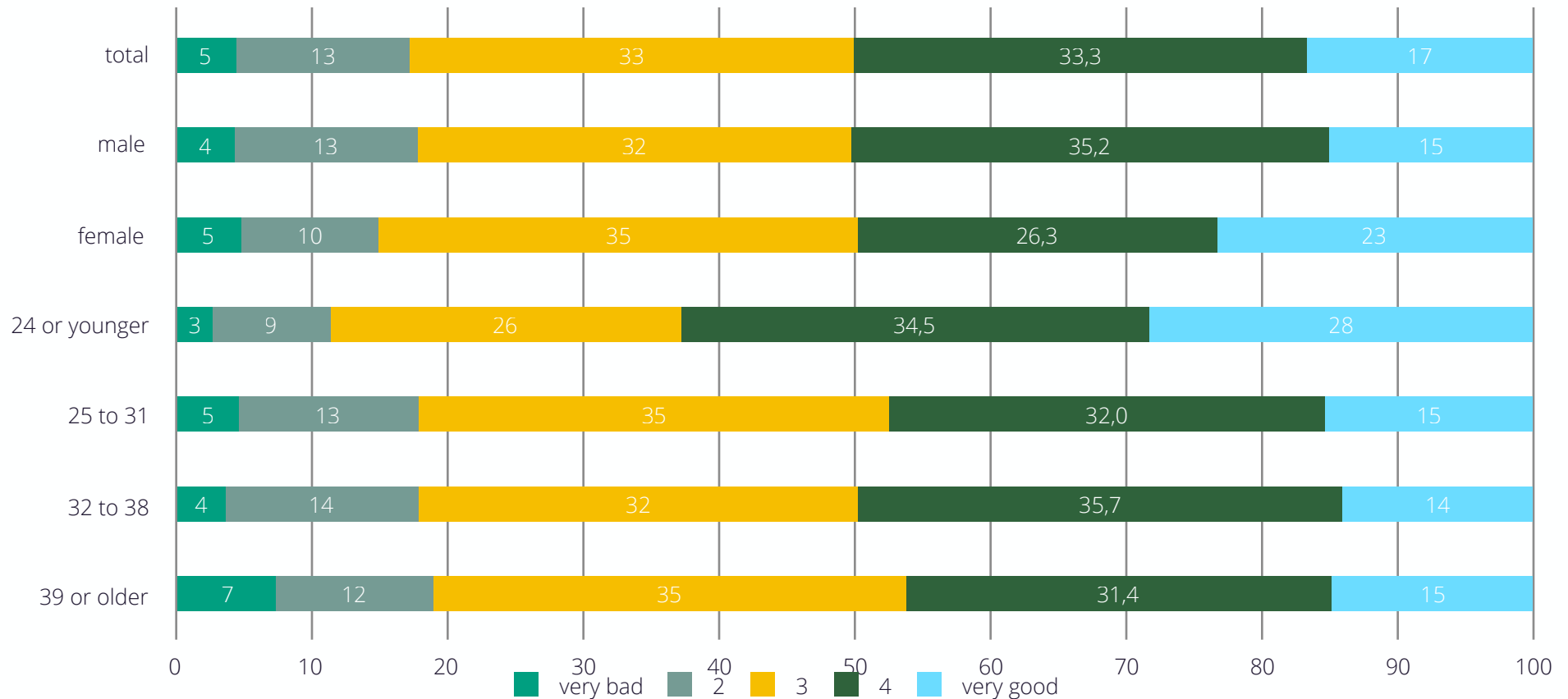
And how would you rate the following more personal or social aspects of your job?



In %, single select matrix, n= 844

Personal job satisfaction: A profession that provides personal enrichment

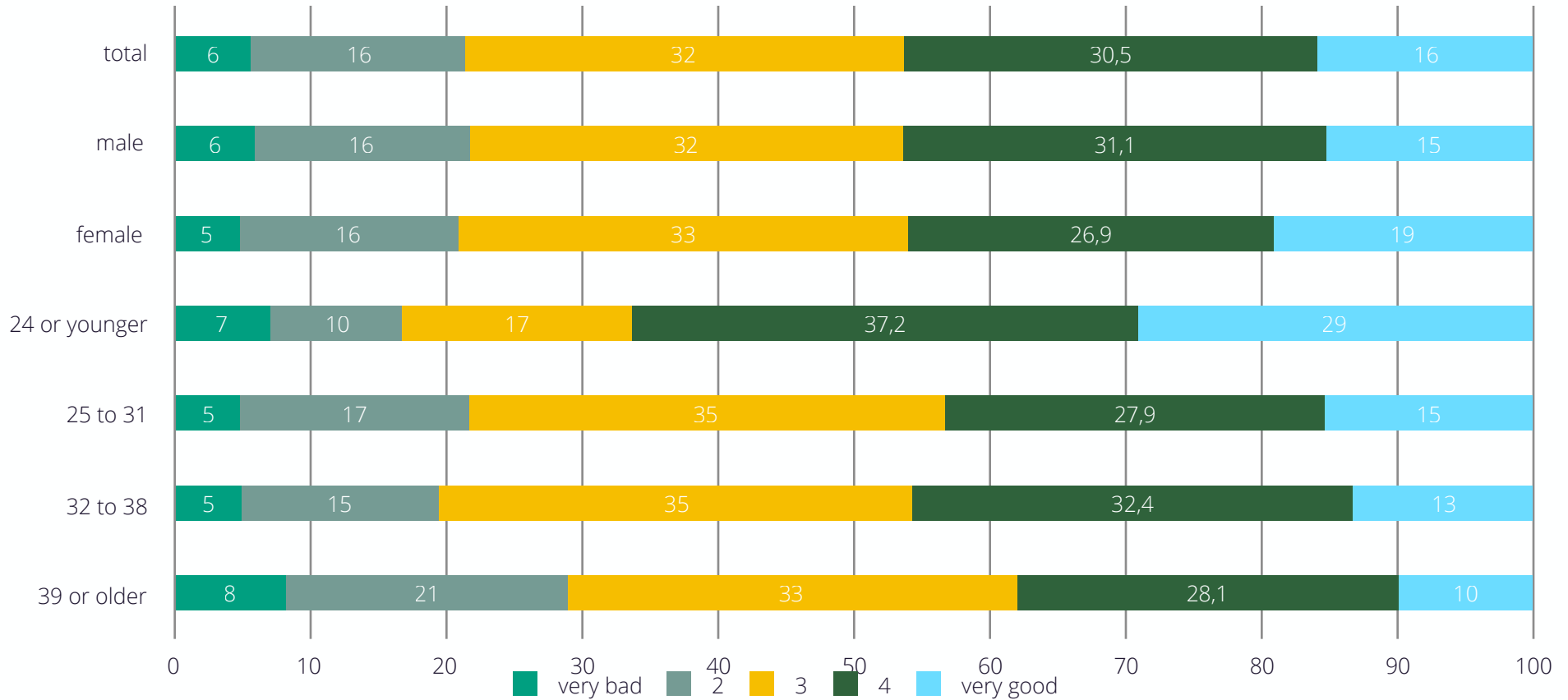
And how would you rate the following more personal or social aspects of your job?



In %, single select matrix, n= 844

Personal job satisfaction: Working towards a higher goal

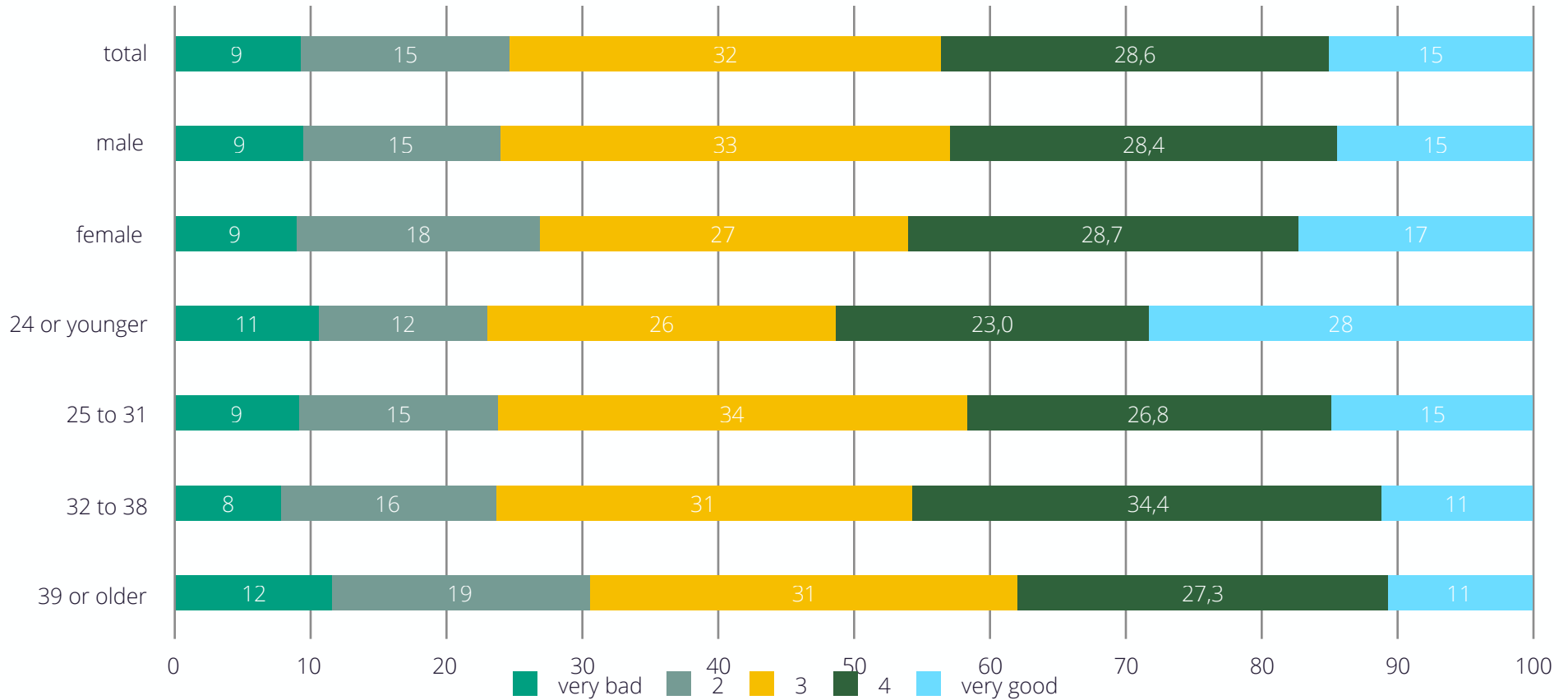
And how would you rate the following more personal or social aspects of your job?



In %, single select matrix, n= 844

Personal job satisfaction: Teambuilding events

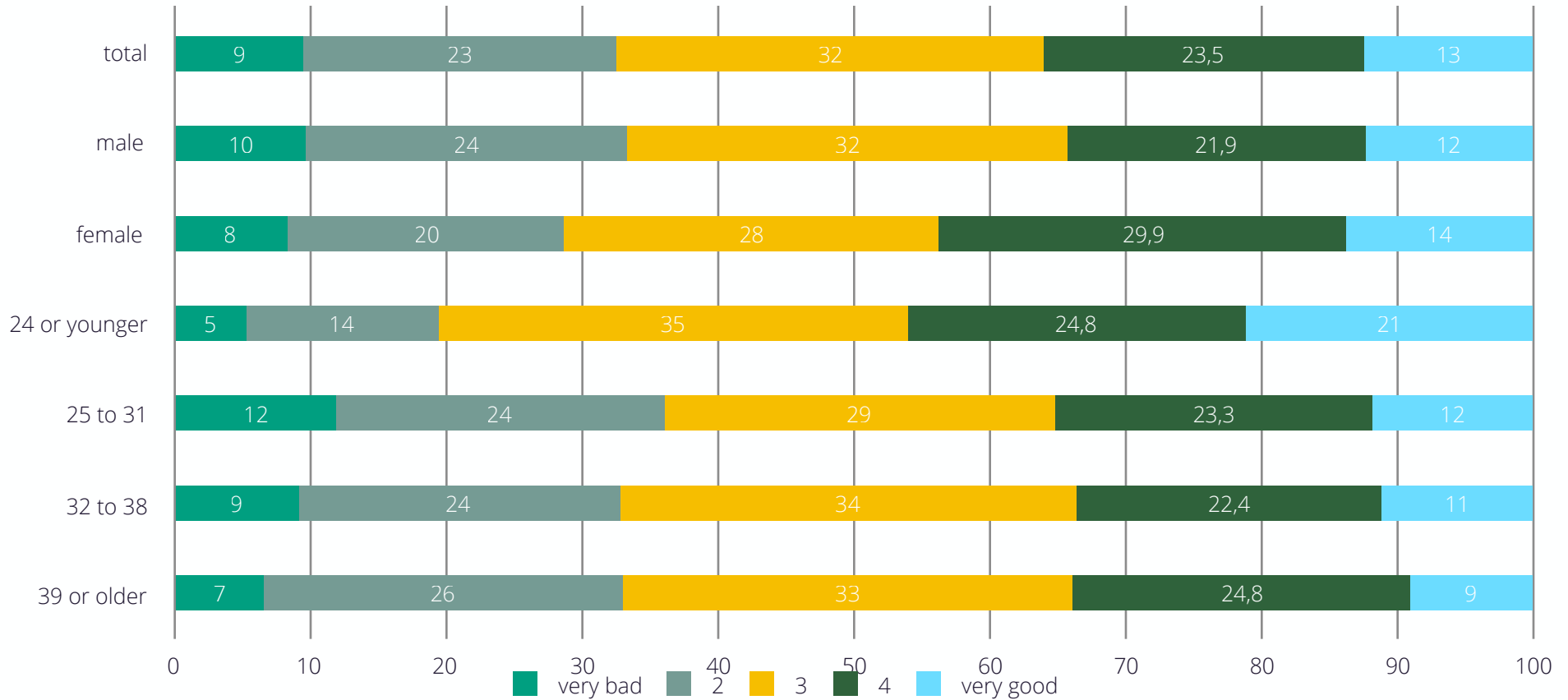
And how would you rate the following more personal or social aspects of your job?



In %, single select matrix, n= 844

Personal job satisfaction: Contributing to society

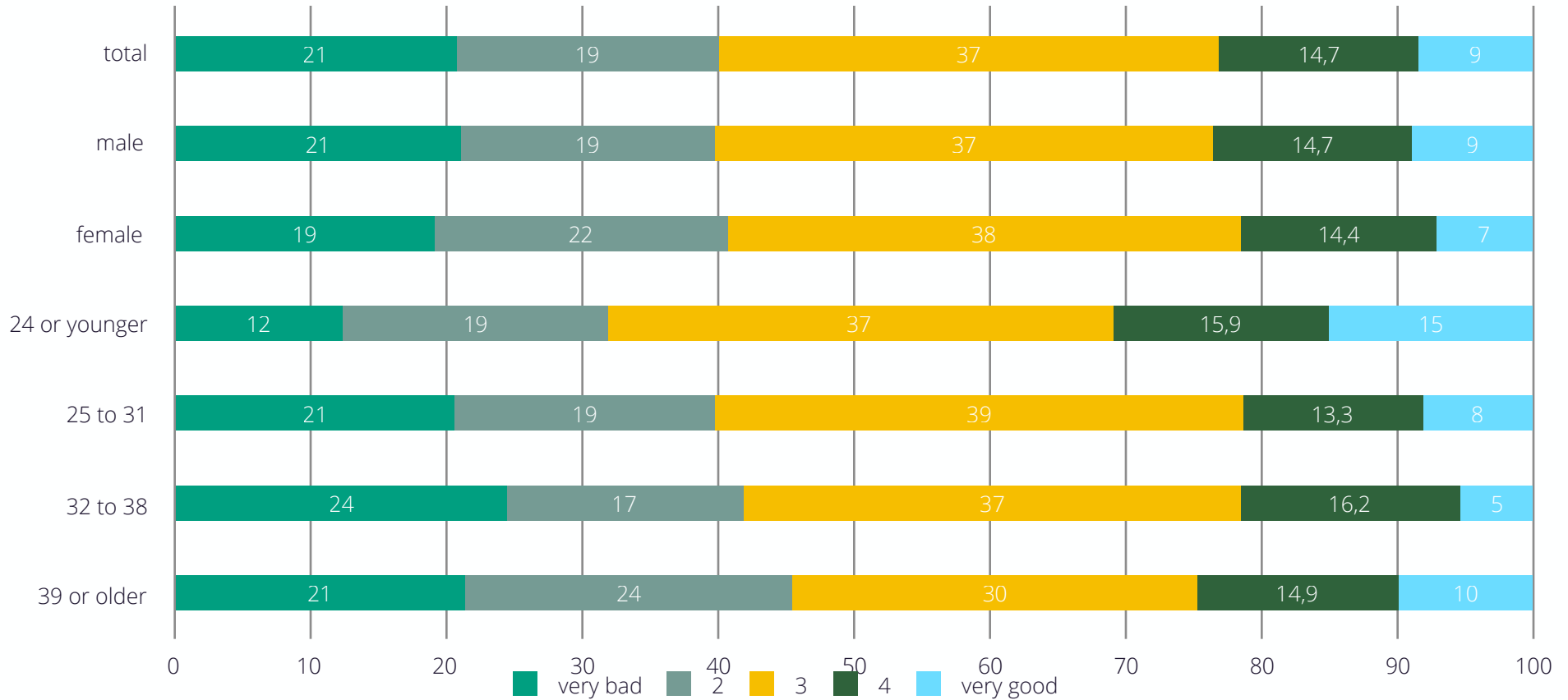
And how would you rate the following more personal or social aspects of your job?



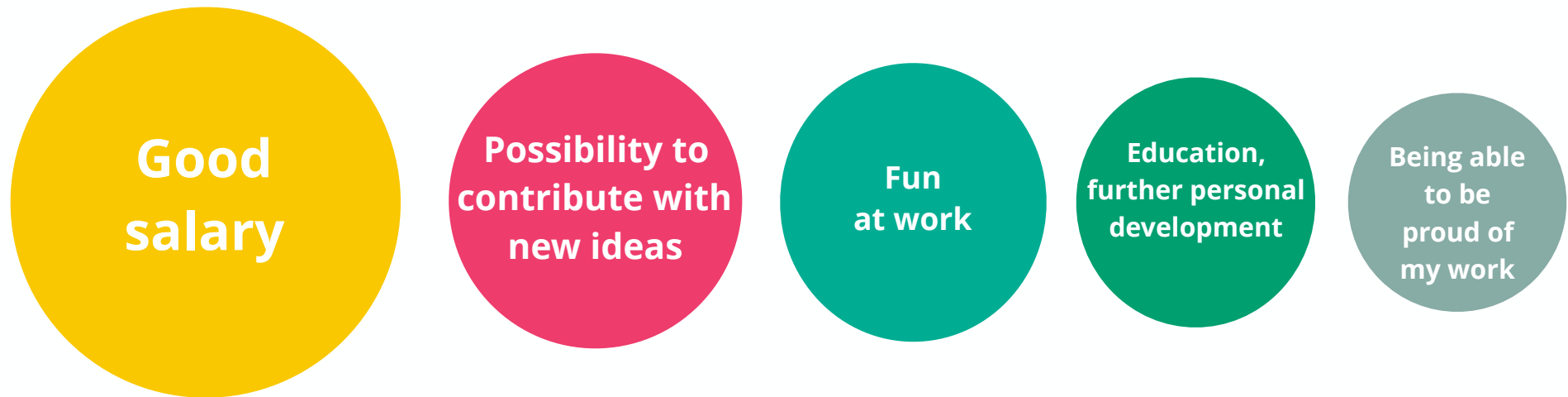
In %, single select matrix, n= 844

Personal job satisfaction: Employee representatives (e.g. trade unions)

And how would you rate the following more personal or social aspects of your job?



In %, single select matrix, n= 844

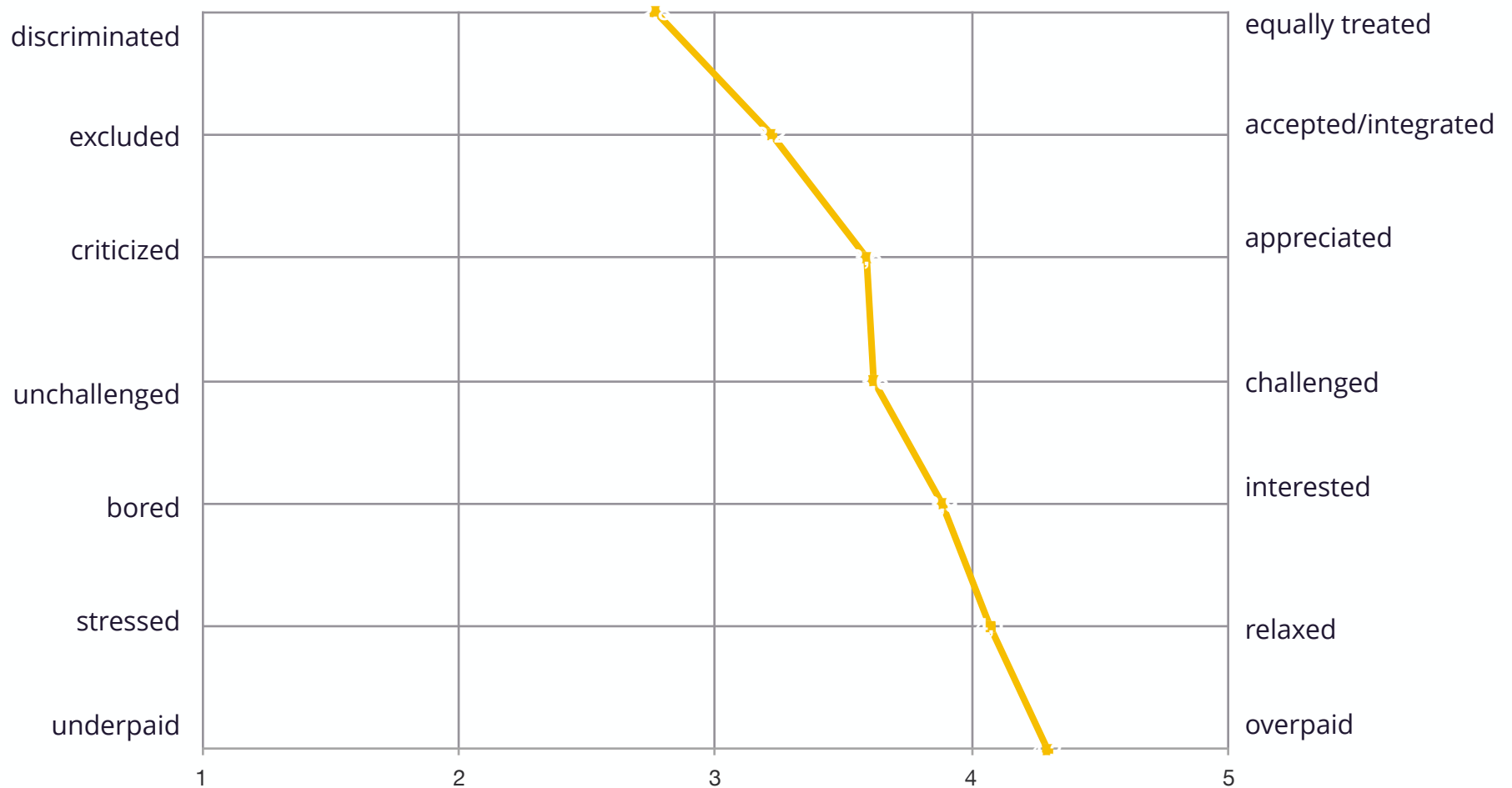


...have significant influence on the overall job satisfaction

n= 844, based on a linear regression model, significant items ($p \leq 0,05$) are shown

Experiences and conflicts

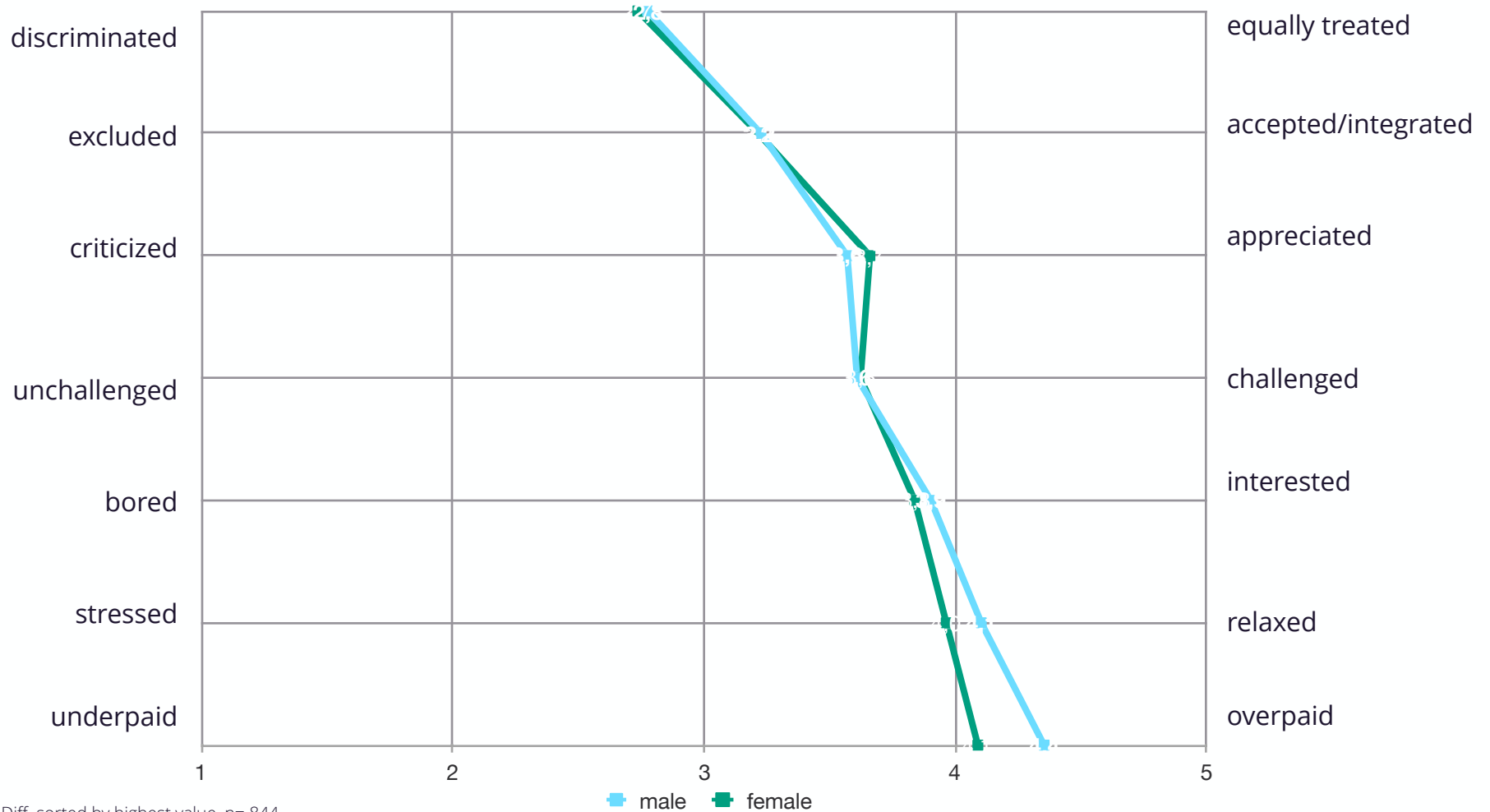
In general: Which of these feelings describe your daily experience at work best?



In %, sem. Diff. sorted by highest value, n= 844

Daily experiences: Split by gender

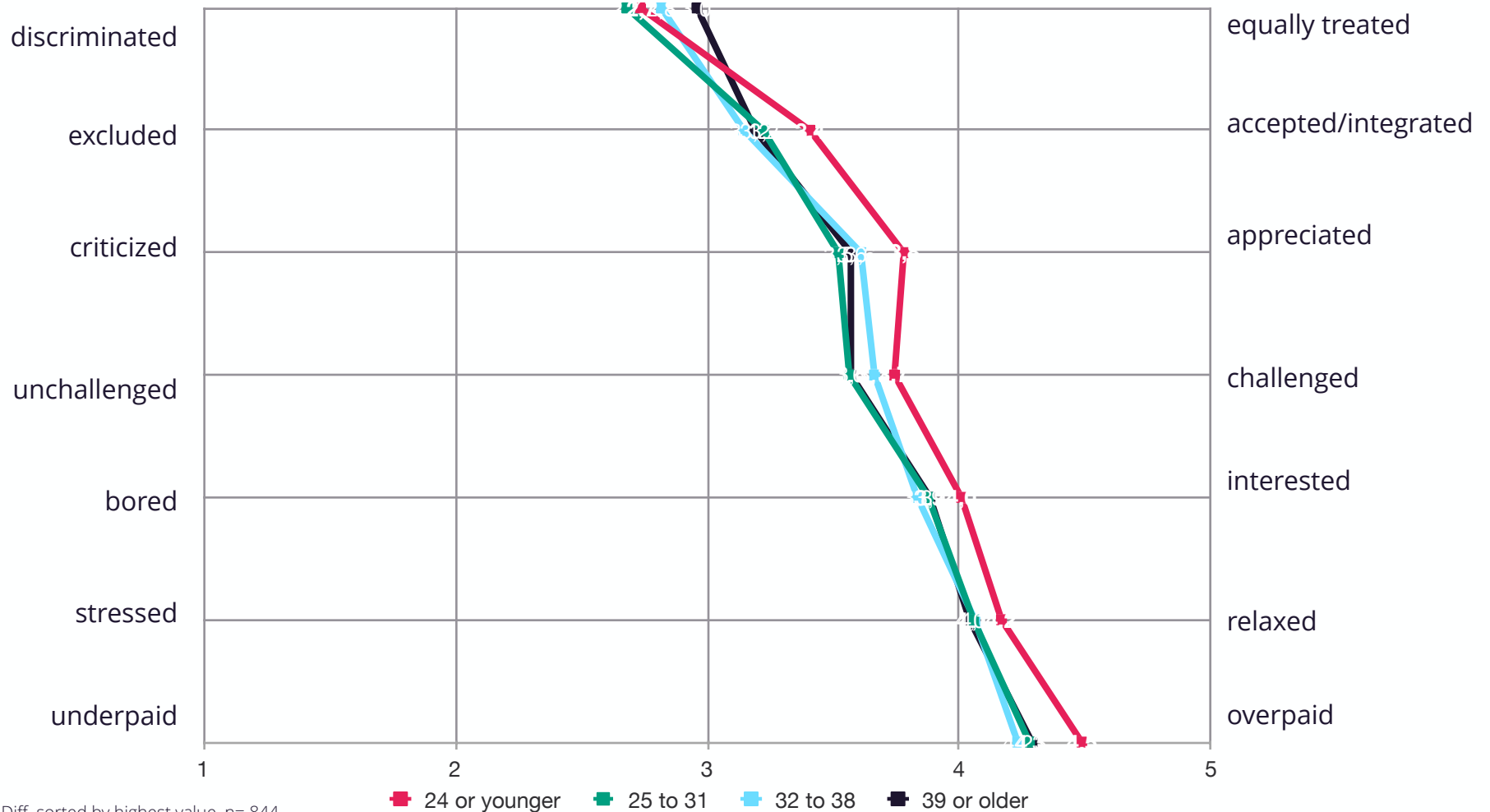
In general: Which of these feelings describe your daily experience at work best?



In %, sem. Diff. sorted by highest value, n= 844

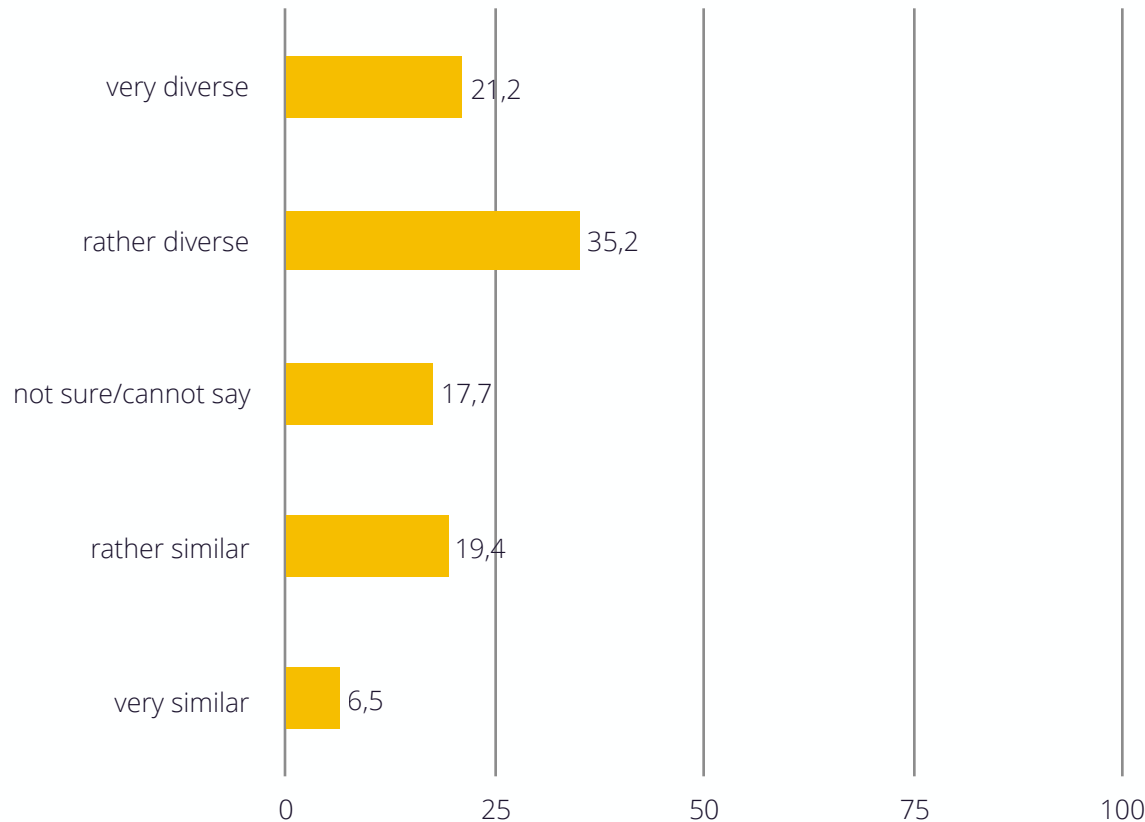
Daily experiences: Split by age

In general: Which of these feelings describe your daily experience at work best?



In %, sem. Diff. sorted by highest value, n= 844

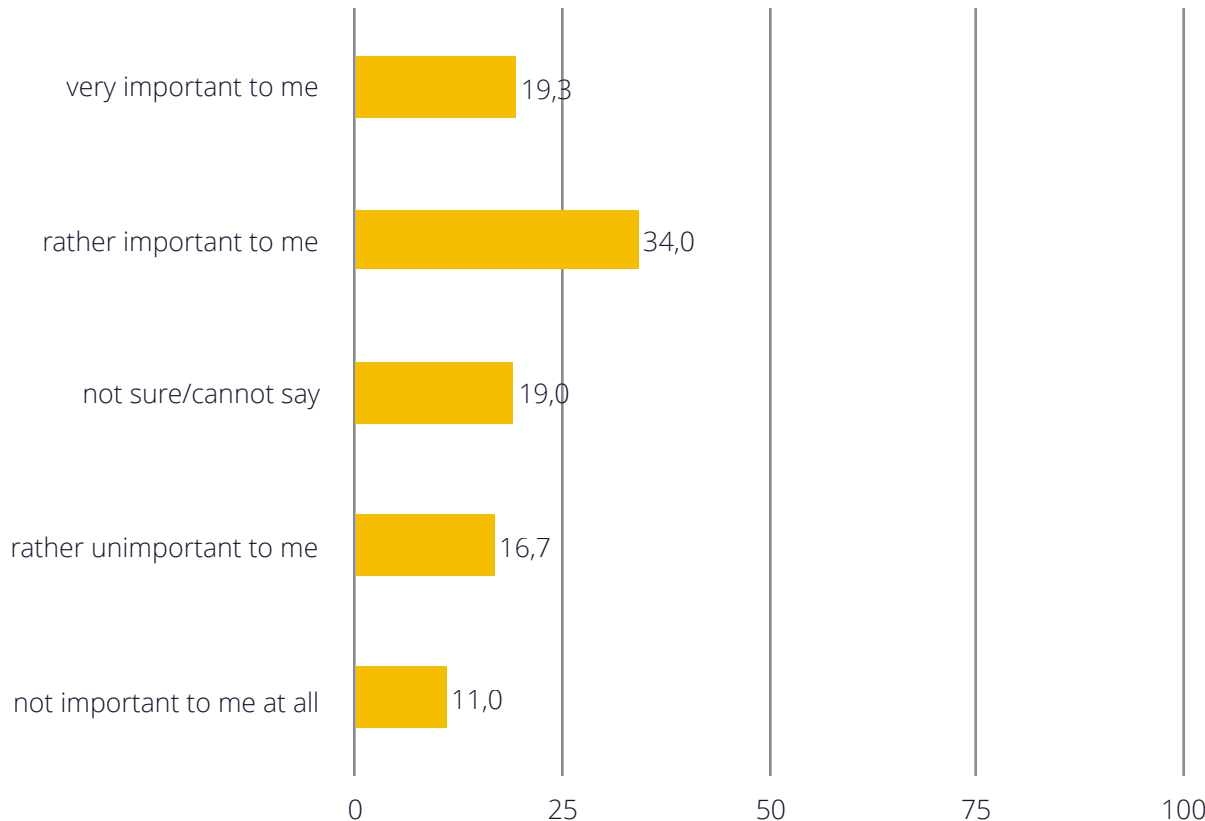
How diverse would you rate your workplace or company?



gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
19,9	26,9	23,0	20,6	23,7	16,5
35,8	32,3	28,3	37,4	36,1	33,1
17,2	19,2	20,4	16,3	14,9	24,8
20,4	16,2	21,2	18,4	19,9	19,8
6,7	5,4	7,1	7,3	5,4	5,8

In %, single select, n= 844

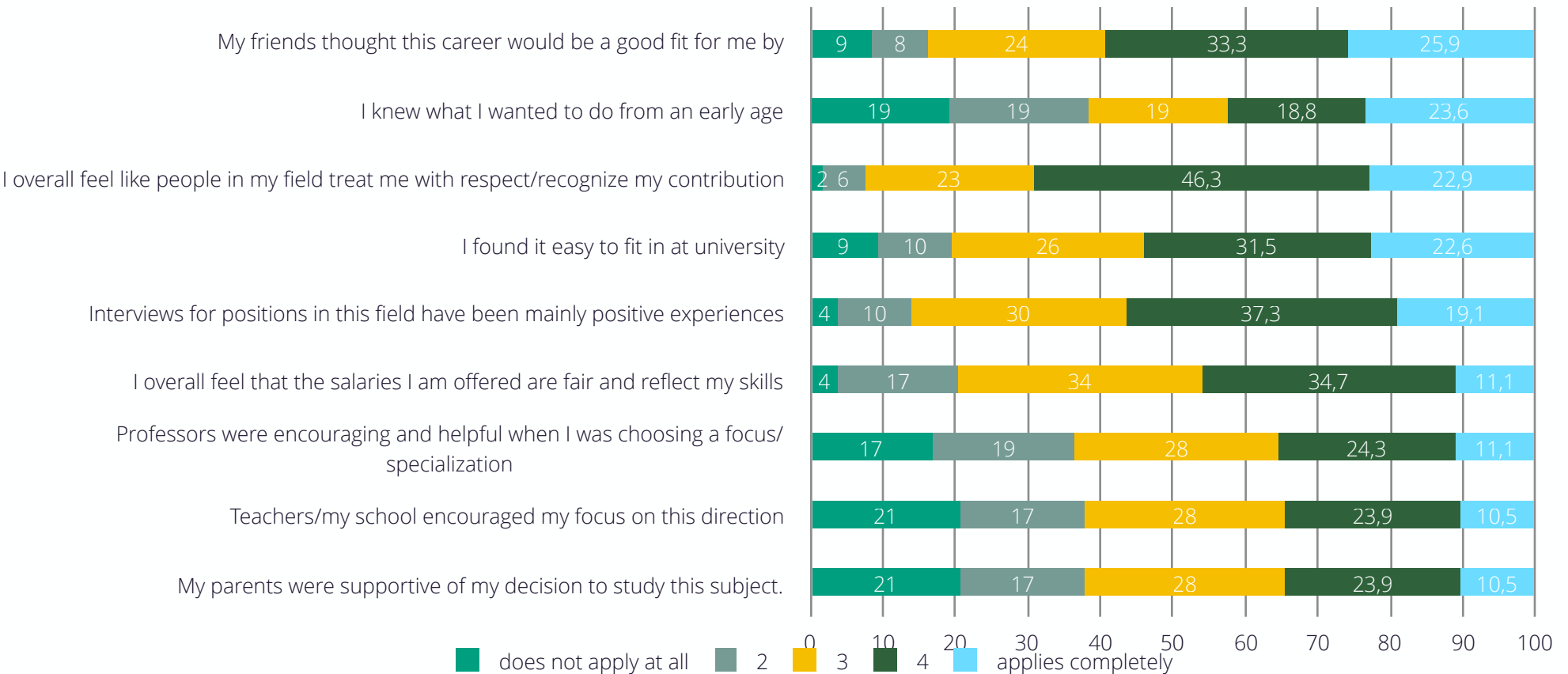
How would you rate the importance of a diverse workplace to you personally?



gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
15,2	32,1	19,3	18,9	19,9	19,5
31,6	42,6	31,3	34,1	37,5	30,5
21,0	12,0	17,5	18,9	16,3	26,6
19,0	9,6	18,7	17,4	15,5	14,1
13,2	3,8	13,3	10,7	10,8	9,4

In %, single select, n= 844

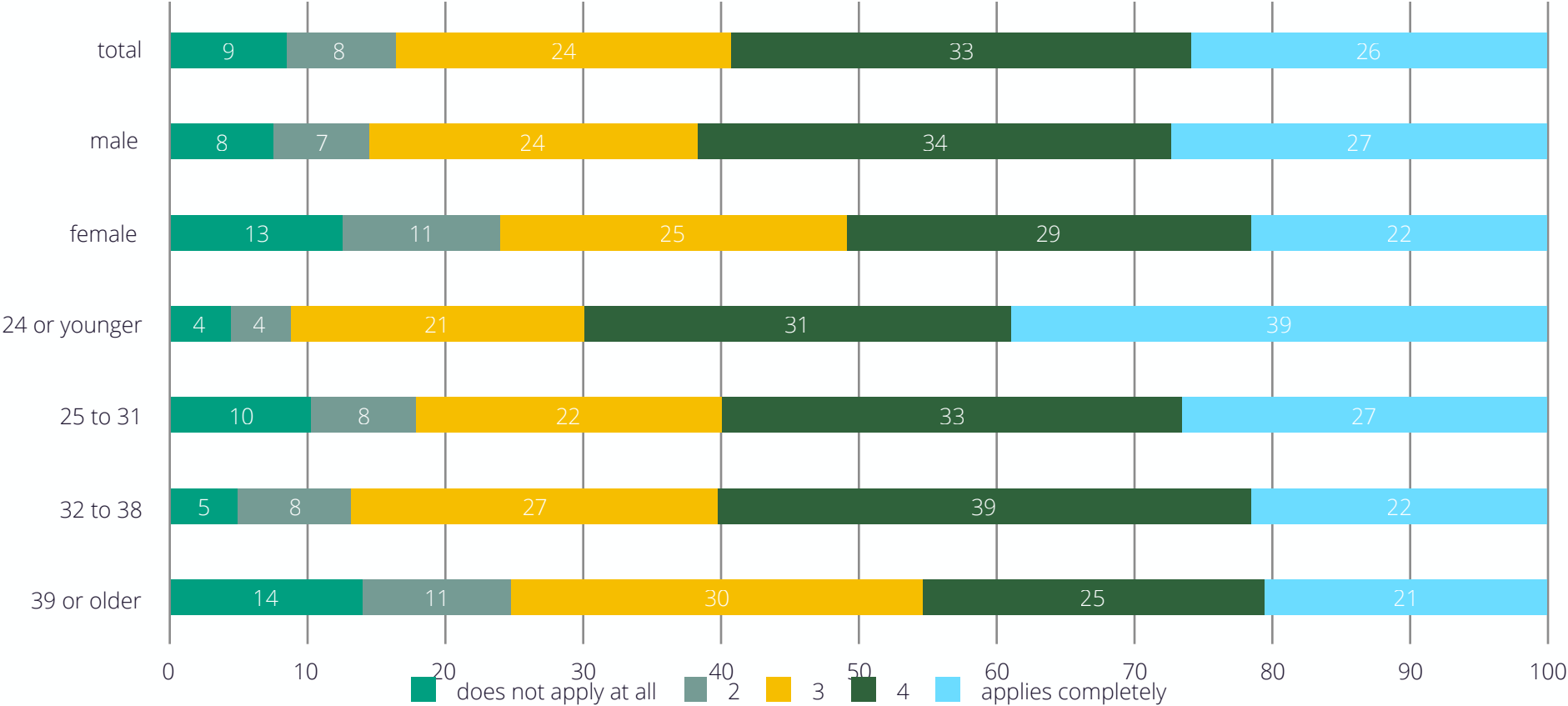
Thinking back about the course of your studies and work path. Please let us know how the following statements reflect your experiences:



In %, single select matrix sorted by "applies completely", n = 844

Experiences: My friends thought this career would be a good fit **mindtake**

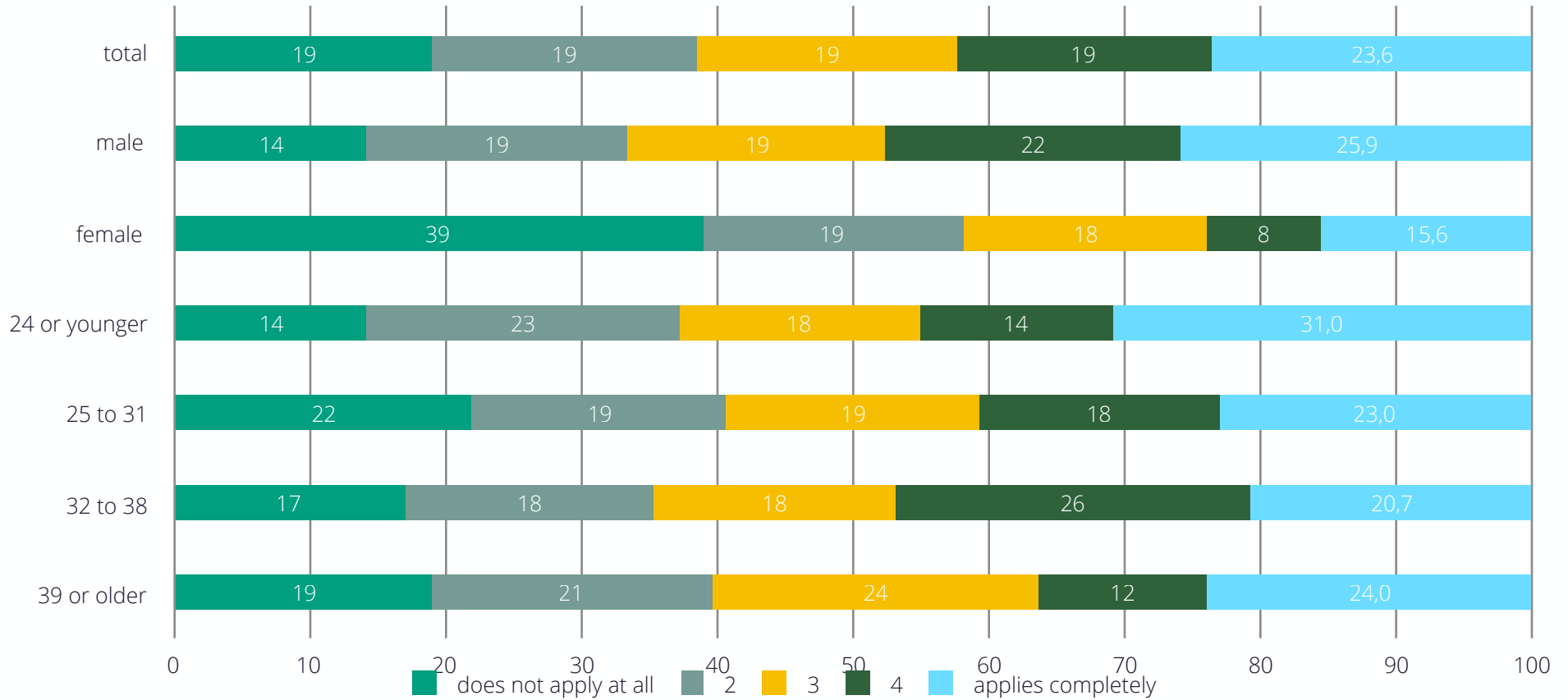
Thinking back about the course of your studies and work path. Please let us know how the following statements reflect your experiences:



In %, single select matrix, n = 844

Experiences: I knew what I wanted to do from an early age

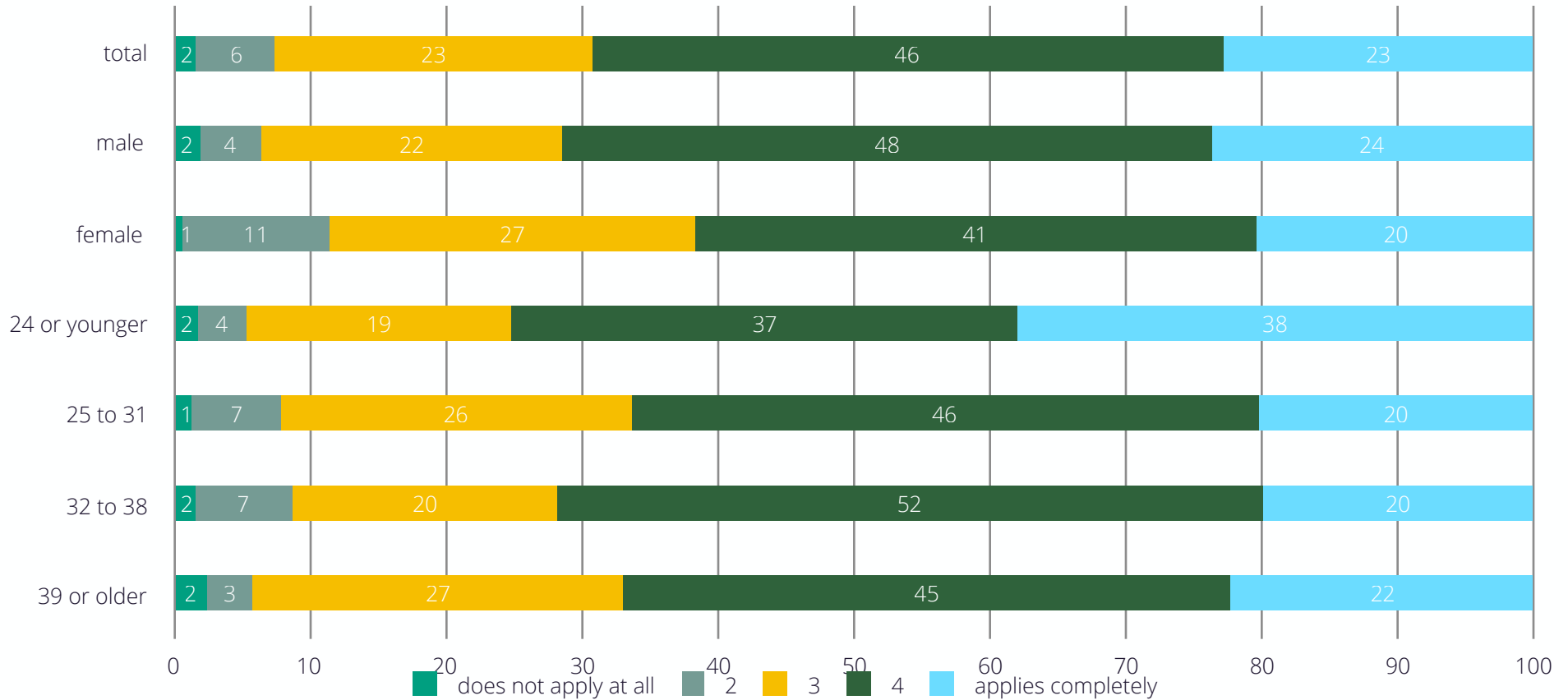
Thinking back about the course of your studies and work path. Please let us know how the following statements reflect your experiences:



In %, single select matrix, n = 844

Experiences: I overall feel like people in my field treat me with respect recognize my contribution

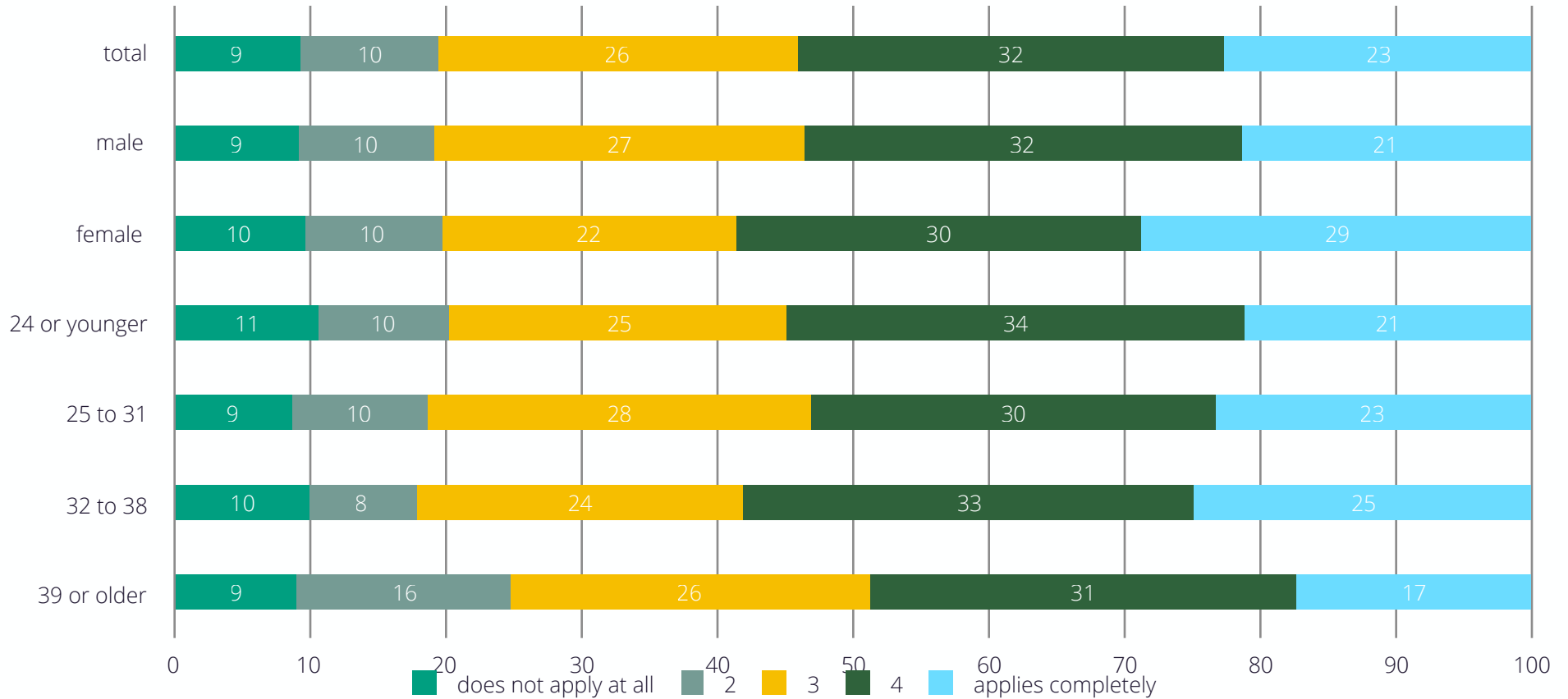
Thinking back about the course of your studies and work path. Please let us know how the following statements reflect your experiences:



In %, single select matrix, n = 844

Experiences: I found it easy to fit in at university

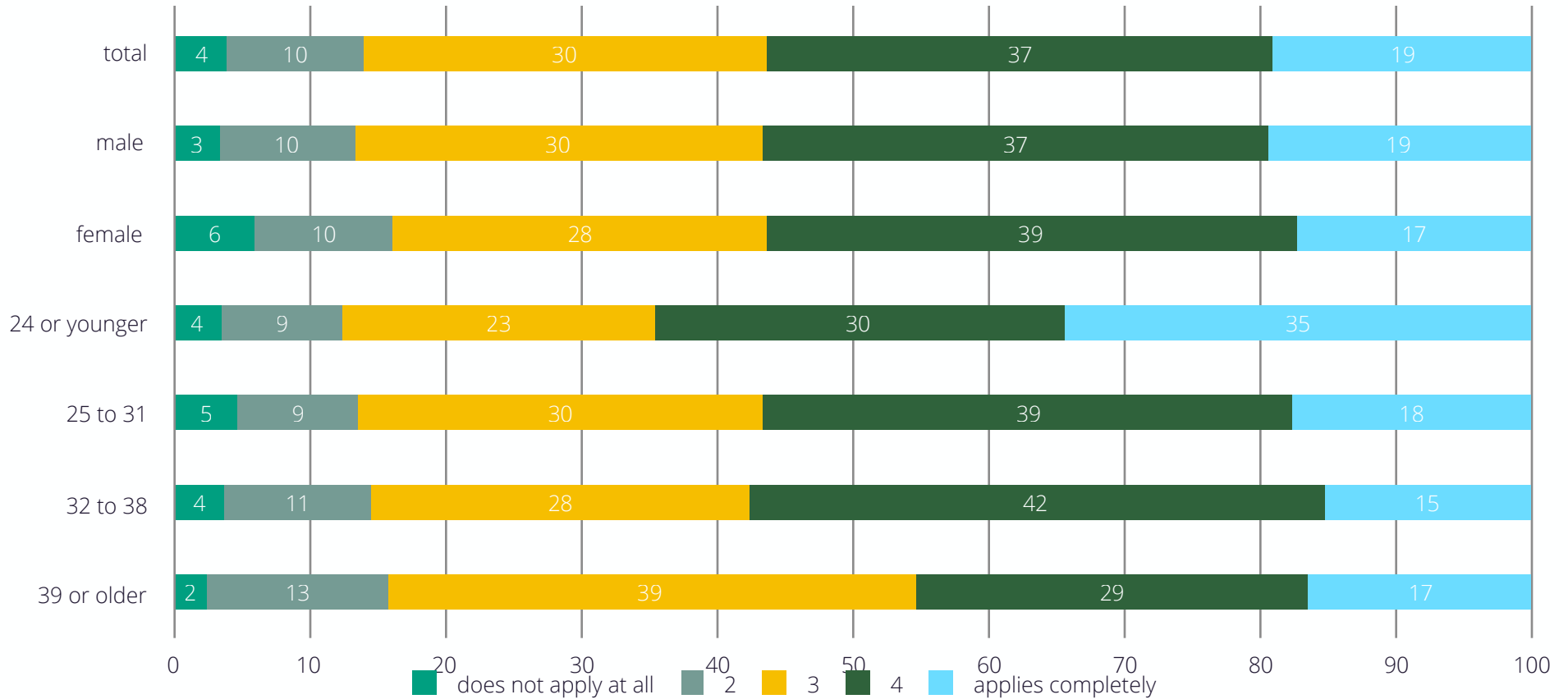
Thinking back about the course of your studies and work path. Please let us know how the following statements reflect your experiences:



In %, single select matrix, n = 844

Experiences: Interviews for positions in this field have been mainly positive experiences

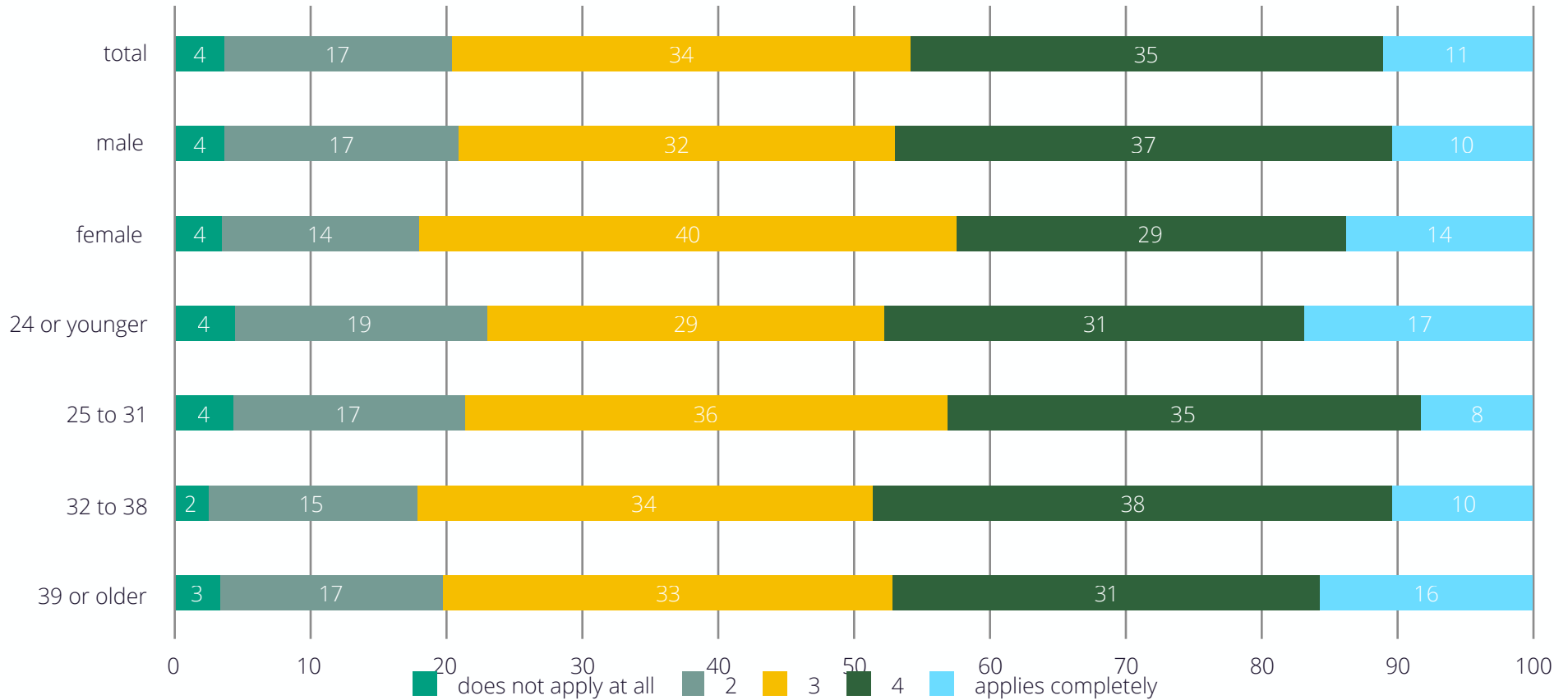
Thinking back about the course of your studies and work path. Please let us know how the following statements reflect your experiences:



In %, single select matrix, n = 844

Experiences: I overall feel that the salaries I am offered are fair and reflect my skills

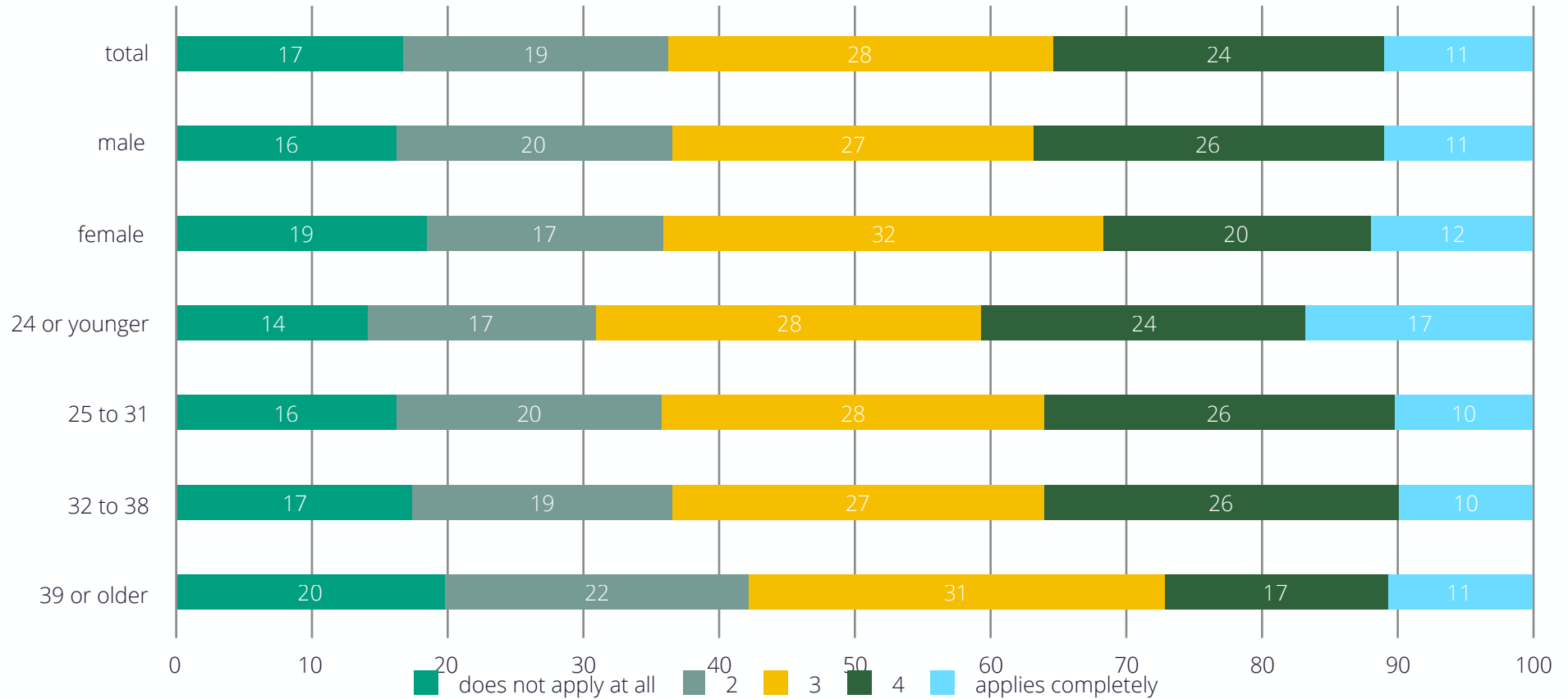
Thinking back about the course of your studies and work path. Please let us know how the following statements reflect your experiences:



In %, single select matrix, n = 844

Experiences: Professors were encouraging and helpful when I was choosing a focus/specialization mindtake

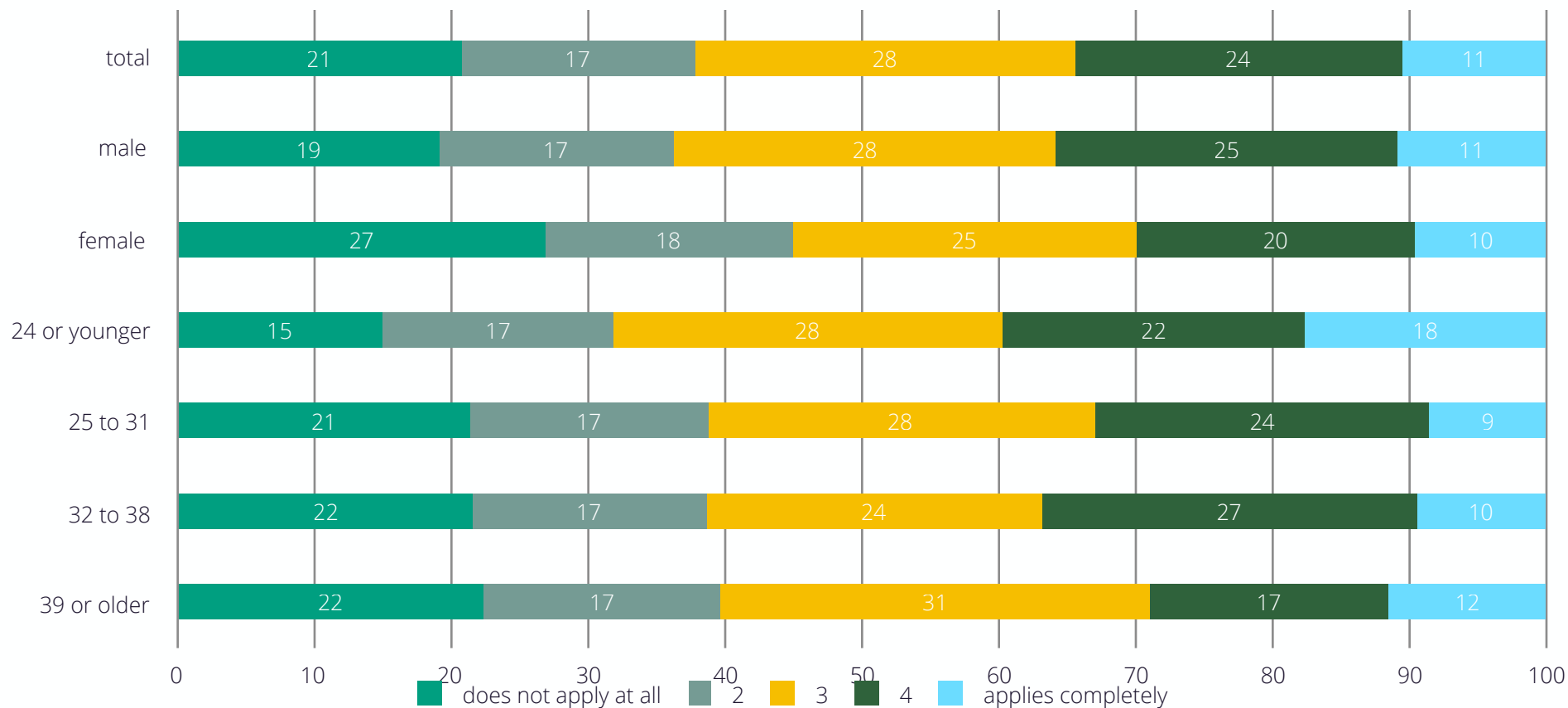
Thinking back about the course of your studies and work path. Please let us know how the following statements reflect your experiences:



In %, single select matrix, n = 844

Experiences: Teachers/my school encouraged my focus on this direction

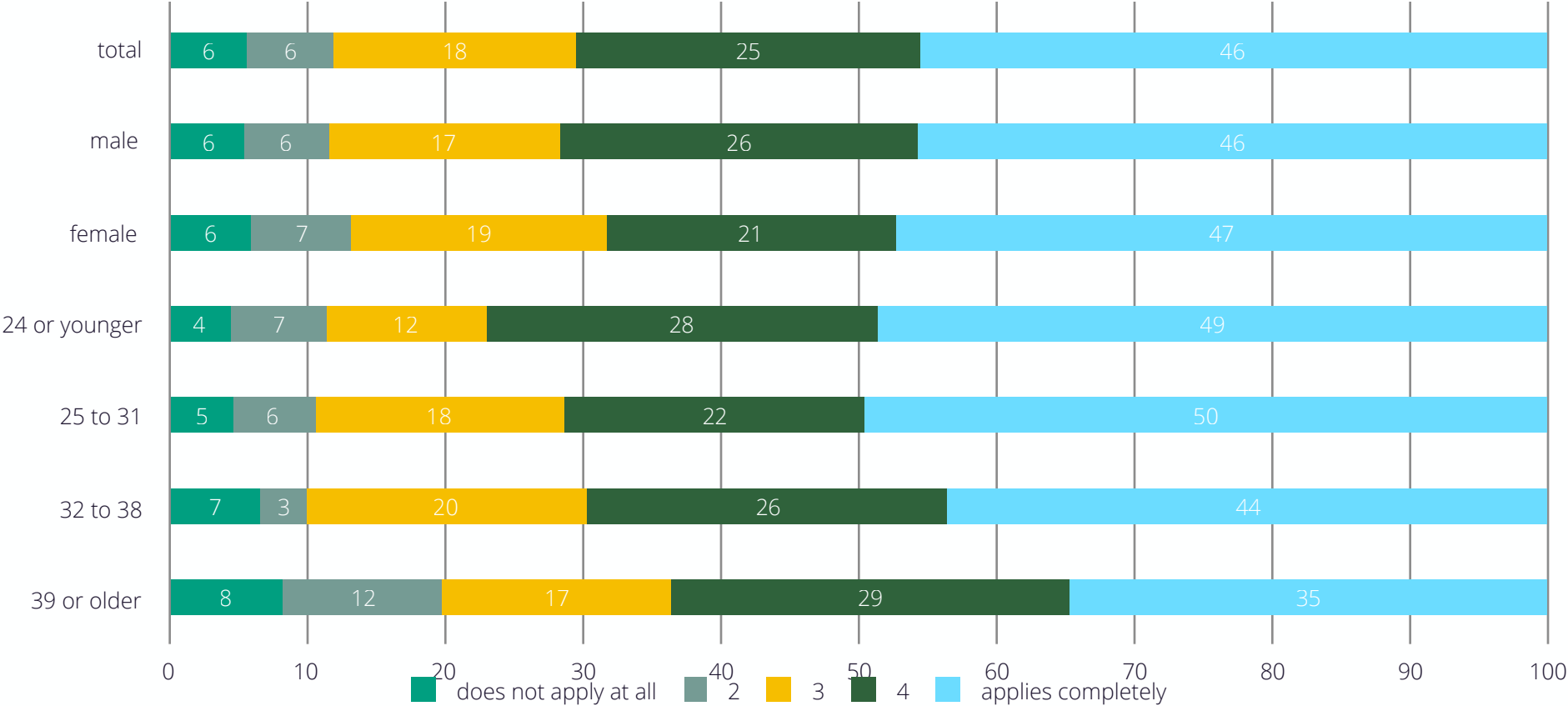
Thinking back about the course of your studies and work path. Please let us know how the following statements reflect your experiences:



In %, single select matrix, n = 844

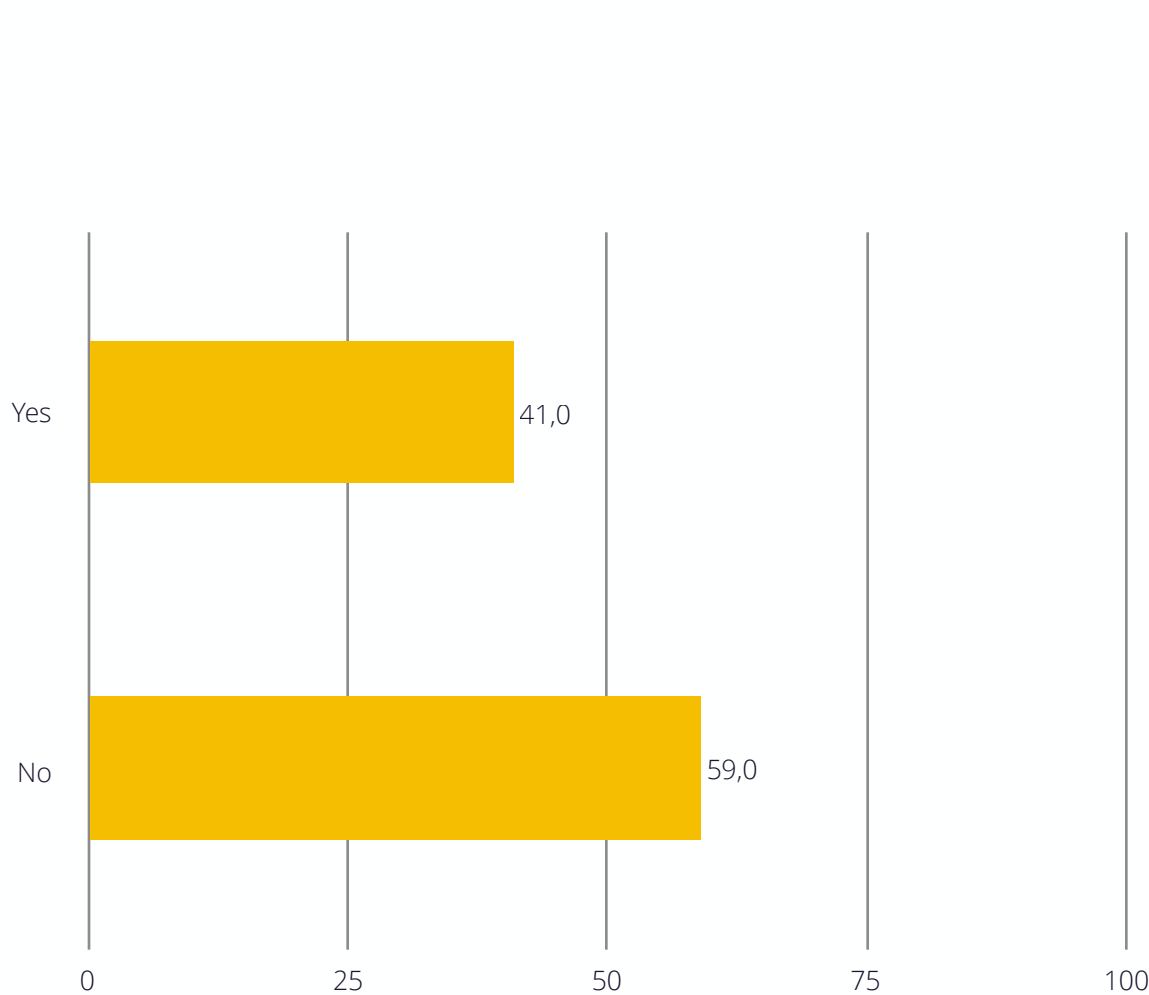
Experiences: My parents were supportive of my decision to study this subject **mindtake**

Thinking back about the course of your studies and work path. Please let us know how the following statements reflect your experiences:



In %, single select matrix, n = 844

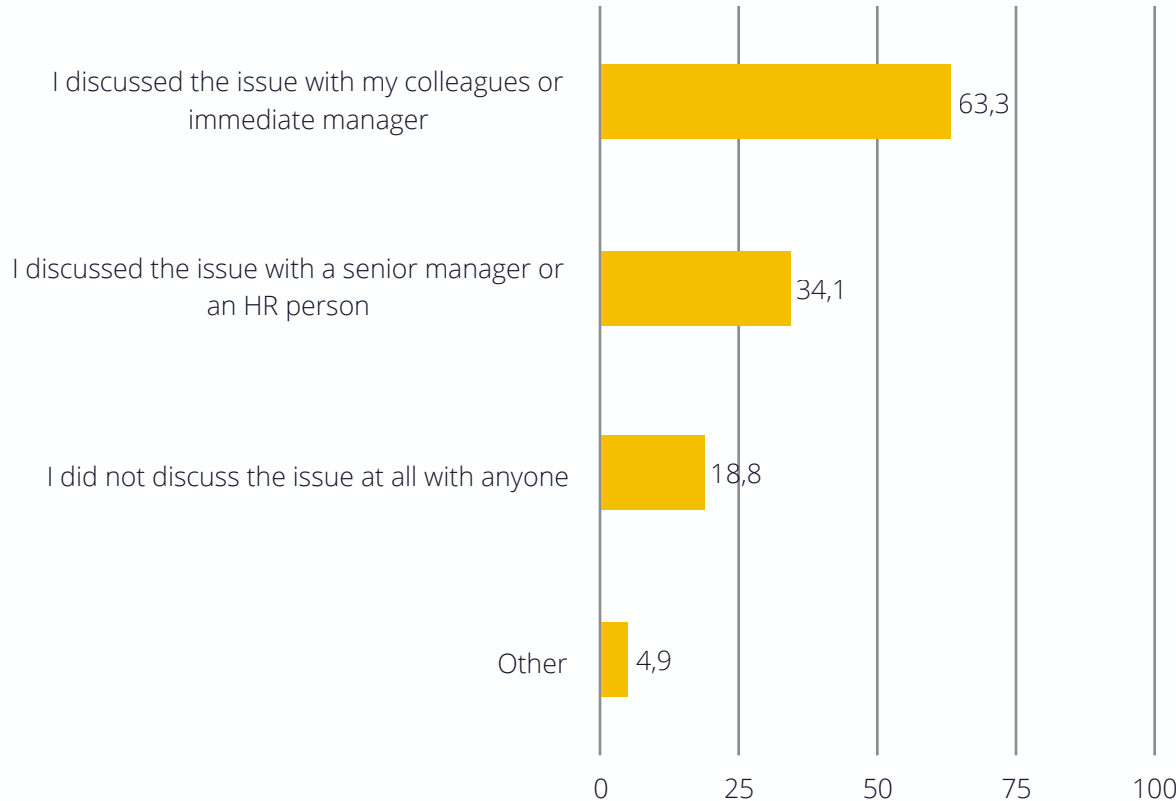
Thinking about your last few jobs: Did you ever encounter a situation of serious unpleasantness or conflict at work?



gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
38,8	48,5	29,2	41,2	39,8	53,7
61,2	51,5	70,8	58,8	60,2	46,3

In %, single select, n= 844

How was this situation of serious unpleasantness or conflict resolved?

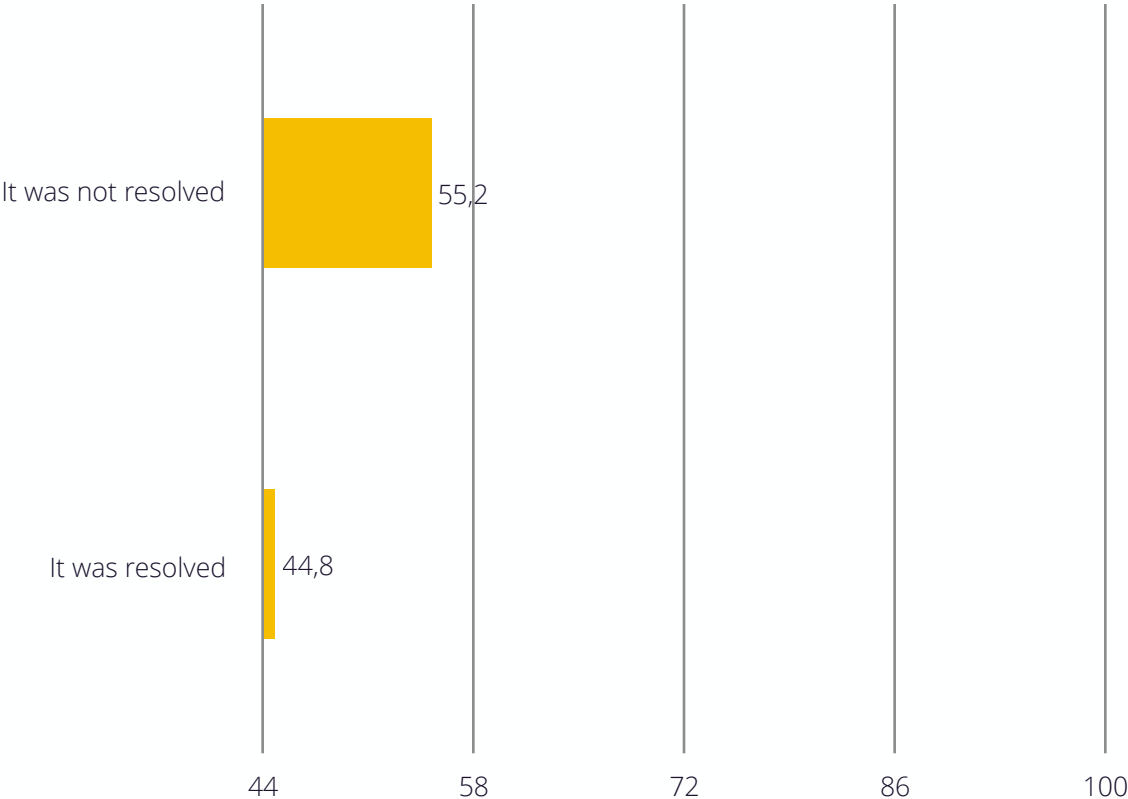


gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
63,7	60,5	60,6	62,5	63,5	66,2
34,0	32,1	21,2	35,5	36,5	33,8
18,1	22,2	27,3	17,8	18,8	16,9
5,0	3,7	0,0	5,3	3,1	9,2

In %, multi select sorted by frequency, n= 346

Resolution of conflicts (2/3)

How was this situation of serious unpleasantness or conflict resolved?

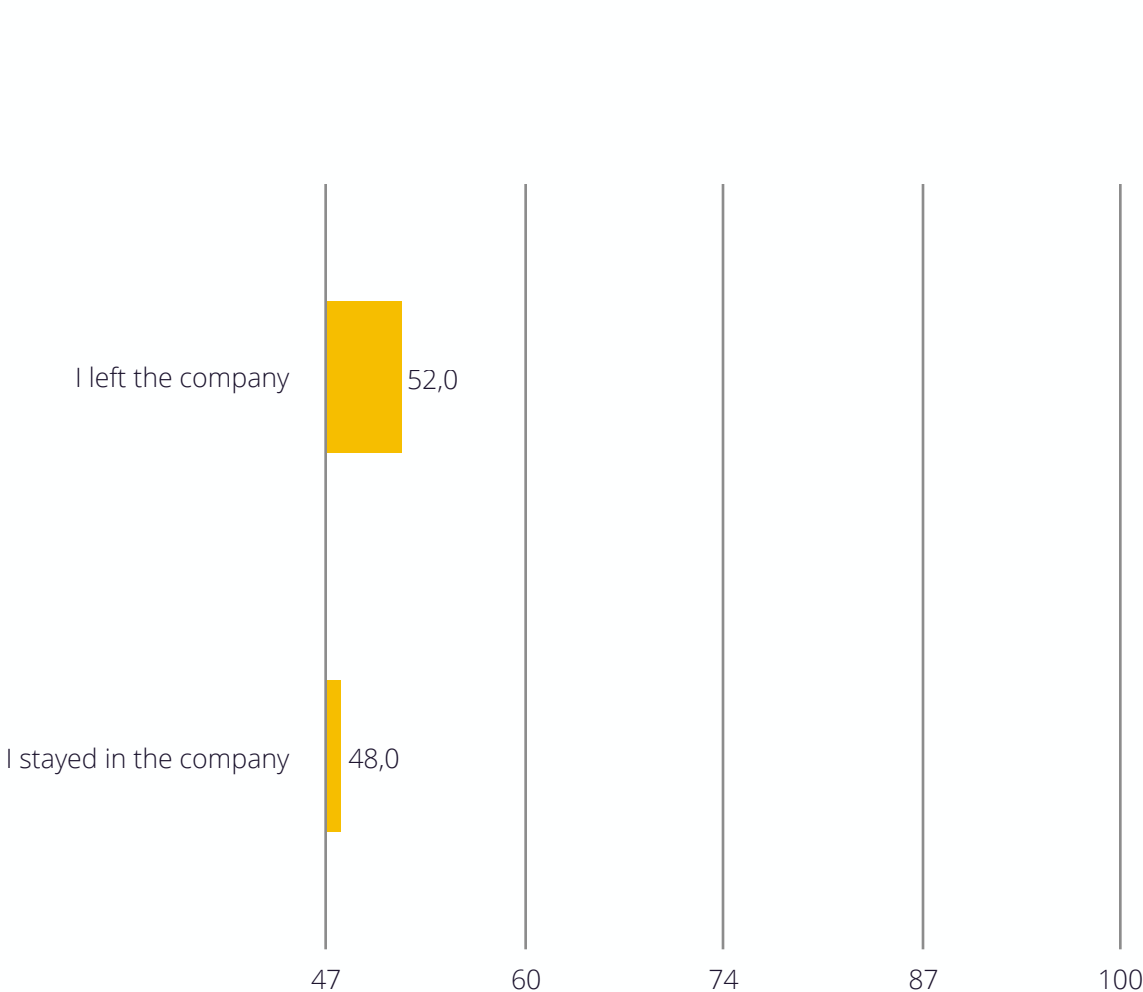


gender		age			
male	female	24 or young-er	25 to 31	32 to 38	39 or older
54,1	59,3	45,5	53,3	57,3	61,5
45,9	40,7	54,5	46,7	42,7	38,5

In %, single select sorted by frequency, n= 346

Resolution of conflicts (3/3)

How was this situation of serious unpleasantness or conflict resolved?

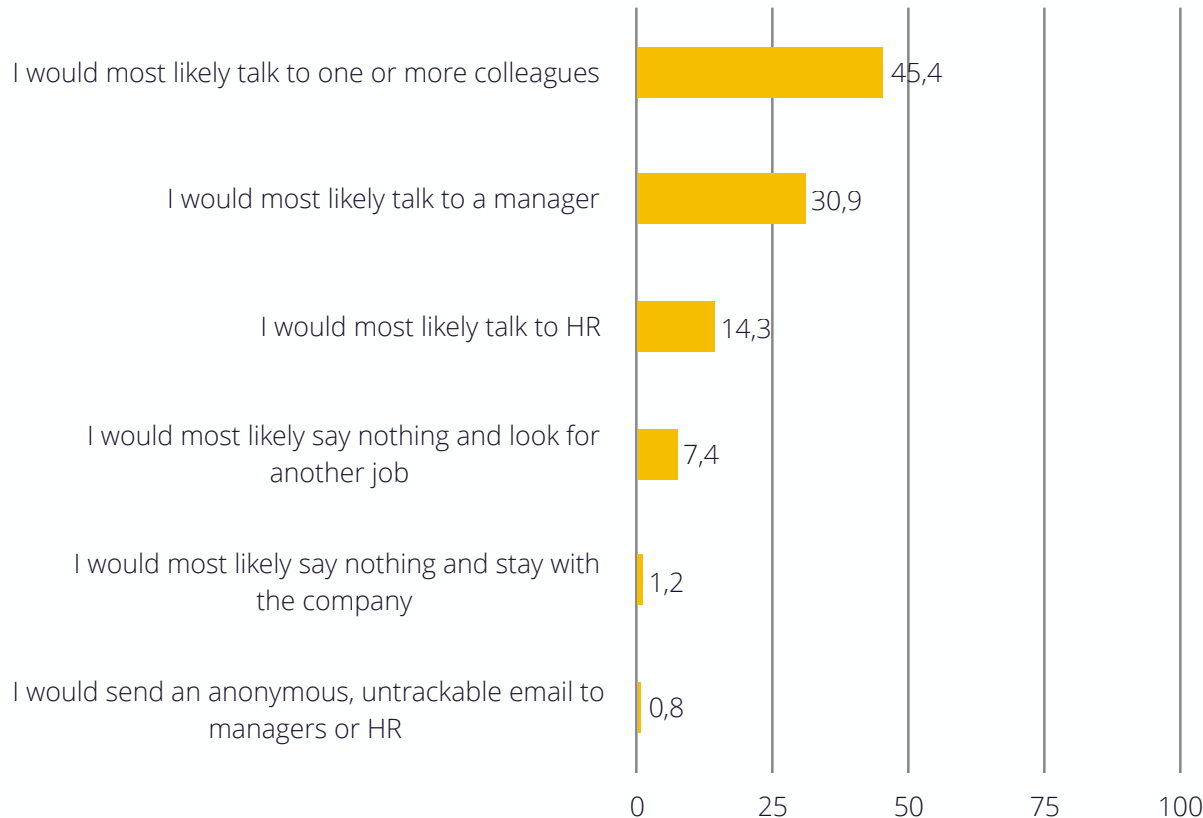


gender		age			
male	female	24 or young-er	25 to 31	32 to 38	39 or older
52,9	49,4	39,4	48,7	54,2	63,1
47,1	50,6	60,6	51,3	45,8	36,9

In %, single select sorted by frequency, n= 346

Imagined resolution of conflict

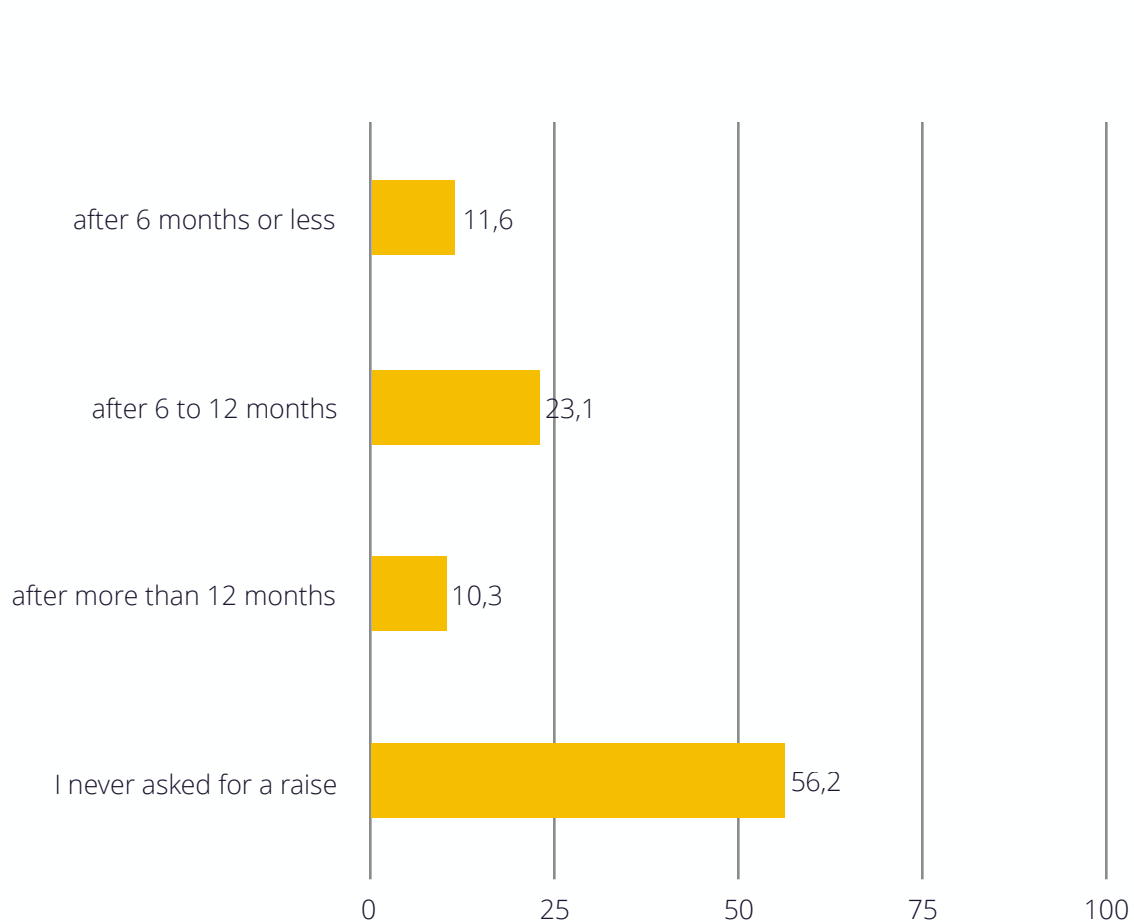
If you can imagine encountering such a situation of serious unpleasantness or conflict at work, how do you think you would most likely deal with it?



gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
47,2	37,2	57,5	45,2	40,0	42,9
29,8	36,0	18,8	31,3	34,5	37,5
14,2	14,0	16,3	14,7	14,5	8,9
6,8	10,5	7,5	5,5	9,0	10,7
1,0	2,3	0,0	2,3	0,7	0,0
1,0	0,0	0,0	0,9	1,4	0,0

In %, single select, n= 498

Speaking about your current job: After how many months did you ask for a raise?

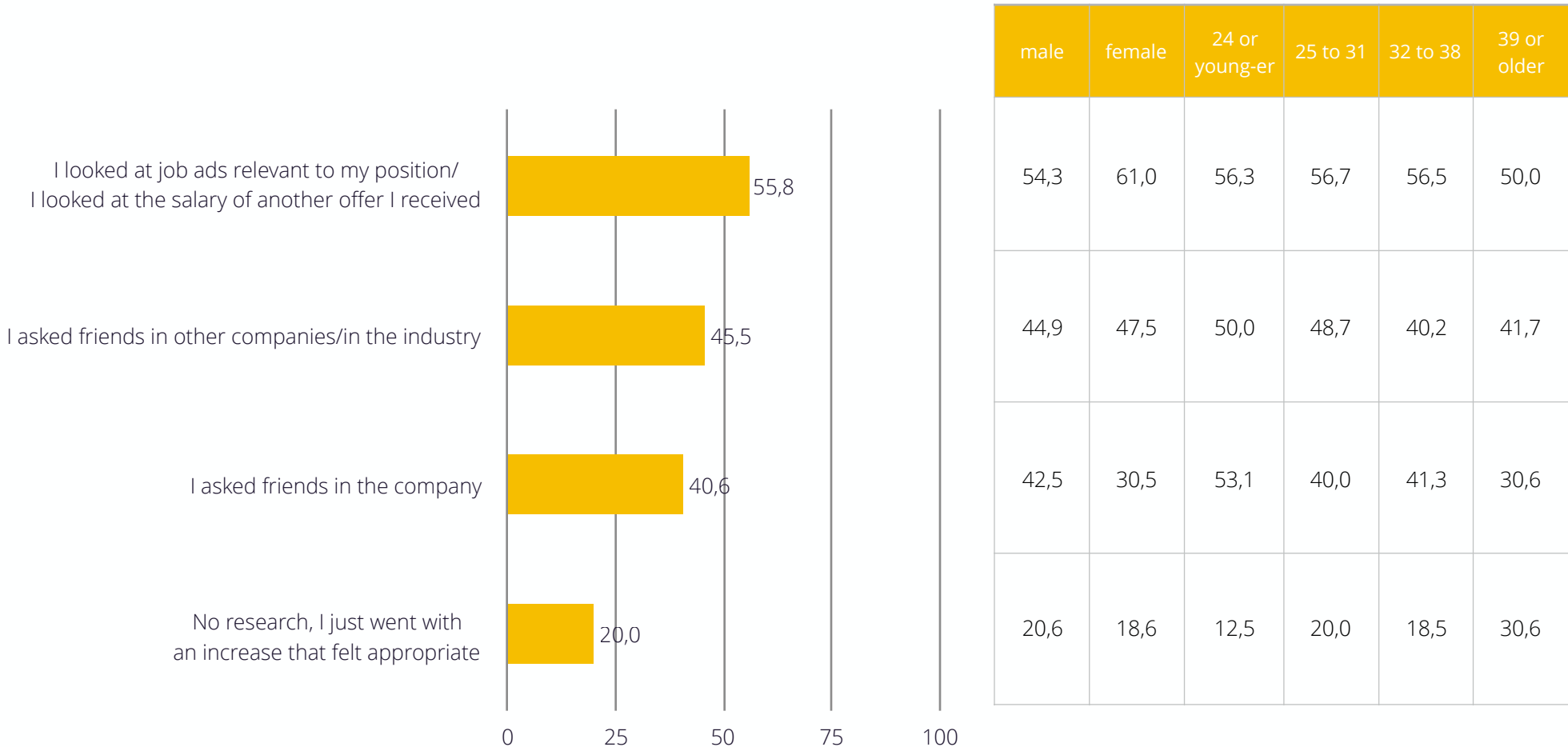


	male	female	24 or younger	25 to 31	32 to 38	39 or older
after 6 months or less	11,7	11,1	12,4	12,9	12,4	4,4
after 6 to 12 months	23,4	22,2	19,1	24,2	24,4	19,8
after more than 12 months	11,5	5,2	4,5	10,4	9,5	17,6
I never asked for a raise	54,8	61,4	64,0	54,0	54,2	60,4

In %, single select with open answer, n= 707

Research before asking for a raise

When you asked for a raise, did you do any kind of research before, such as asking colleagues or friends in the industry about their salaries



In %, multi select sorted by frequency, n= 310

Reasons against asking for a raise

Why did you never ask for a raise?



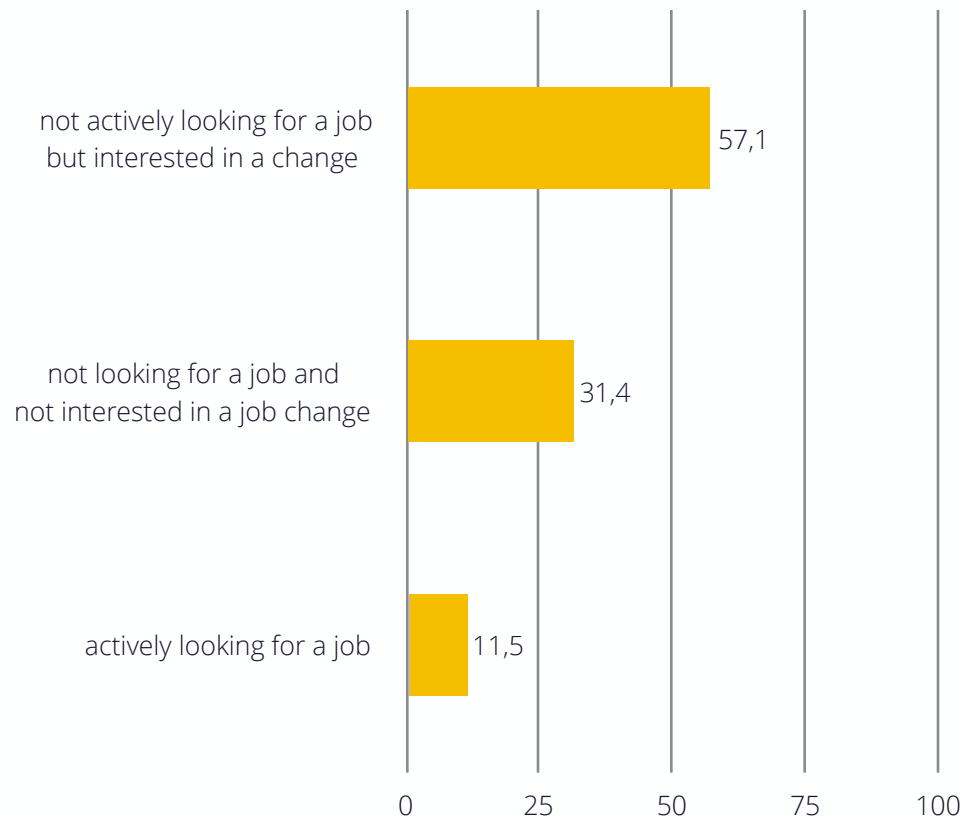
	male	female	24 or younger	25 to 31	32 to 38	39 or older
No one else in the company has asked / raises are usually offered without being asked	35,7	31,9	22,8	40,3	33,9	29,1
I feel I have not earned a raise yet / have not been in the company long enough	34,0	30,9	57,9	34,7	26,6	14,5
I am already paid very well for my position	27,7	26,6	36,8	21,0	29,4	36,4
I am too shy/hesitant to ask for things for myself	20,7	20,2	17,5	24,4	19,3	14,5
My supervisor's attitude/feedback suggests I would not get one, so I don't feel like asking	7,3	13,8	8,8	6,8	10,1	12,7
Other reasons	6,0	5,3	3,5	5,1	6,4	9,1

In %, multi select sorted by frequency, n= 397

Change of jobs and aspects when applying

Willingness to change jobs

When it comes to a change of jobs, you are currently ...

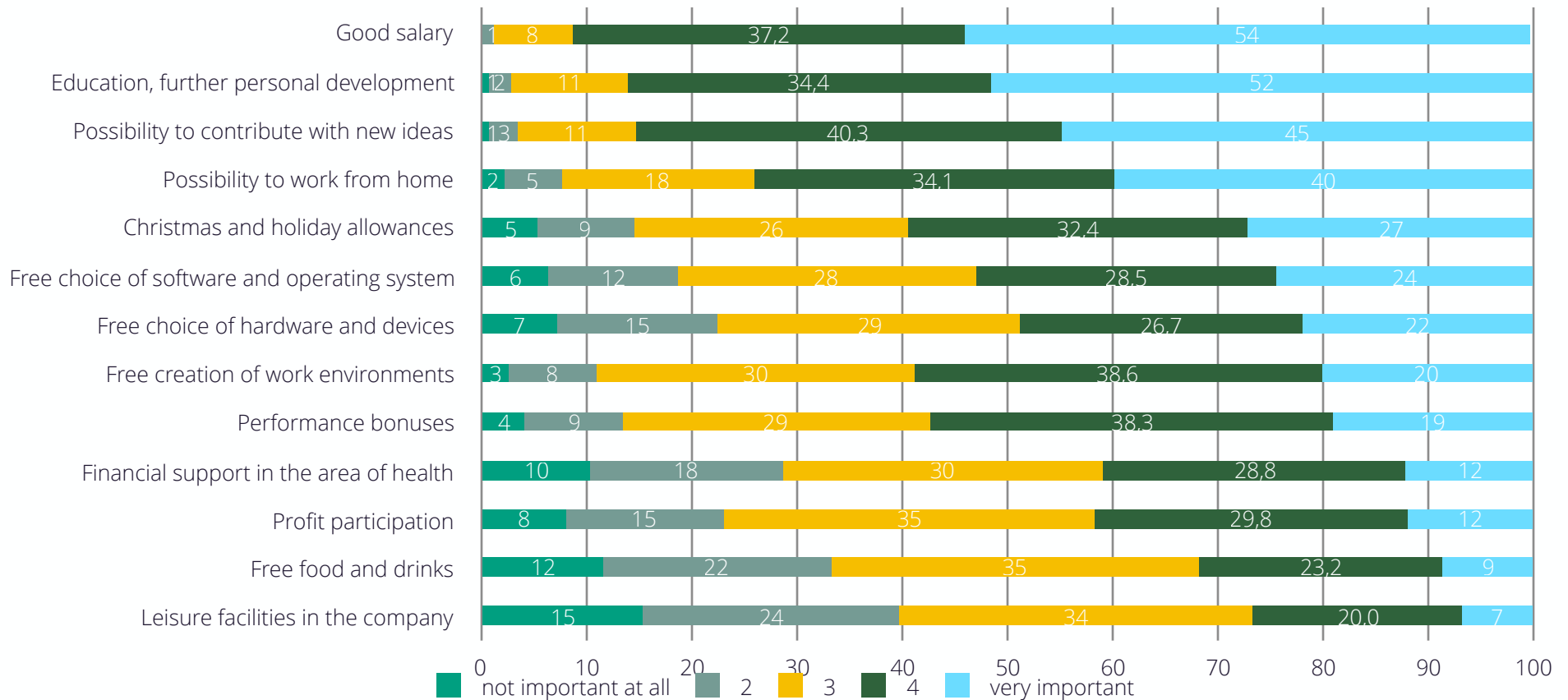


	male	female	24 or younger	25 to 31	32 to 38	39 or older
not actively looking for a job but interested in a change	56,4	61,1	57,5	57,5	57,7	54,5
not looking for a job and not interested in a job change	32,3	26,9	32,7	30,1	32,4	32,2
actively looking for a job	11,2	12,0	9,7	12,5	10,0	13,2

In %, single select sorted by frequency, n= 844

Formal aspects when applying

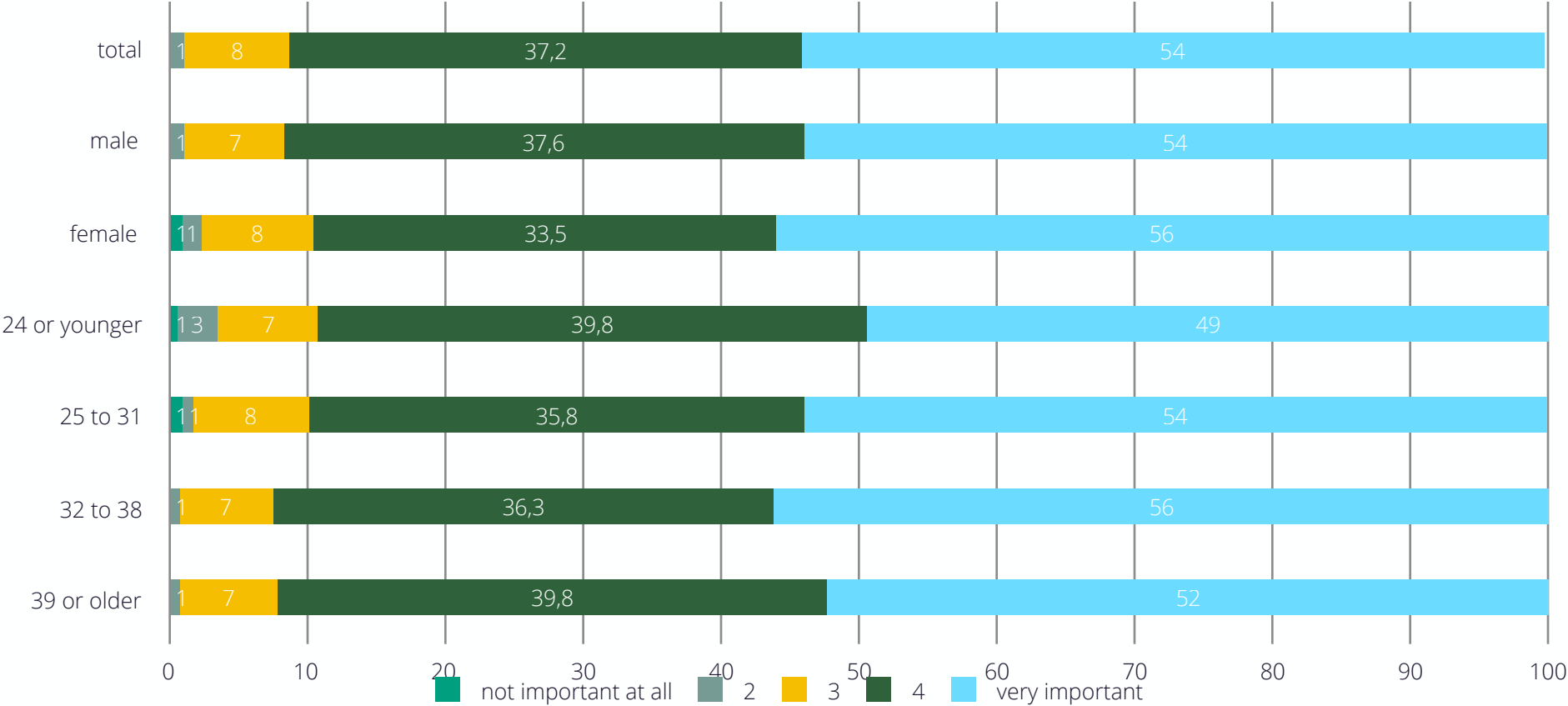
If you are looking for a job, or thinking about when you did look for a job in the past: How important are the following formal or procedural aspects to you when applying/considering job offers?



In %, single select matrix sorted by "very important", n= 947

Formal aspects when applying: Good salary

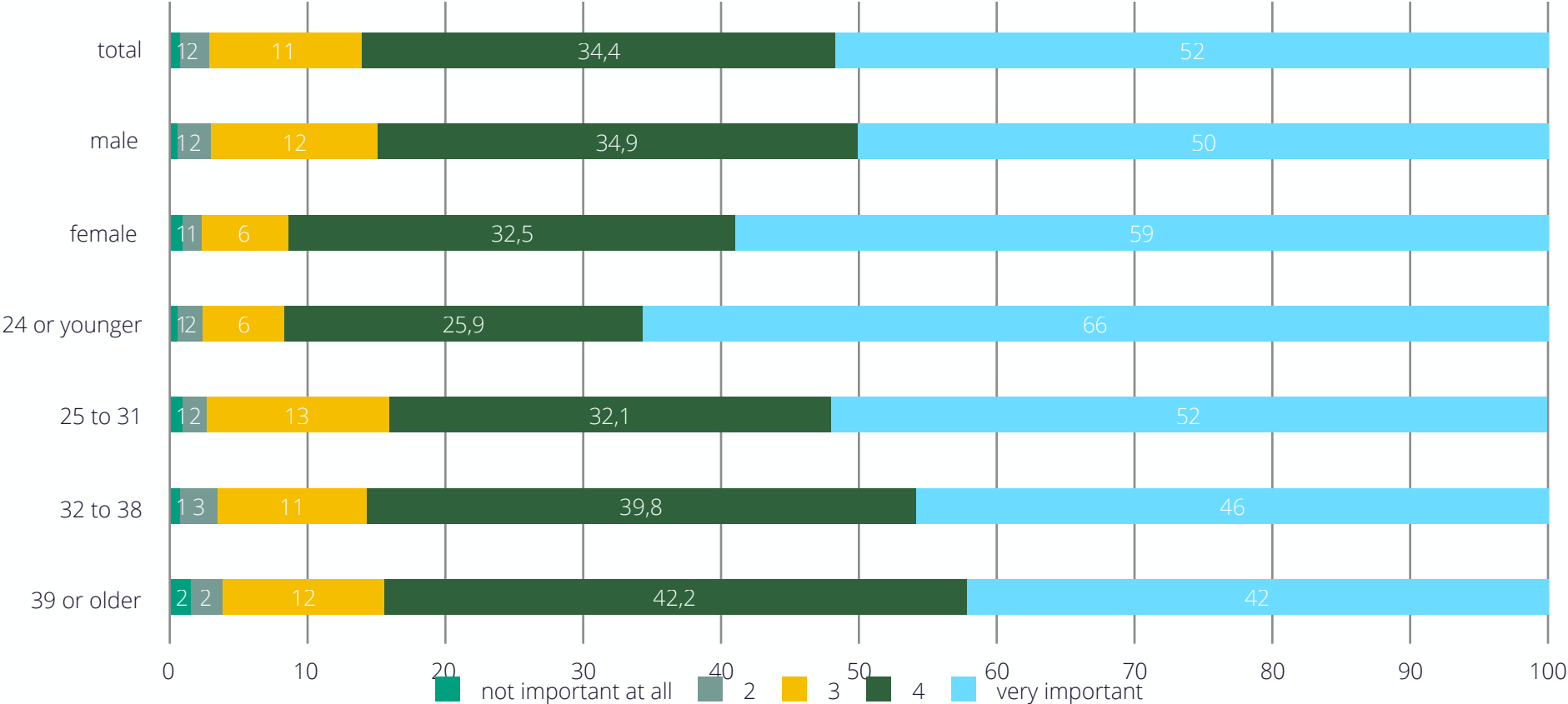
If you are looking for a job, or thinking about when you did look for a job in the past: How important are the following formal or procedural aspects to you when applying/considering job offers?



In %, single select matrix, n= 947

Formal aspects when applying: Education, further personal development **mindtake**

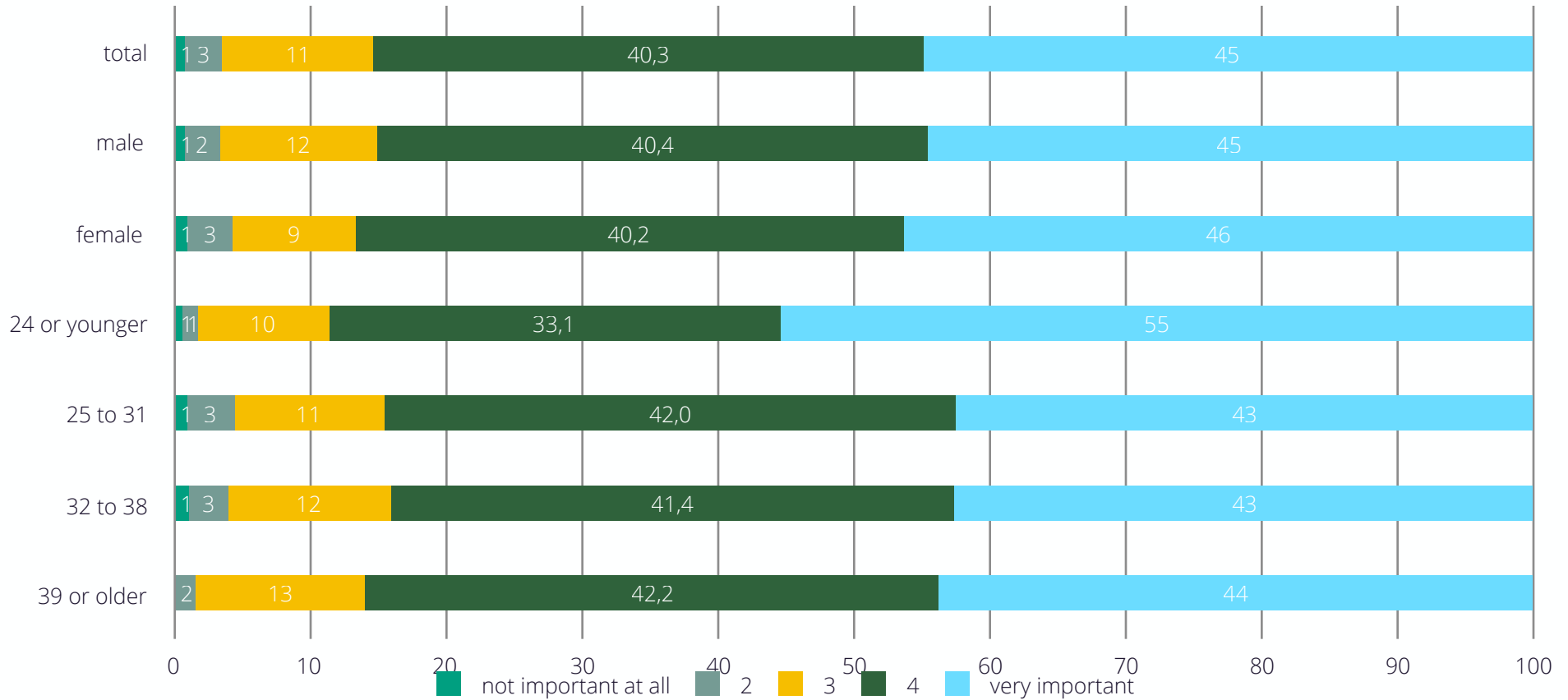
If you are looking for a job, or thinking about when you did look for a job in the past: How important are the following formal or procedural aspects to you when applying/considering job offers?



In %, single select matrix, n= 947

Formal aspects when applying: Possibility to contribute with new ideas mindtake

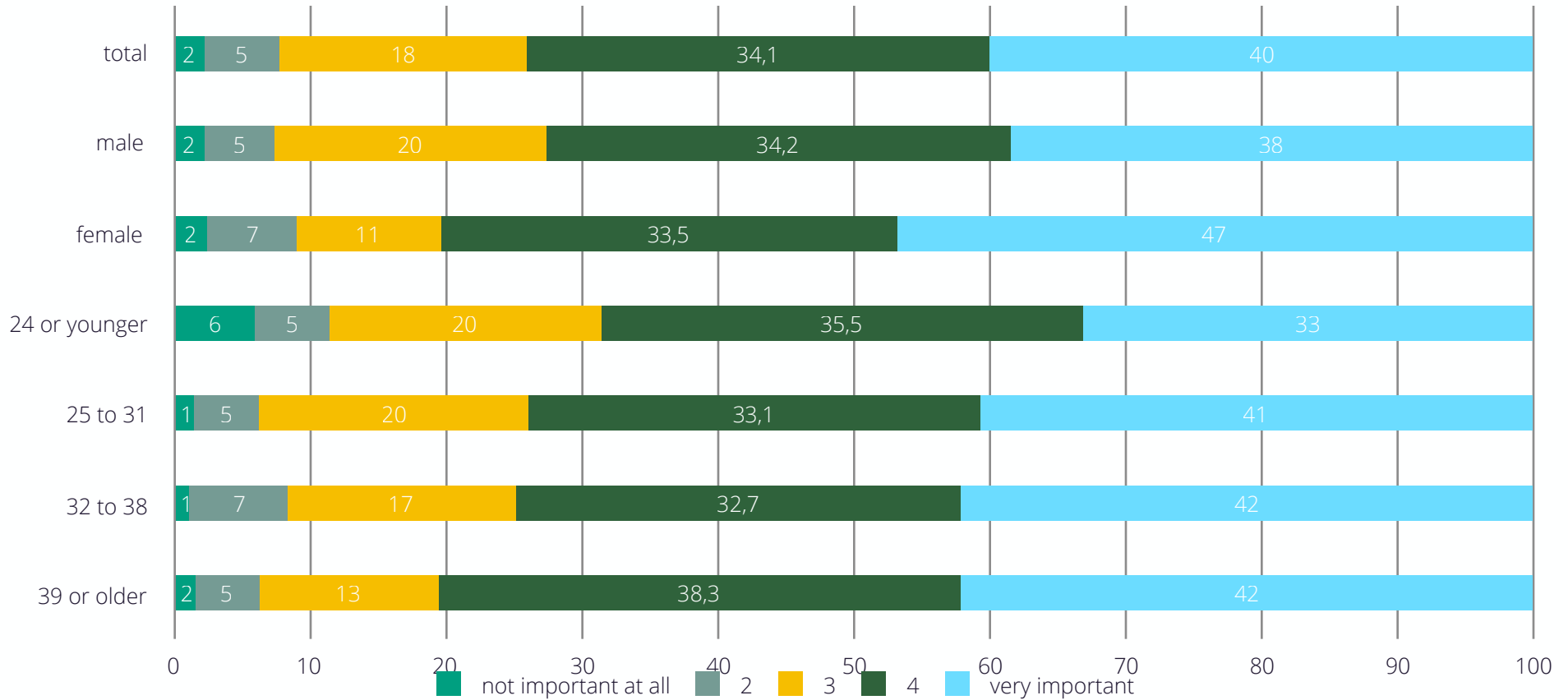
If you are looking for a job, or thinking about when you did look for a job in the past: How important are the following formal or procedural aspects to you when applying/considering job offers?



In %, single select matrix, n= 947

Formal aspects when applying: Possibility to work from home

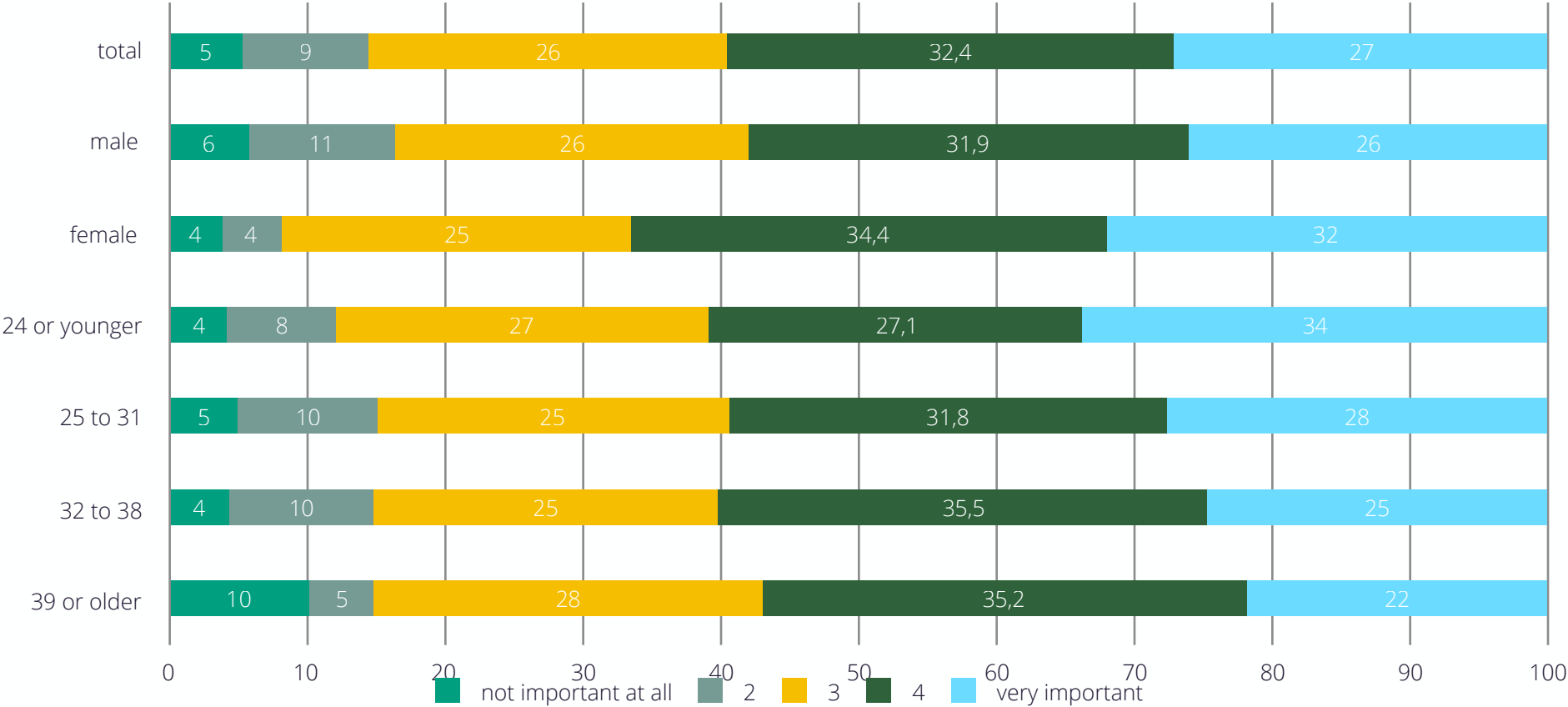
If you are looking for a job, or thinking about when you did look for a job in the past: How important are the following formal or procedural aspects to you when applying/considering job offers?



In %, single select matrix, n= 947

Formal aspects when applying: Christmas & holiday allowances **mindtake**

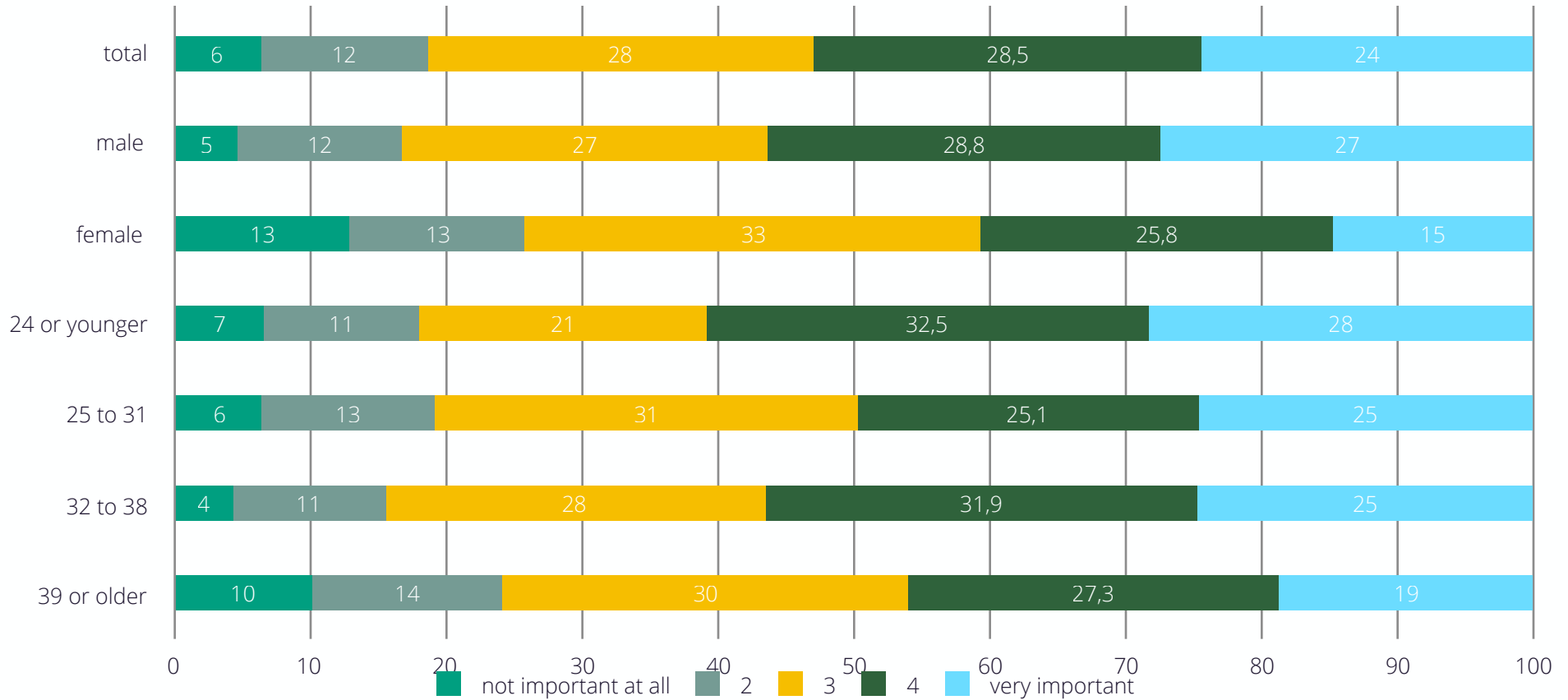
If you are looking for a job, or thinking about when you did look for a job in the past: How important are the following formal or procedural aspects to you when applying/considering job offers?



In %, single select matrix, n= 947

Formal aspects when applying: Free choice of software & operating system **mindtake**

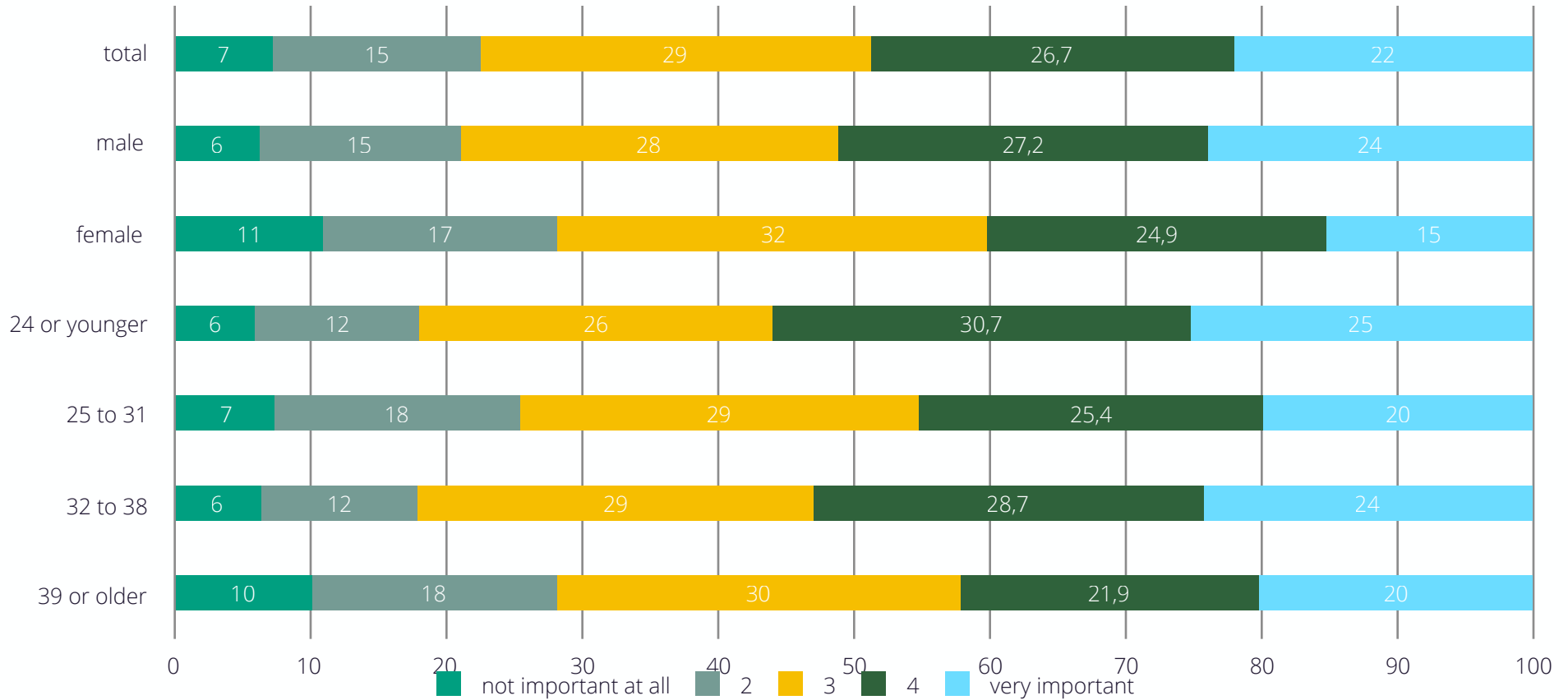
If you are looking for a job, or thinking about when you did look for a job in the past: How important are the following formal or procedural aspects to you when applying/considering job offers?



In %, single select matrix, n= 947

Formal aspects when applying: Free choice of hardware & devices **mindtake**

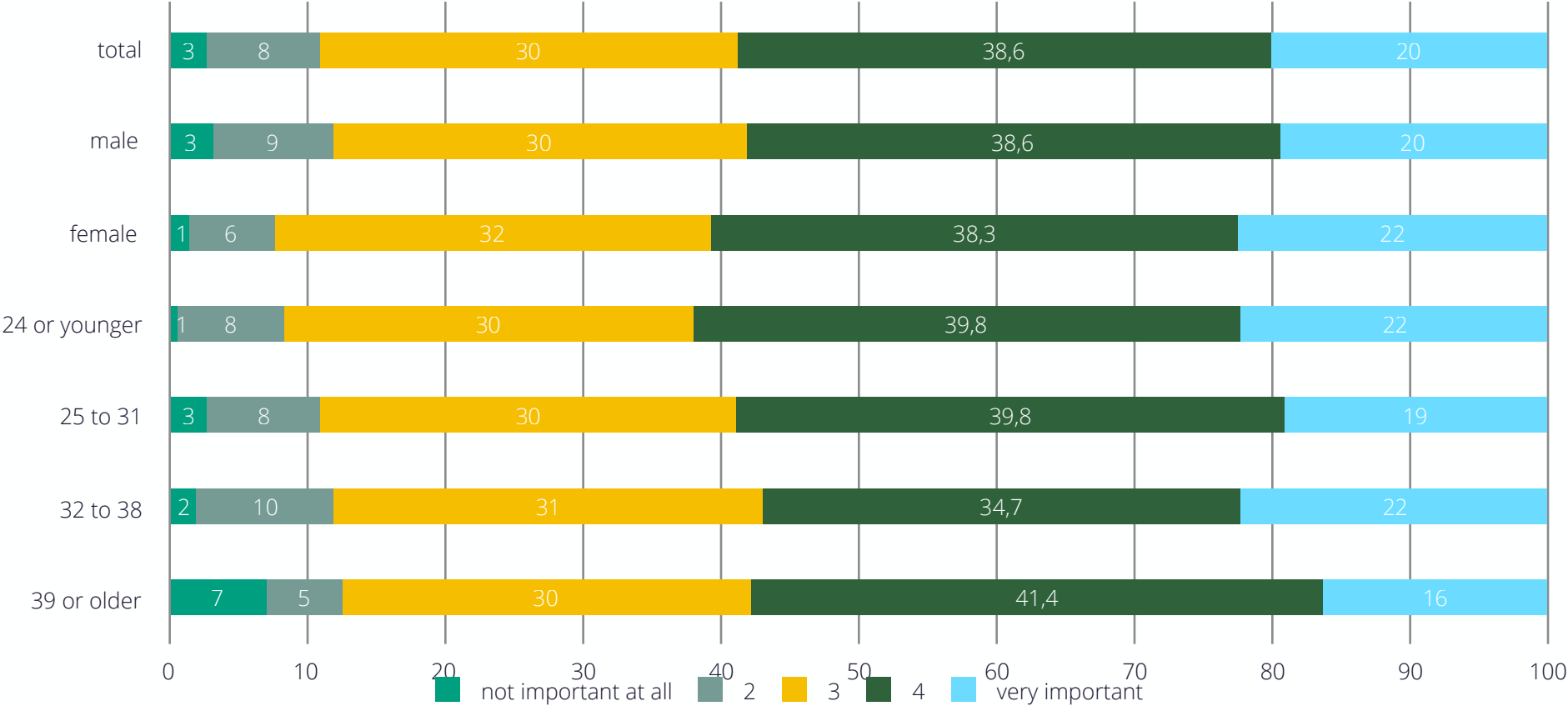
If you are looking for a job, or thinking about when you did look for a job in the past: How important are the following formal or procedural aspects to you when applying/considering job offers?



In %, single select matrix, n= 947

Formal aspects when applying: Free creation of work environments mindtake

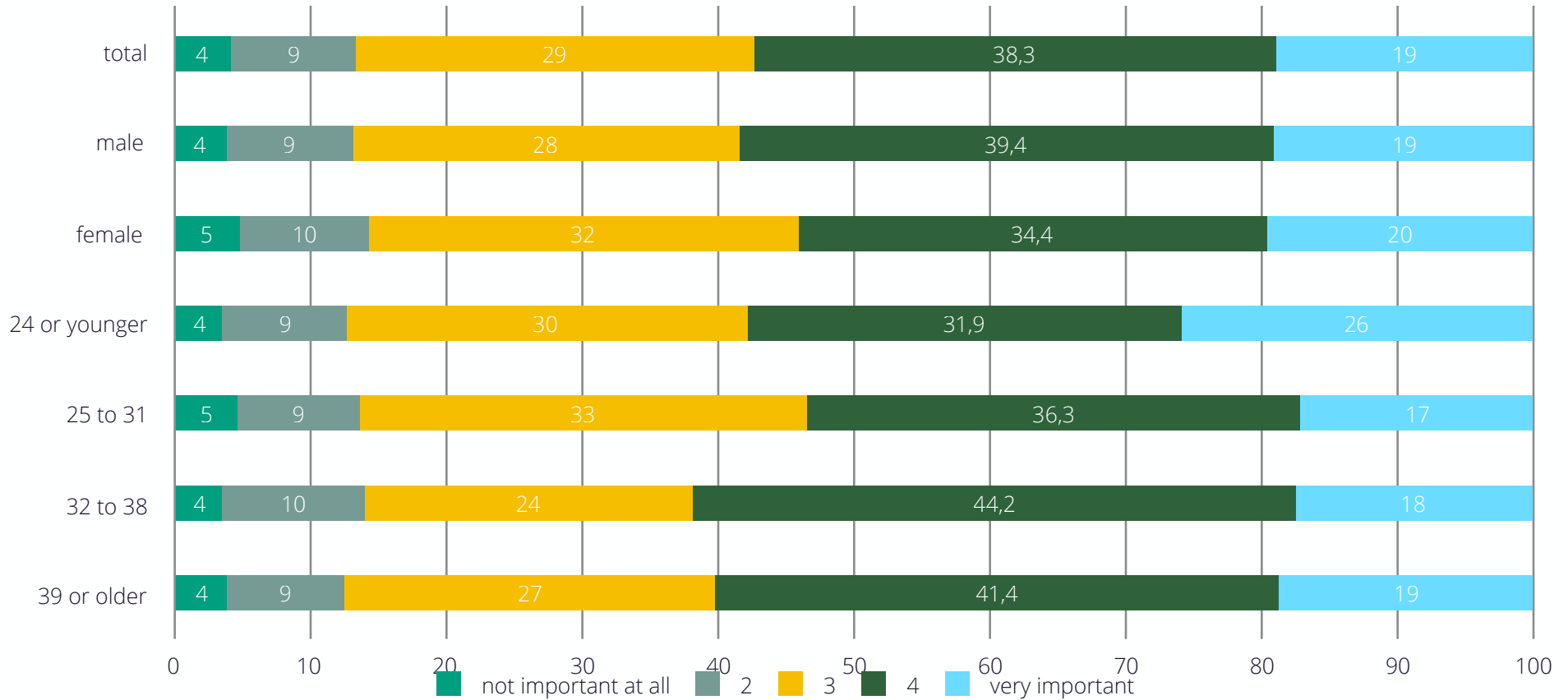
If you are looking for a job, or thinking about when you did look for a job in the past: How important are the following formal or procedural aspects to you when applying/considering job offers?



In %, single select matrix, n= 947

Formal aspects when applying: Performance bonuses

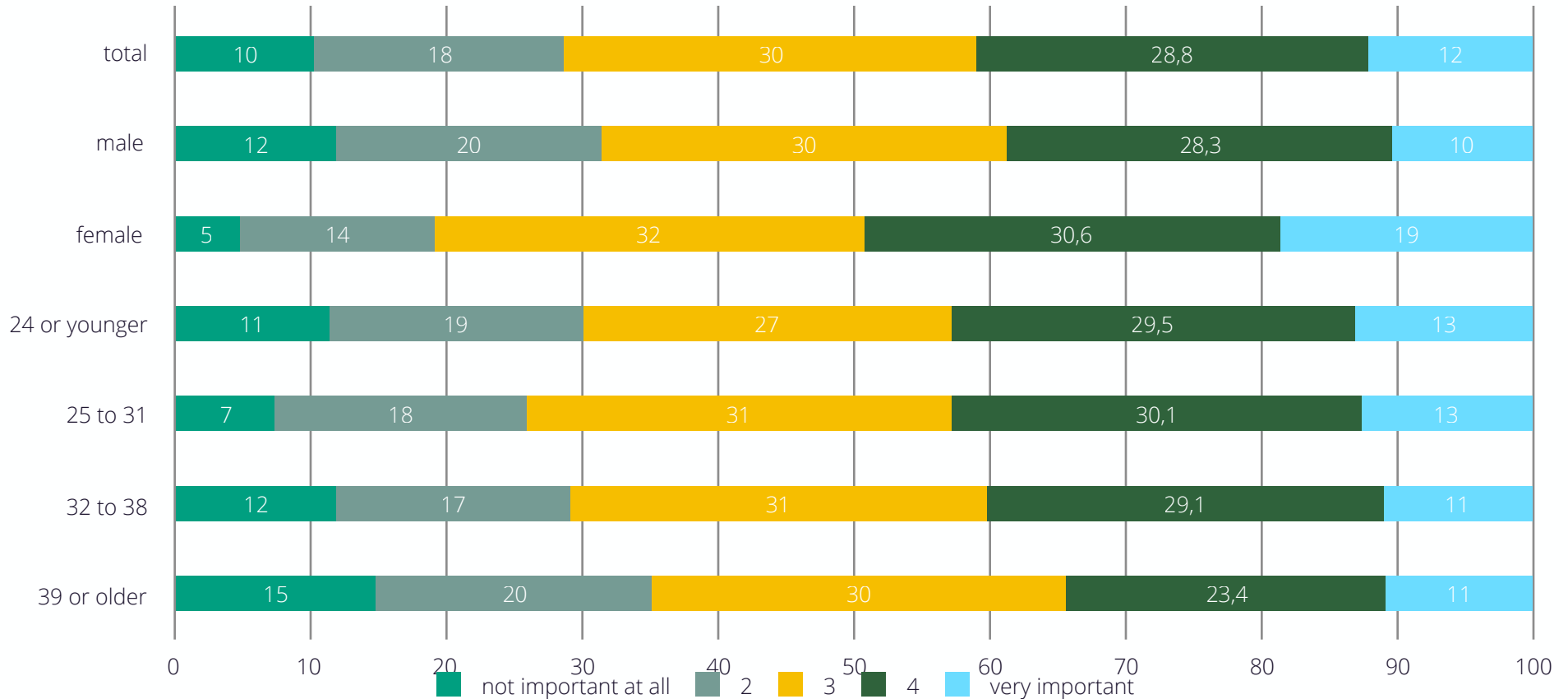
If you are looking for a job, or thinking about when you did look for a job in the past: How important are the following formal or procedural aspects to you when applying/considering job offers?



In %, single select matrix, n= 947

Formal aspects when applying: Financial support in the area of health (e.g. paid fitness studio membership)

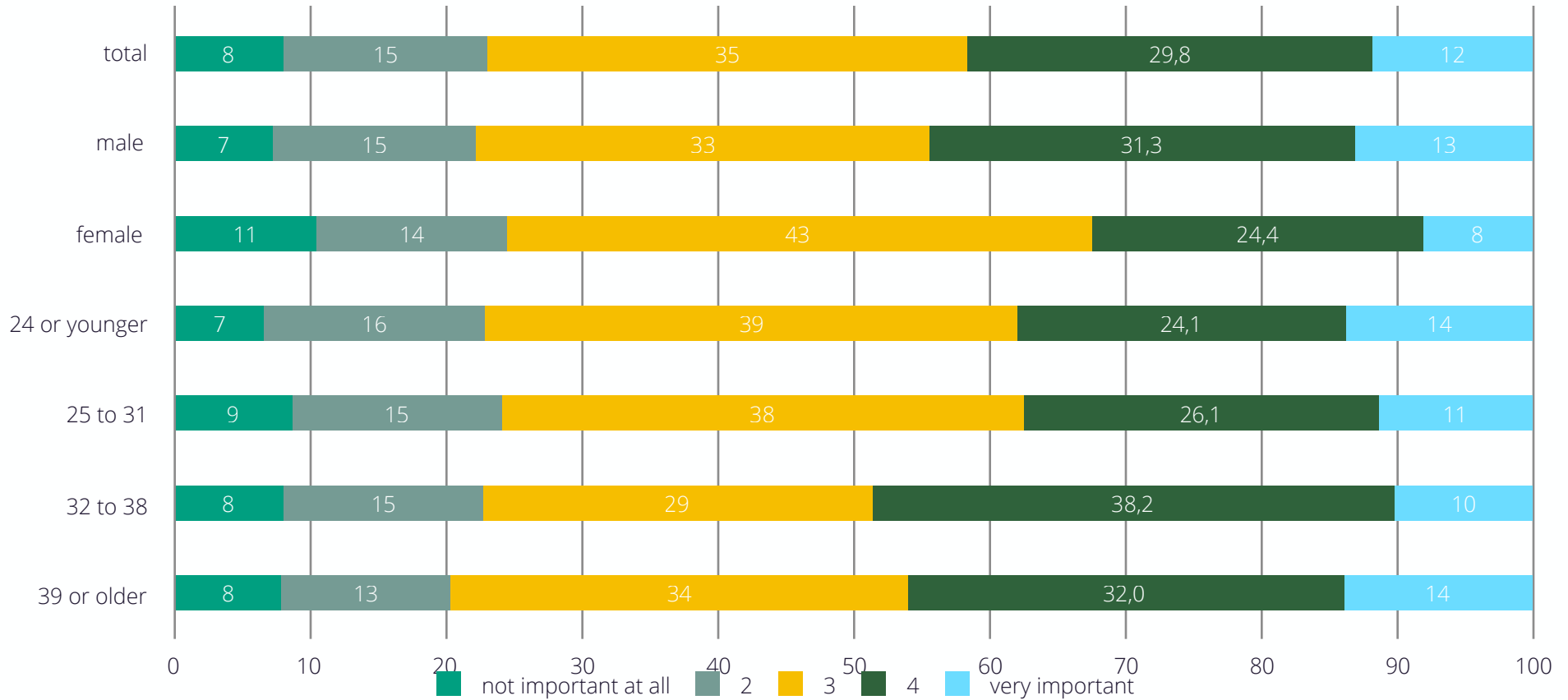
If you are looking for a job, or thinking about when you did look for a job in the past: How important are the following formal or procedural aspects to you when applying/considering job offers?



In %, single select matrix, n= 947

Formal aspects when applying: Profit participation

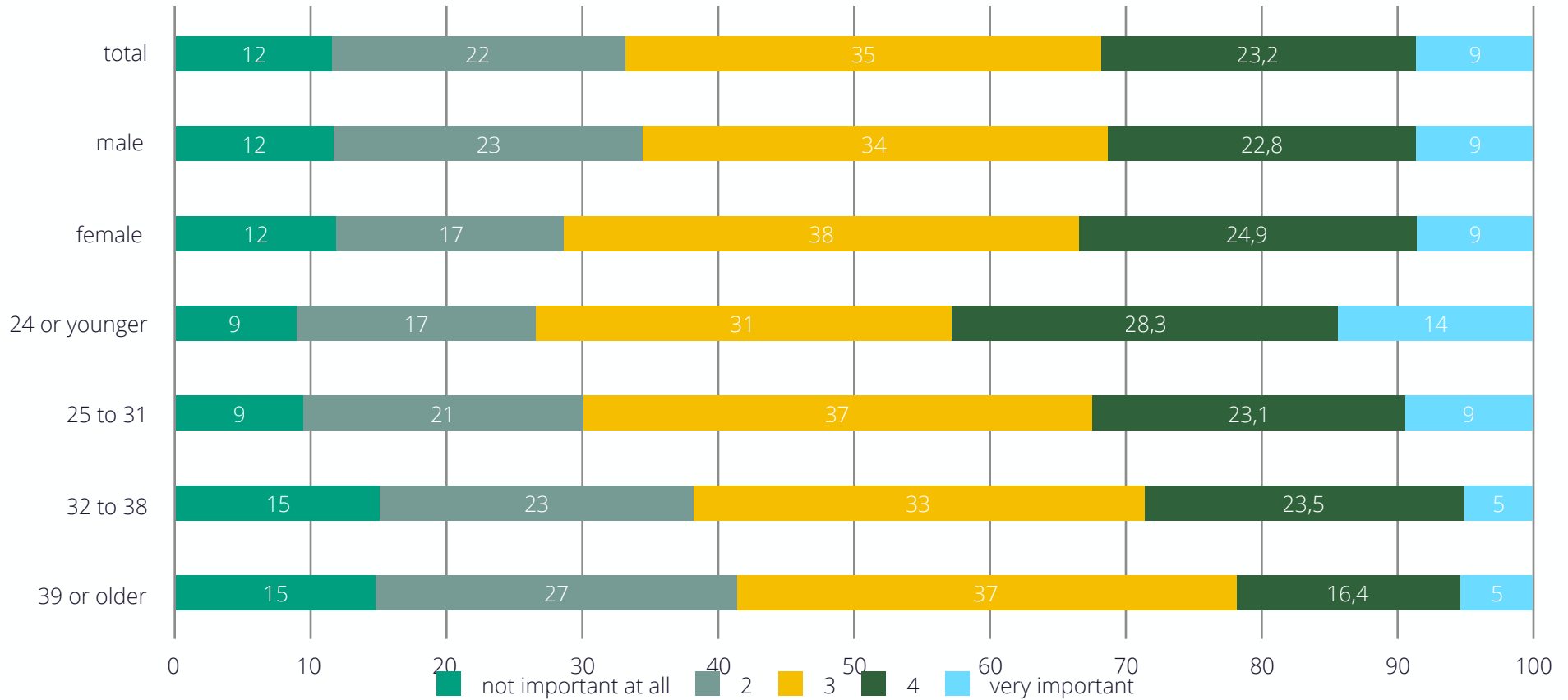
If you are looking for a job, or thinking about when you did look for a job in the past: How important are the following formal or procedural aspects to you when applying/considering job offers?



In %, single select matrix, n= 947

Formal aspects when applying: Free food and drinks

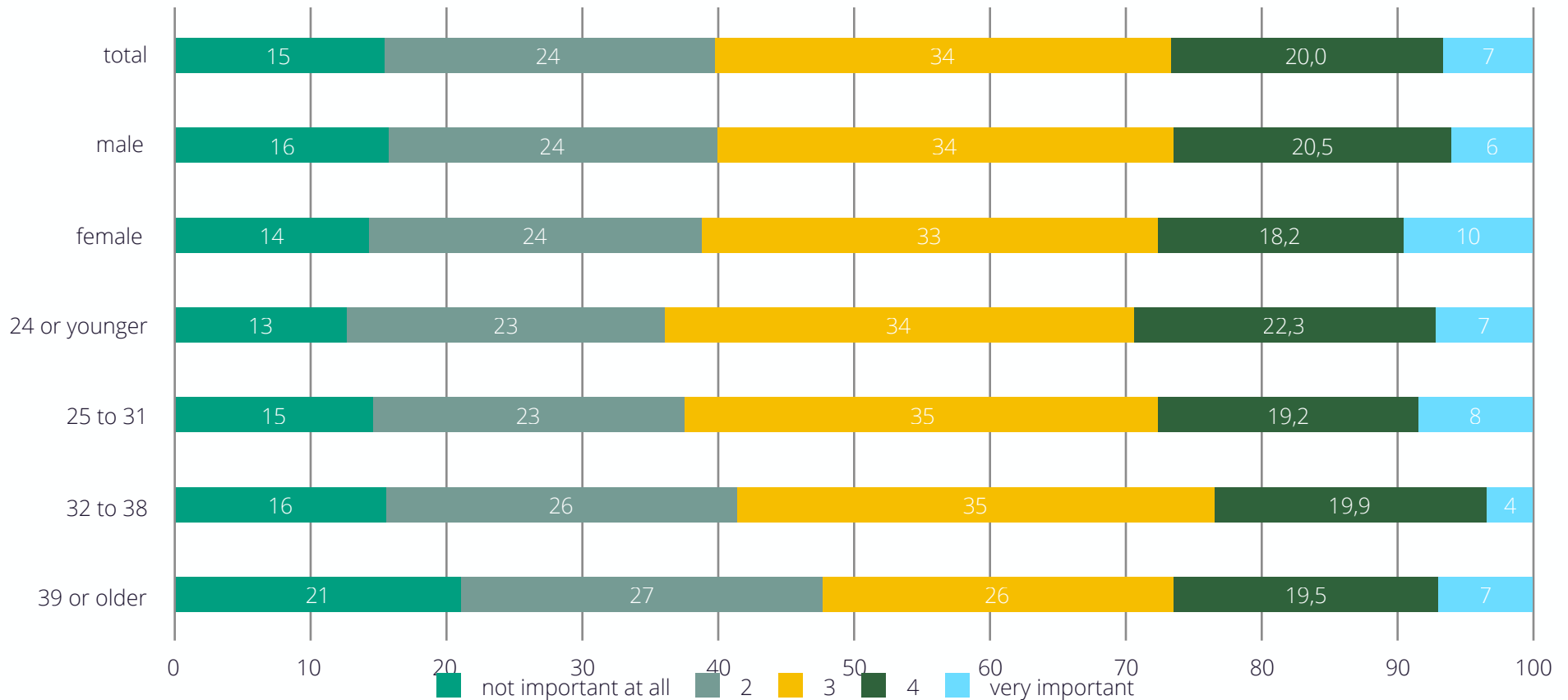
If you are looking for a job, or thinking about when you did look for a job in the past: How important are the following formal or procedural aspects to you when applying/considering job offers?



In %, single select matrix, n= 947

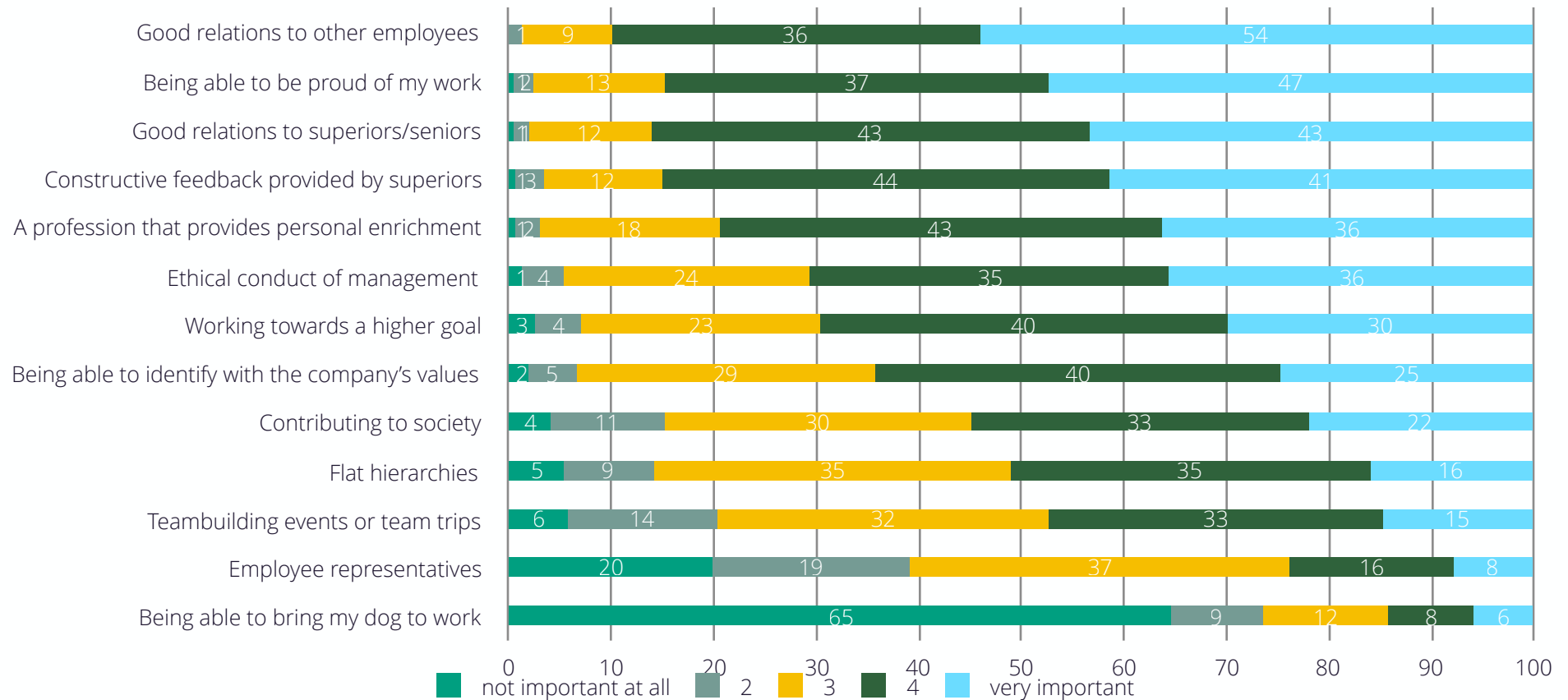
Formal aspects when applying: Leisure facilities in the company (e.g. company-owned sports facilities or recreation areas)

If you are looking for a job, or thinking about when you did look for a job in the past: How important are the following formal or procedural aspects to you when applying/considering job offers?



In %, single select matrix, n= 947

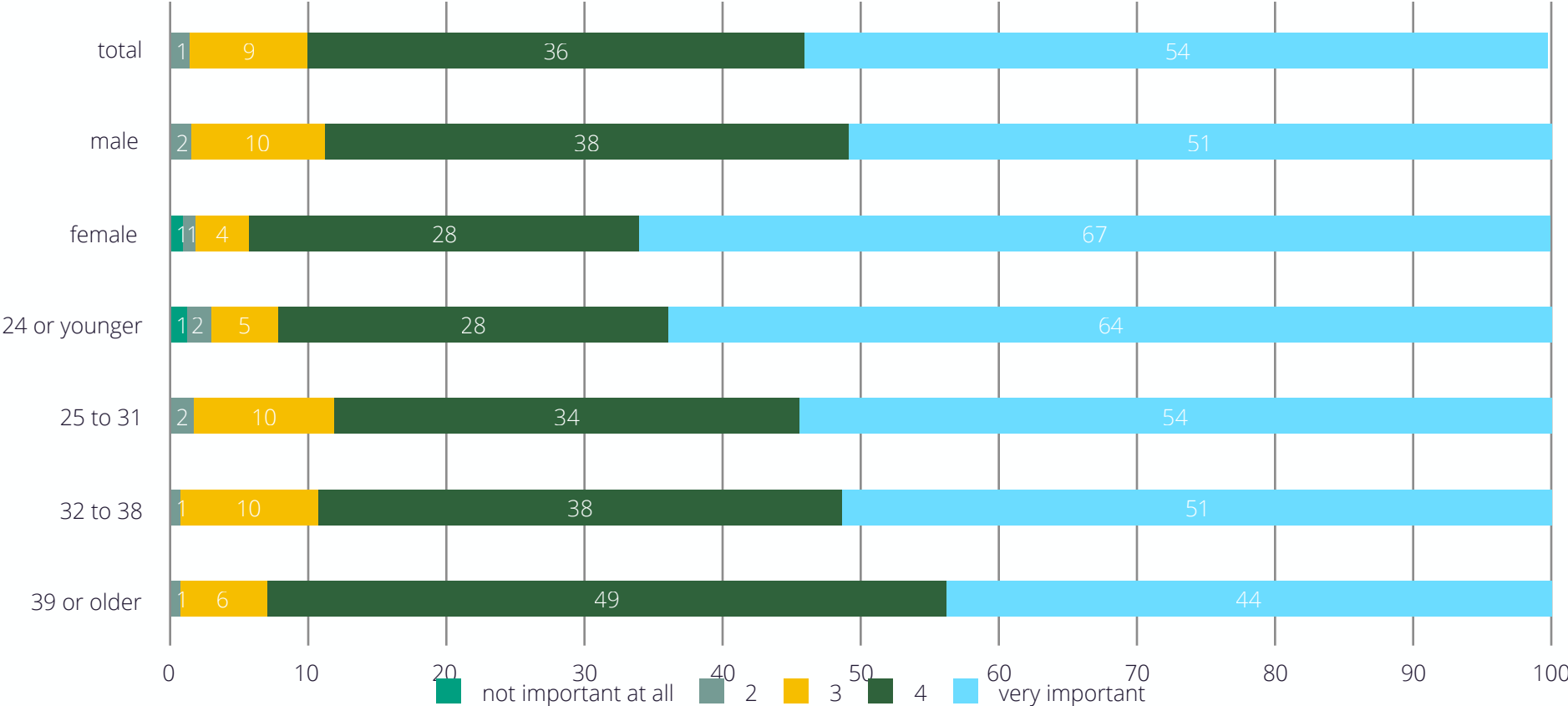
And how important are the following personal or social aspects to you when looking for a job?



In %, single select matrix sorted by "very important", n= 947

Personal aspects when applying: Good relations to other employees **mindtake**

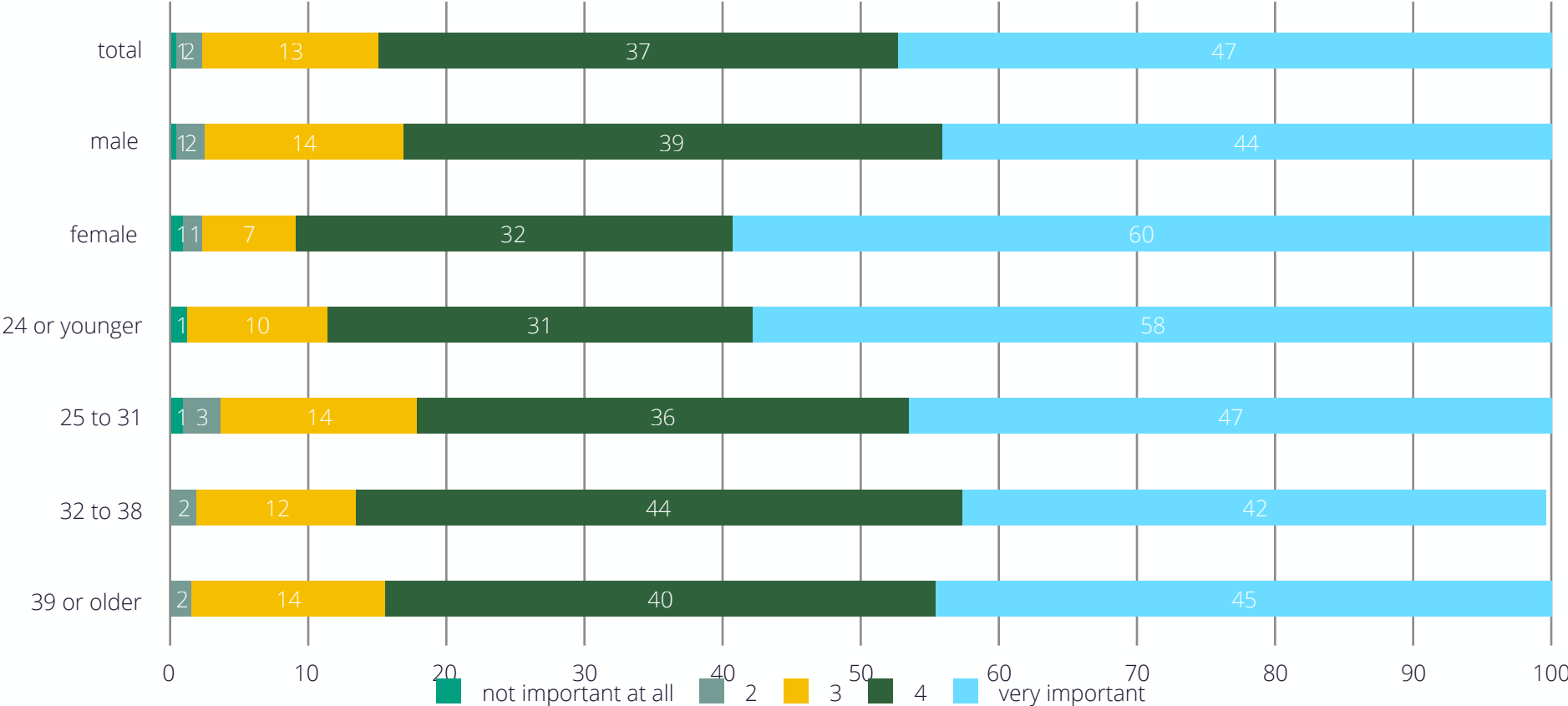
And how important are the following personal or social aspects to you when looking for a job?



In %, single select matrix, n= 947

Personal aspects when applying: Being able to be proud of my work **mindtake**

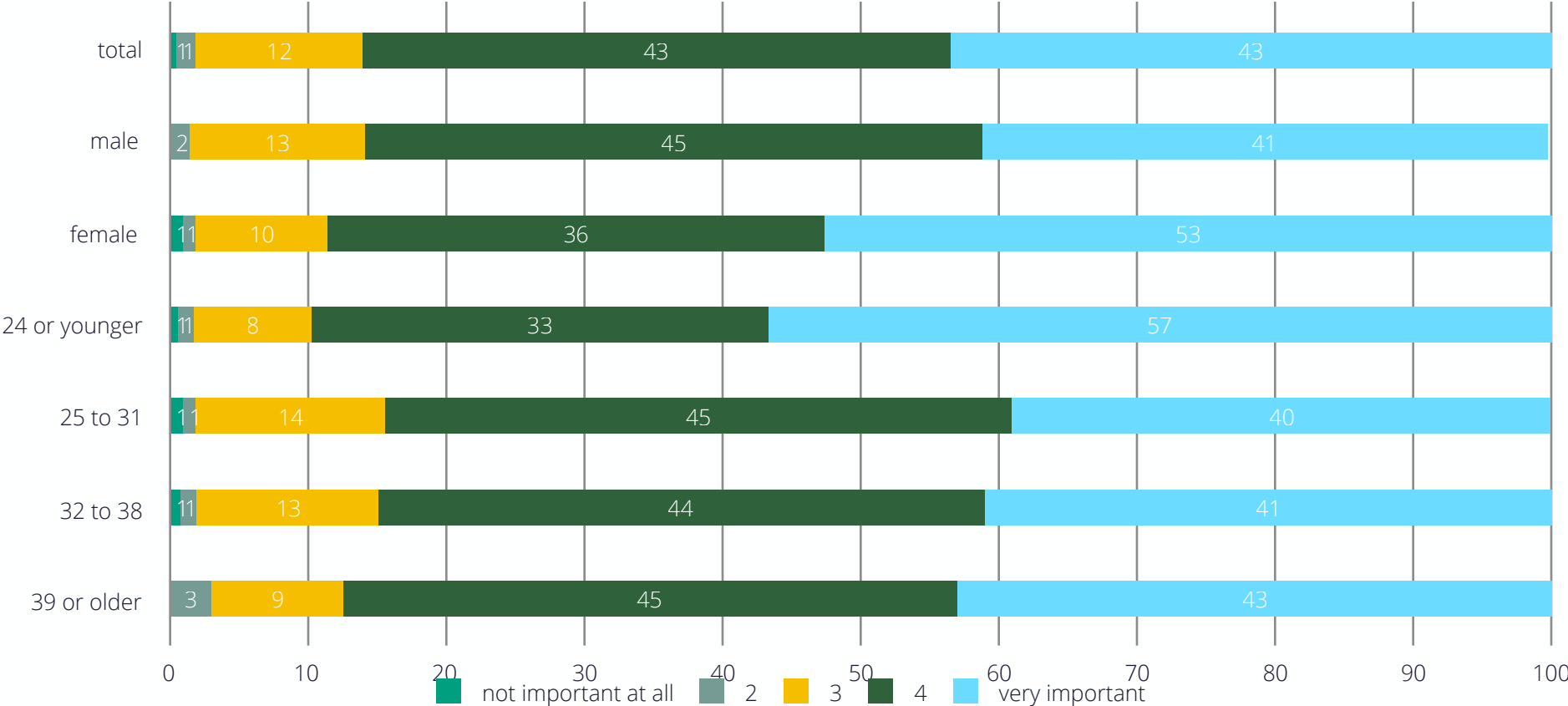
And how important are the following personal or social aspects to you when looking for a job?



In %, single select matrix, n= 947

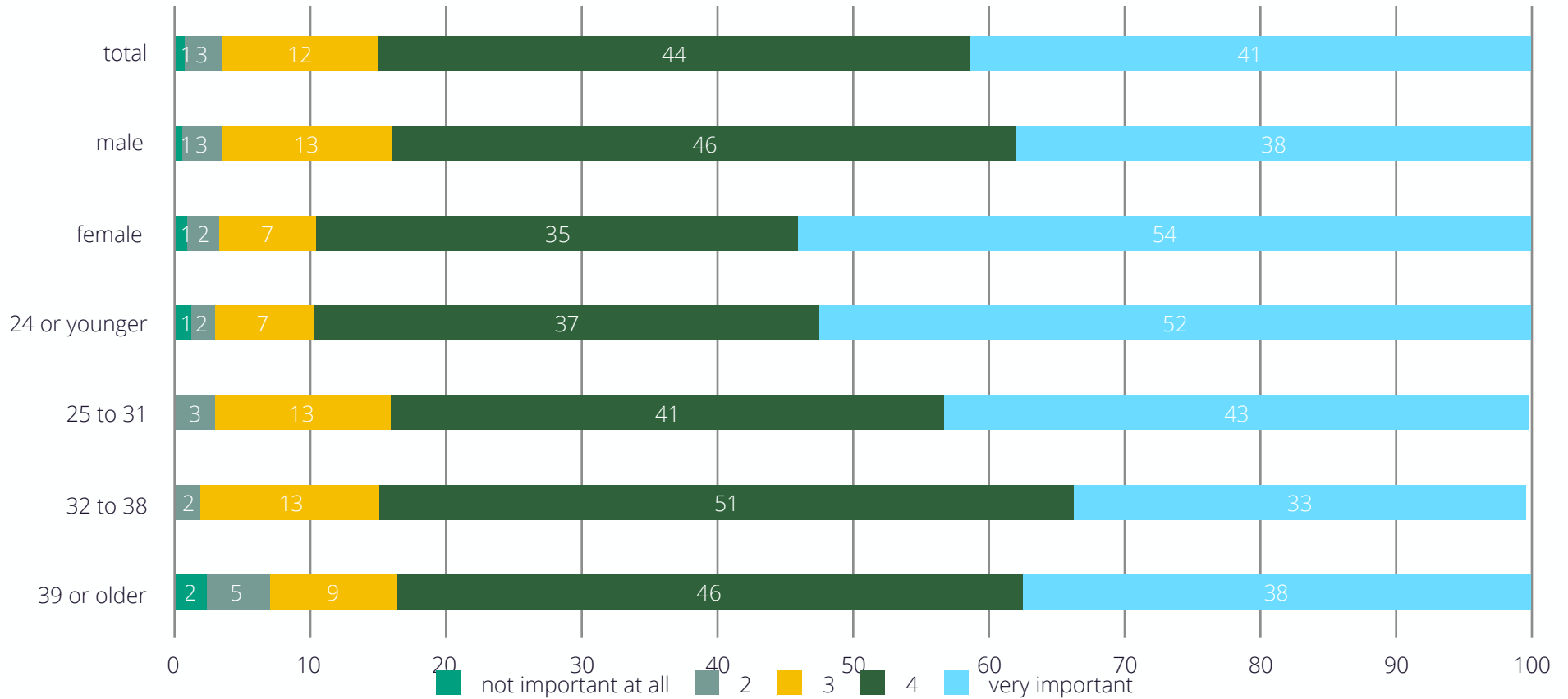
Personal aspects when applying: Good relations to superiors/seniors mindtake

And how important are the following personal or social aspects to you when looking for a job?



In %, single select matrix, n= 947

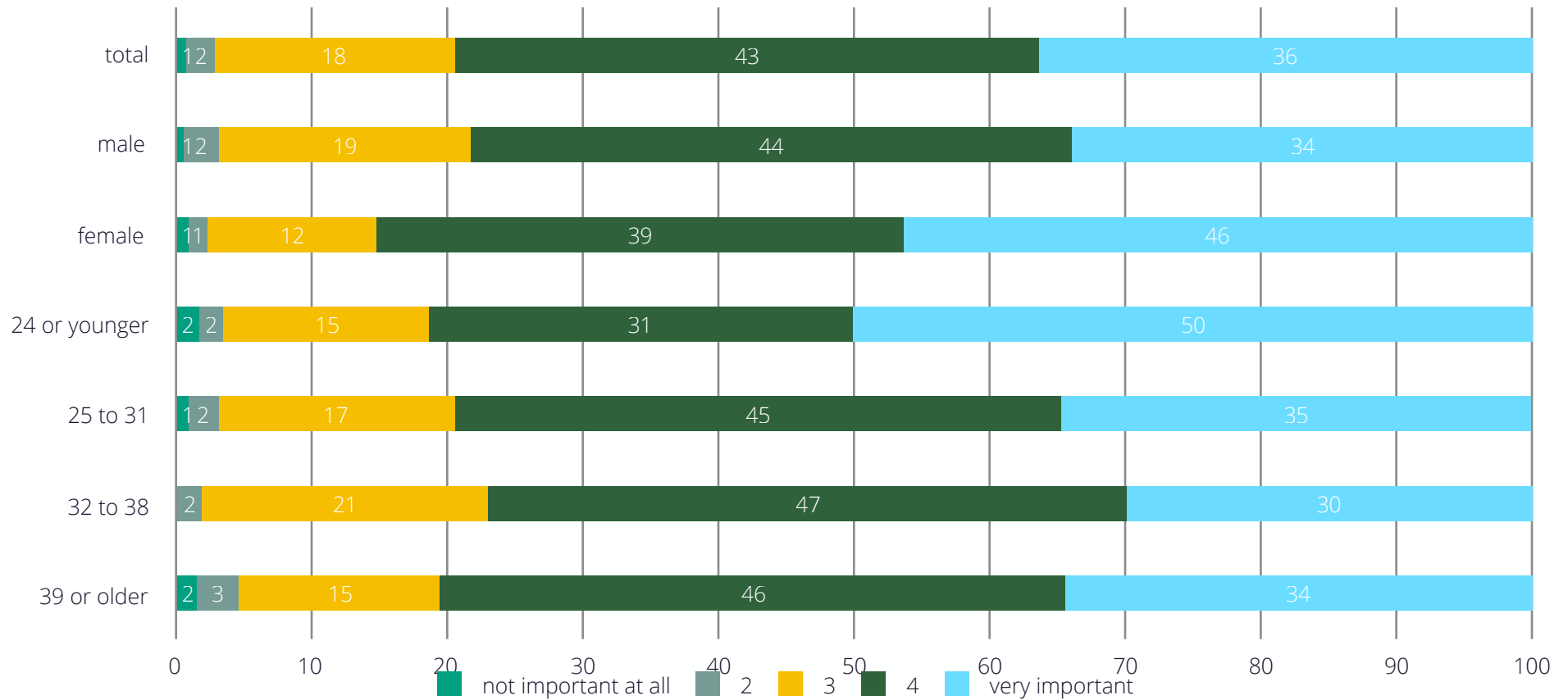
And how important are the following personal or social aspects to you when looking for a job?



In %, single select matrix, n= 947

Personal aspects when applying: A profession that provides personal enrichment

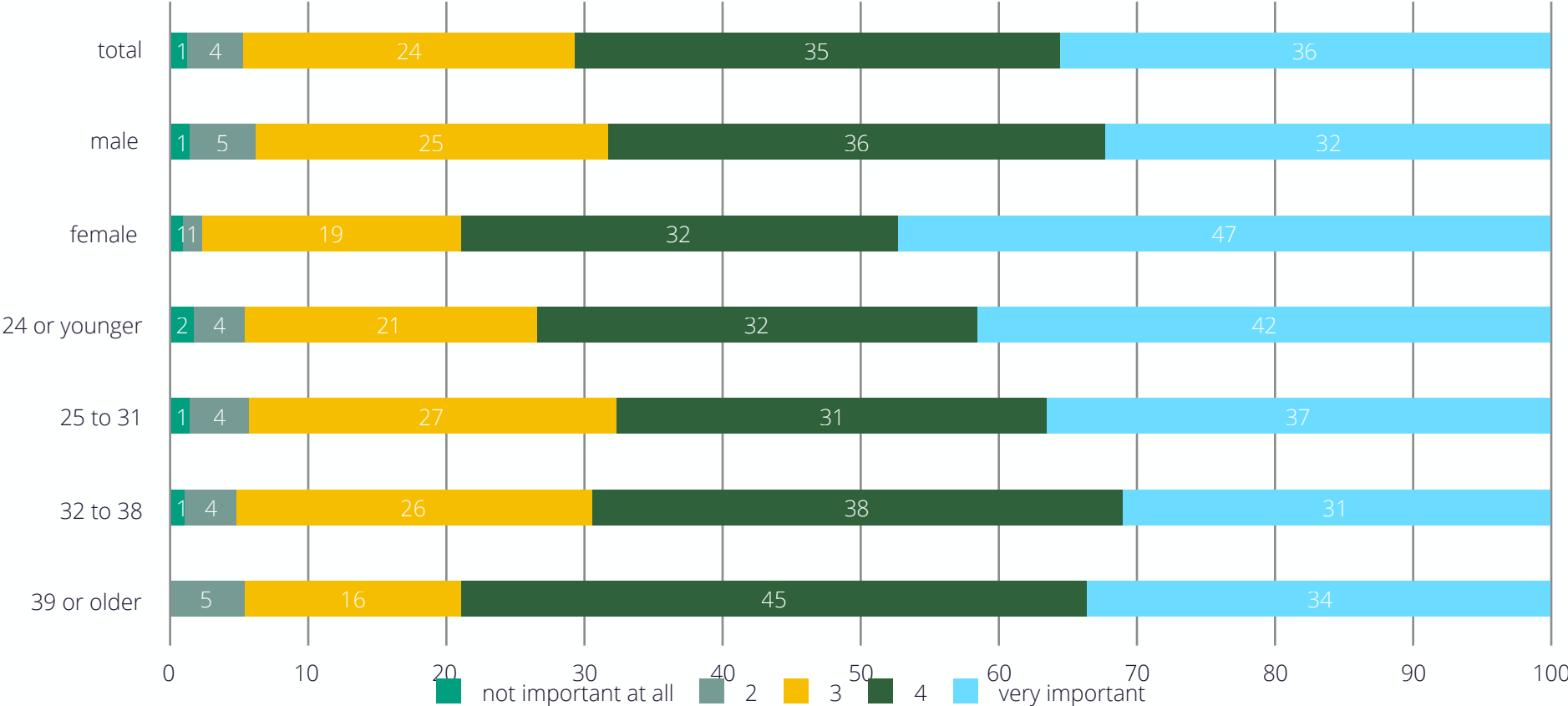
And how important are the following personal or social aspects to you when looking for a job?



In %, single select matrix, n= 947

Personal aspects when applying: Ethical conduct of management **mindtake**

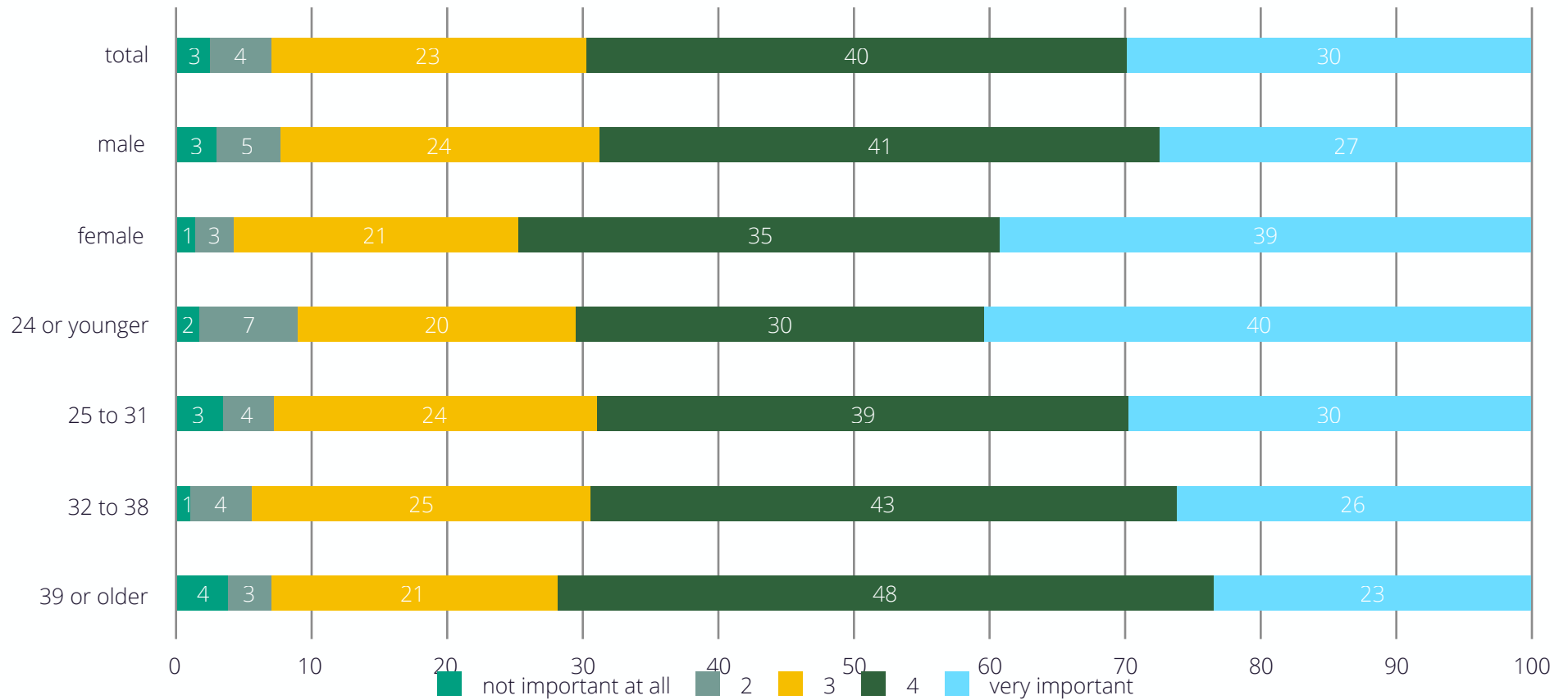
And how important are the following personal or social aspects to you when looking for a job?



In %, single select matrix, n= 947

Personal aspects when applying: Working towards a higher goal **mindtake**

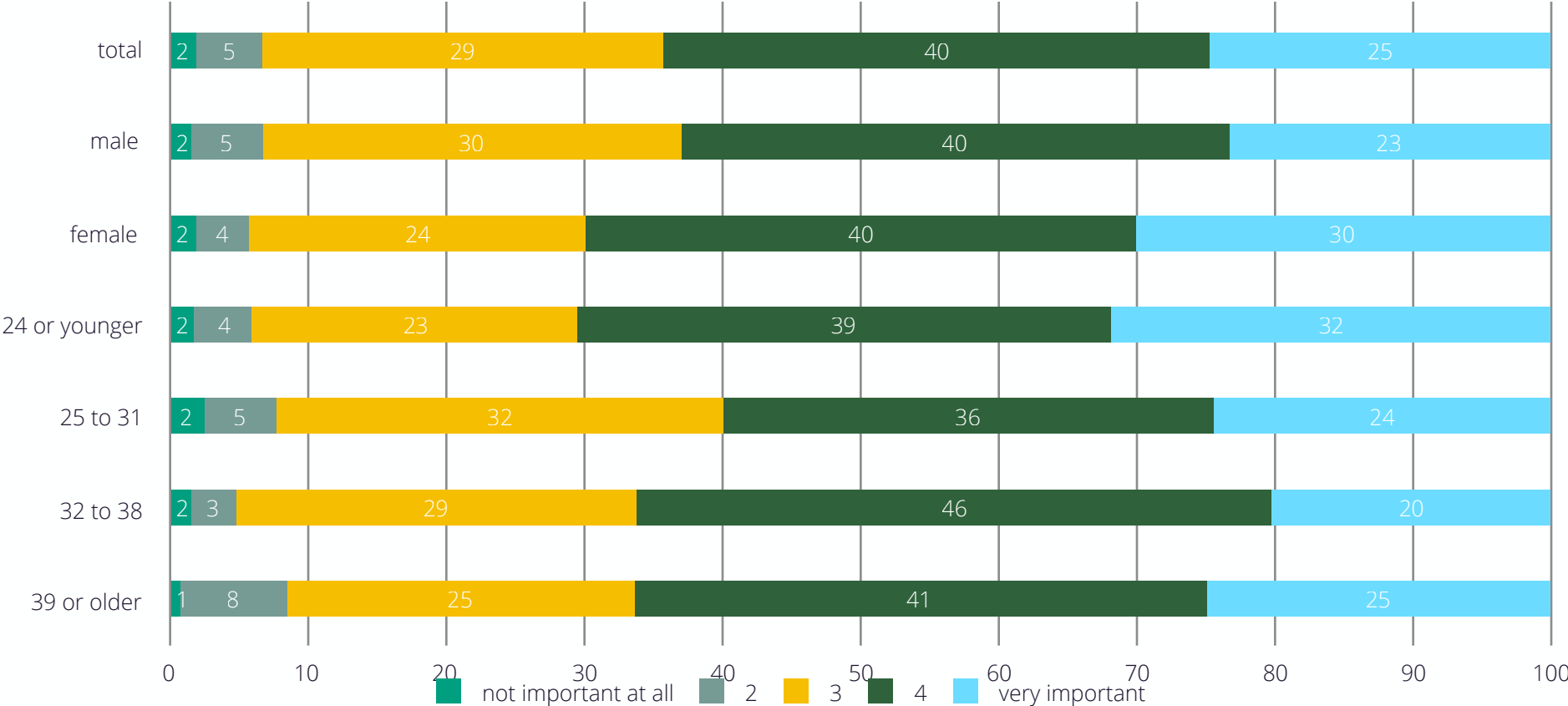
And how important are the following personal or social aspects to you when looking for a job?



In %, single select matrix, n= 947

Personal aspects when applying: Being able to identify with company values **mindtake**

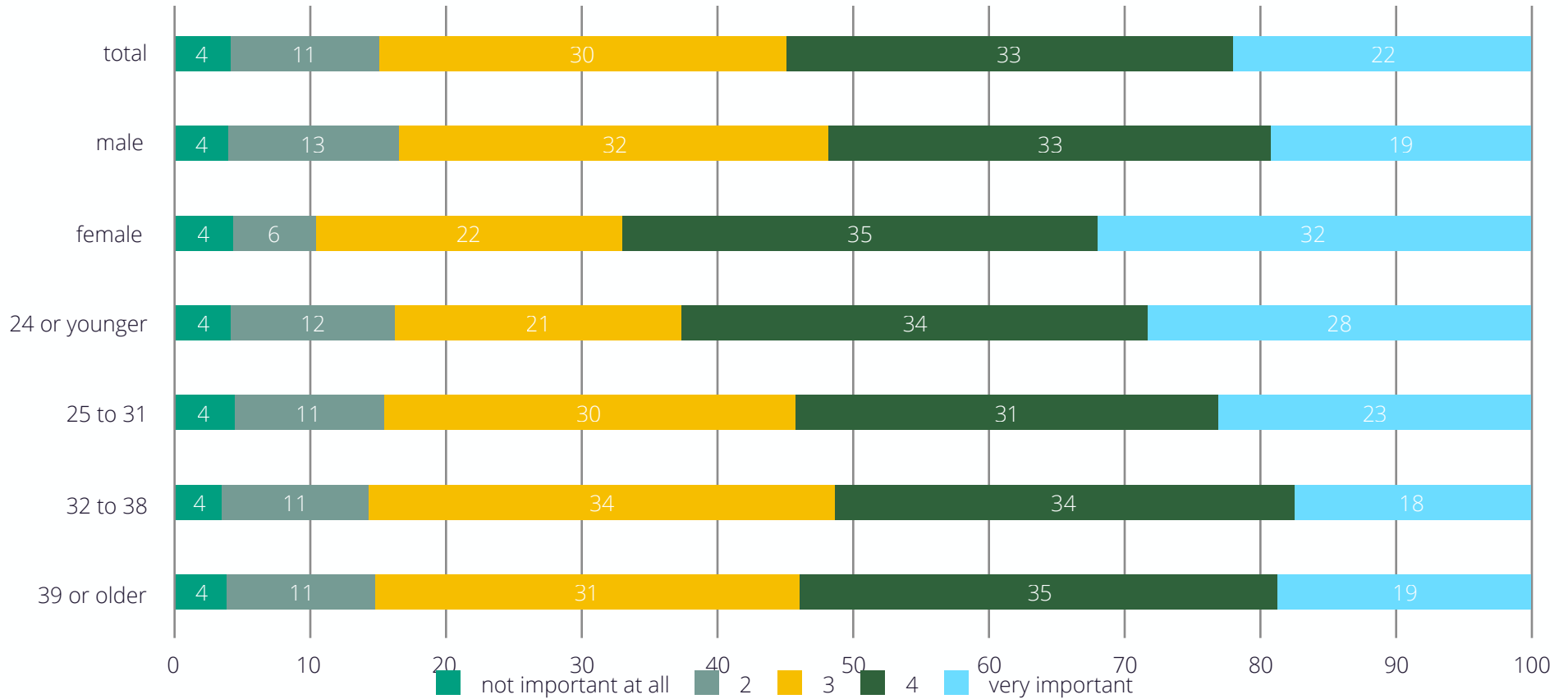
And how important are the following personal or social aspects to you when looking for a job?



In %, single select matrix, n= 947

Personal aspects when applying: Contributing to society

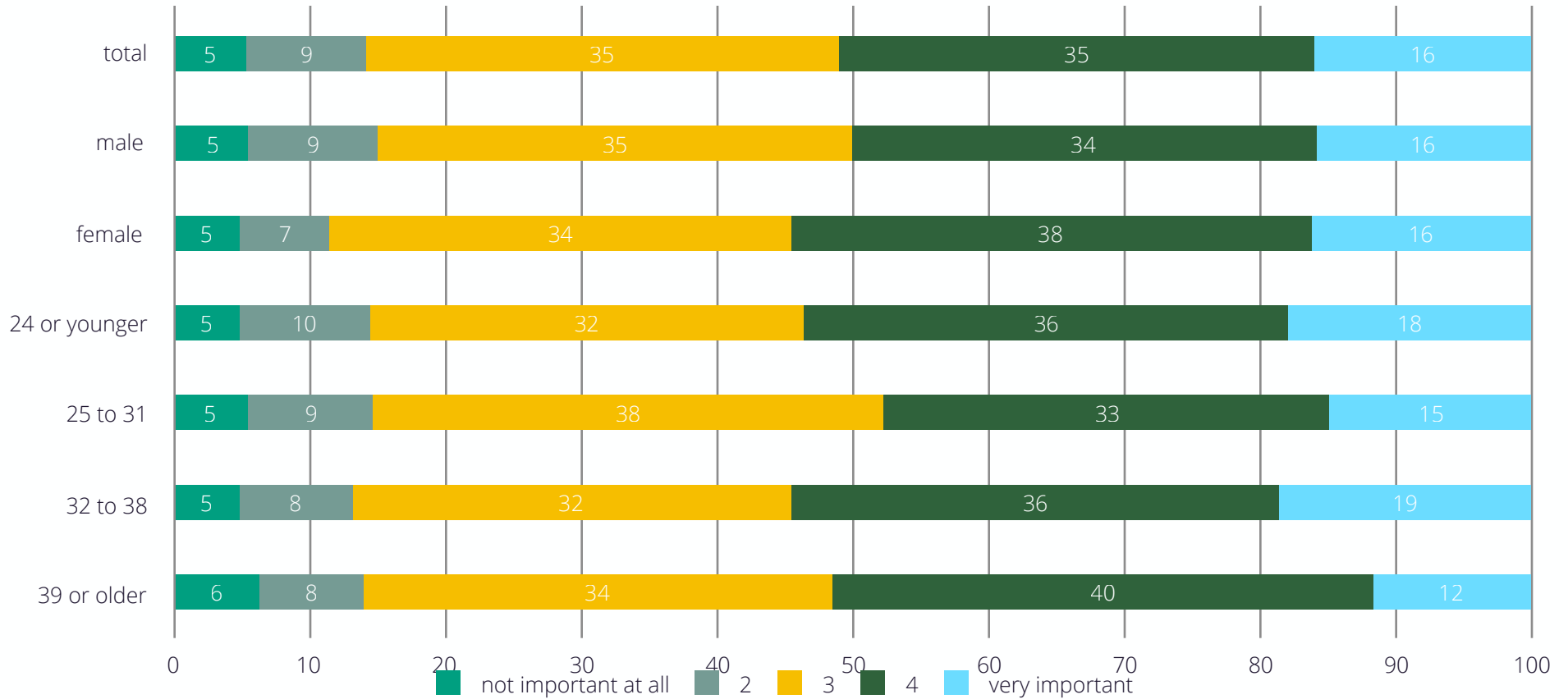
And how important are the following personal or social aspects to you when looking for a job?



In %, single select matrix, n= 947

Personal aspects when applying: Flat hierarchies

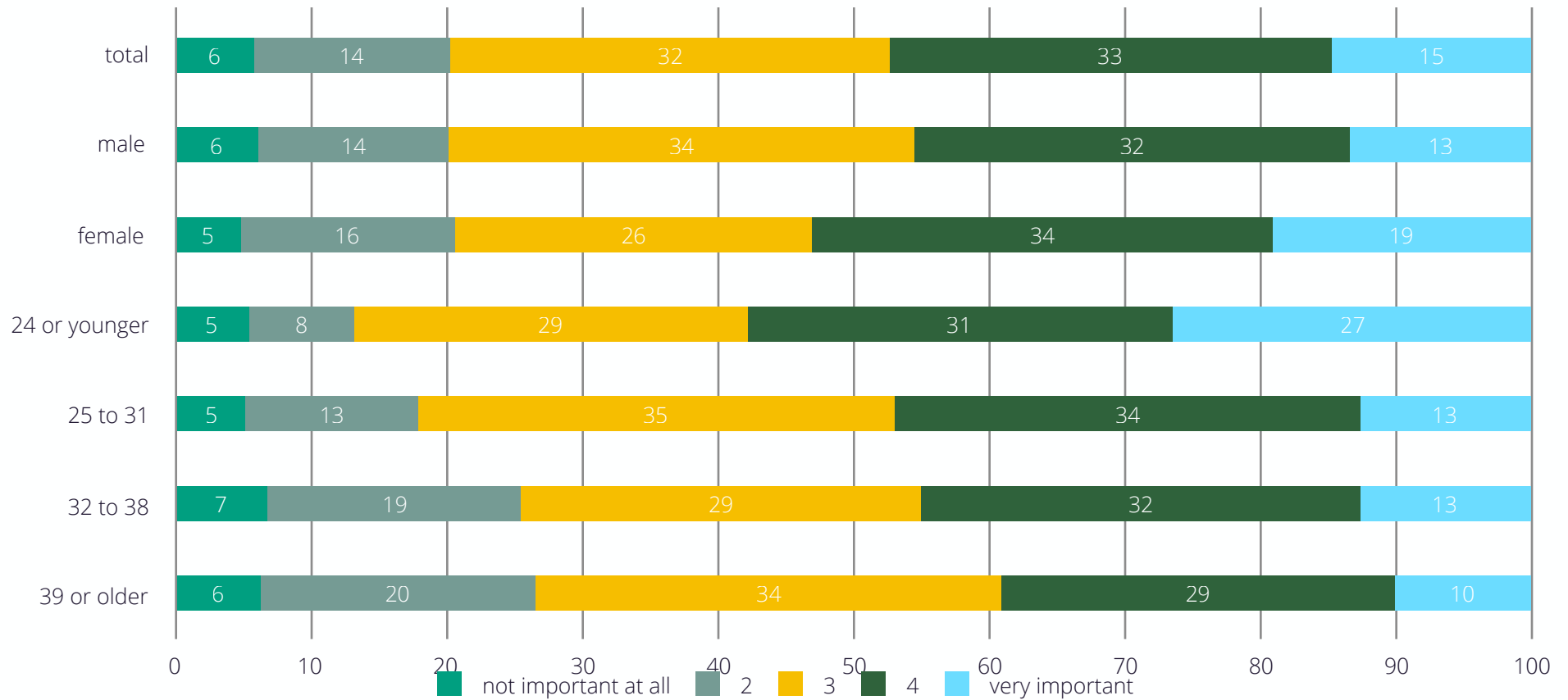
And how important are the following personal or social aspects to you when looking for a job?



In %, single select matrix, n= 947

Personal aspects when applying: Teambuilding events/team trips **mindtake**

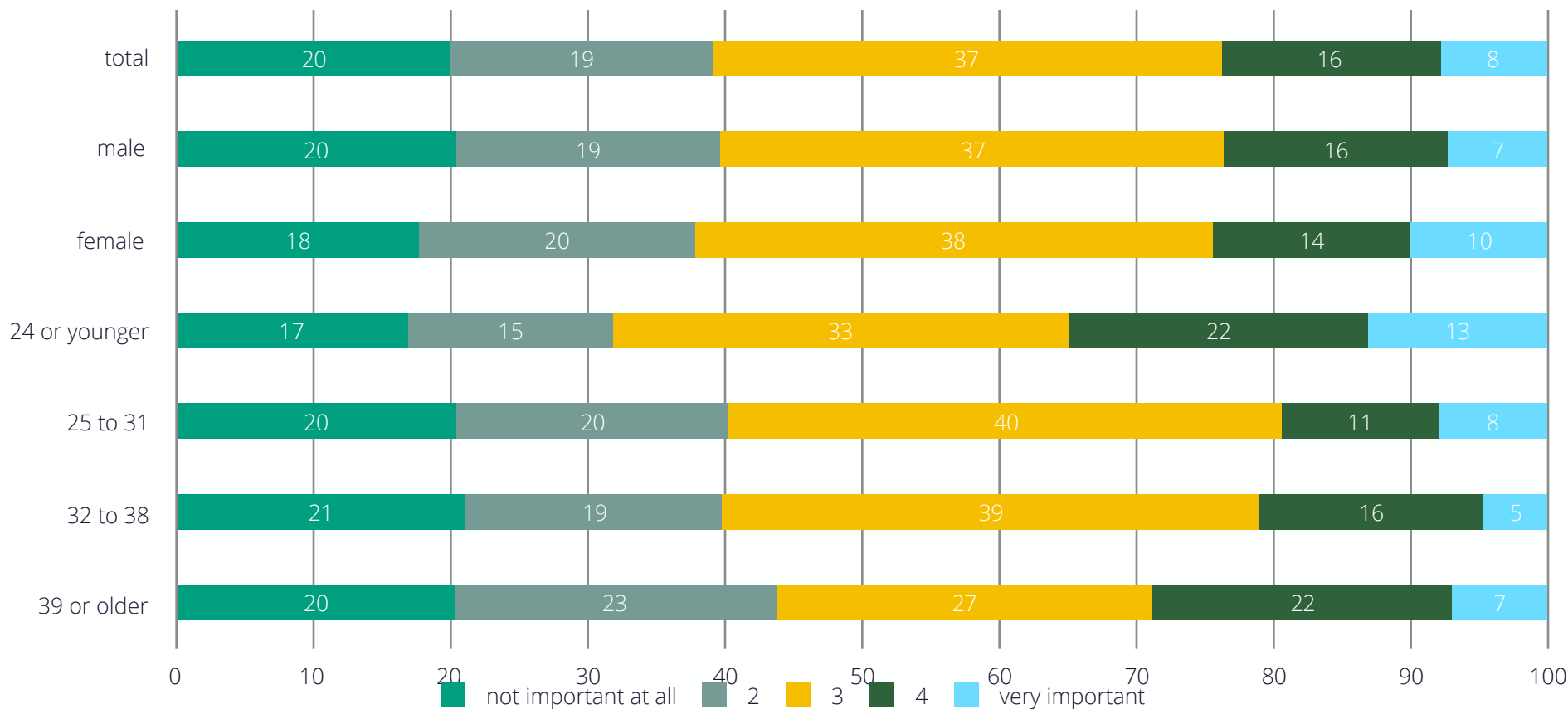
And how important are the following personal or social aspects to you when looking for a job?



In %, single select matrix, n= 947

Personal aspects when applying: Employee representatives (e.g. trade unions)

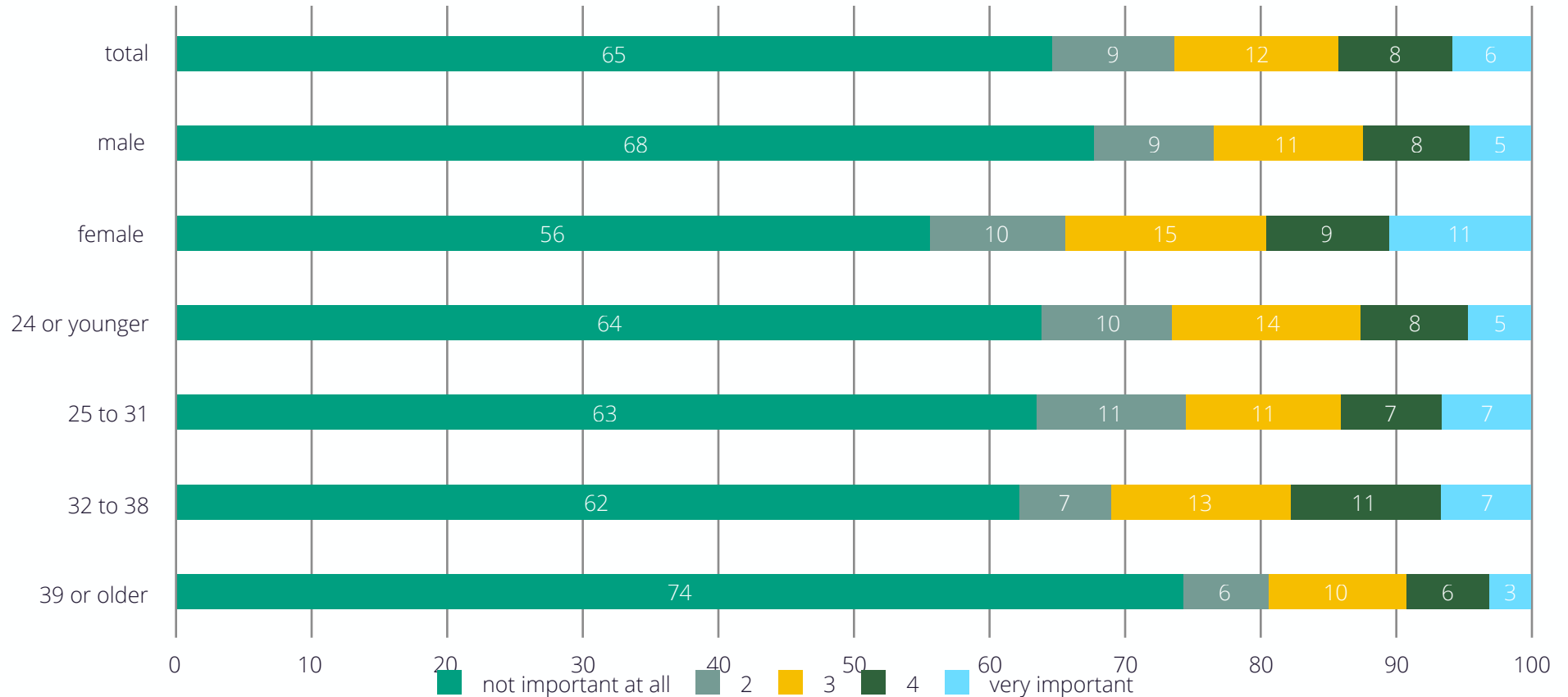
And how important are the following personal or social aspects to you when looking for a job?



In %, single select matrix, n= 947

Personal aspects when applying: Being able to bring my dog to work **mindtake**

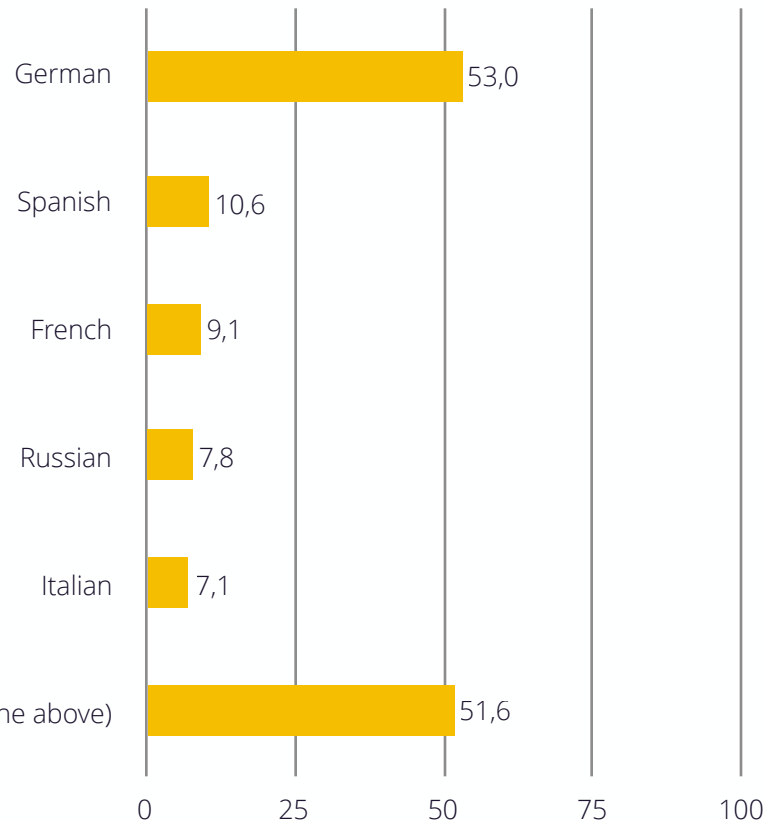
And how important are the following personal or social aspects to you when looking for a job?



In %, single select matrix, n= 947

Spoken languages and willingness to work abroad

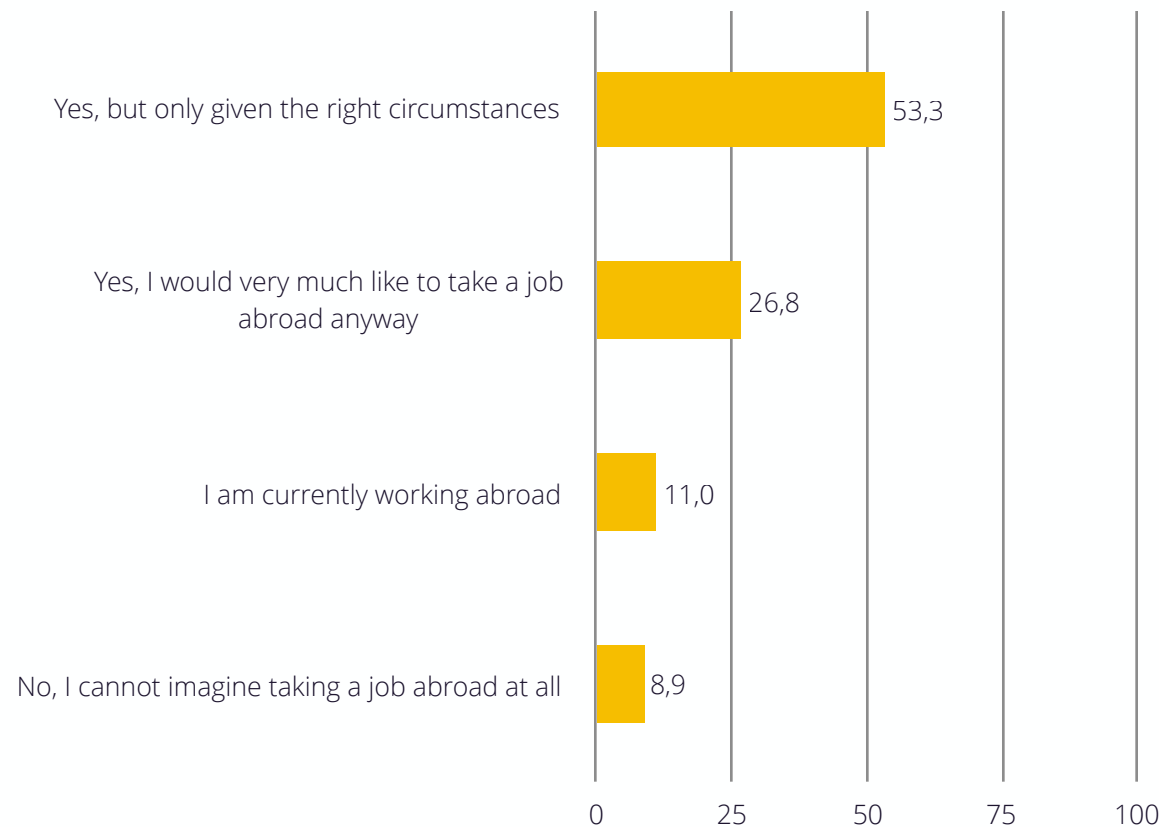
Which languages do you speak at least at an intermediate standard besides English (e.g. B1 level or above)?



gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
51,2	59,3	54,8	49,5	51,0	65,6
8,0	18,2	8,4	10,0	13,5	9,4
7,0	15,8	9,0	9,2	8,4	10,2
7,4	9,1	9,0	6,5	10,8	4,7
5,6	11,5	5,4	6,5	7,2	10,9
51,2	52,6	47,0	56,2	52,6	41,4

In %, multi select sorted by frequency, n= 947

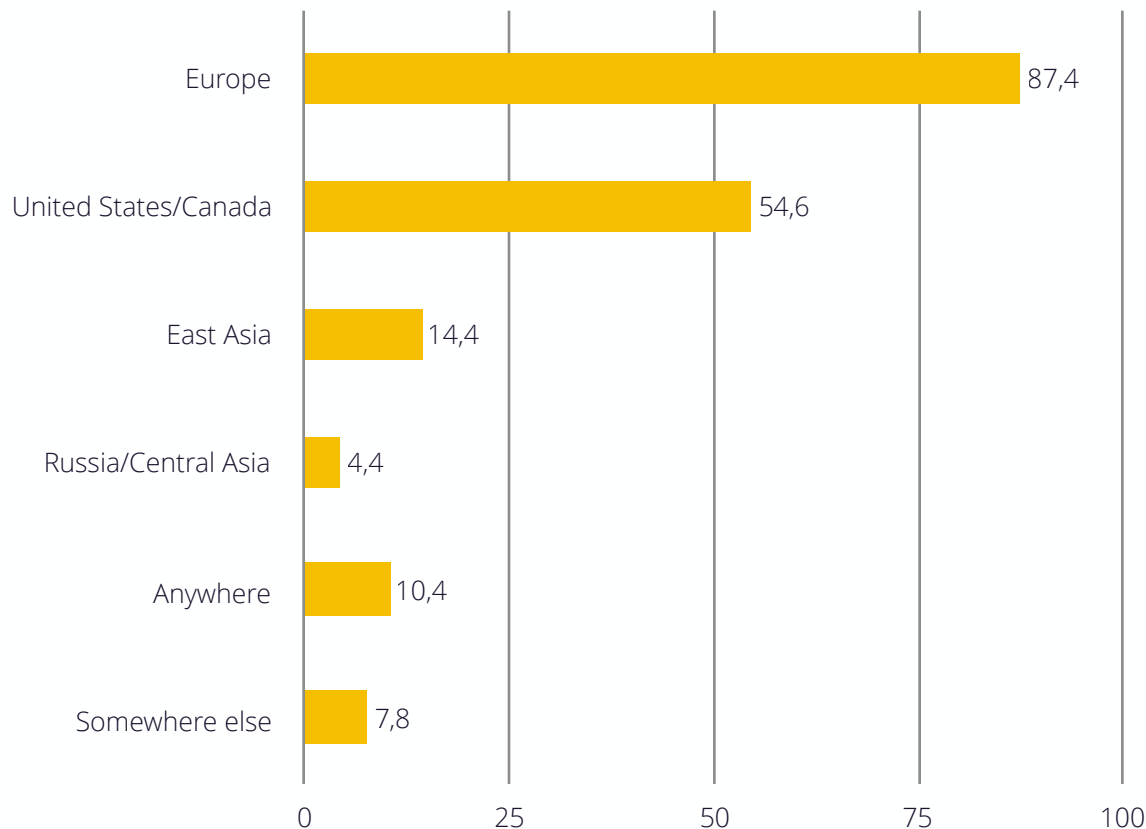
Generally, can you imagine accepting a job abroad?



gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
56,6	43,1	53,0	50,0	56,6	57,8
25,1	32,5	39,2	29,1	21,1	14,8
9,6	15,3	4,8	11,9	13,9	10,2
8,7	9,1	3,0	9,0	8,4	17,2

In %, single select sorted by frequency, n= 947

In which regions/continents could you imagine accepting a job?

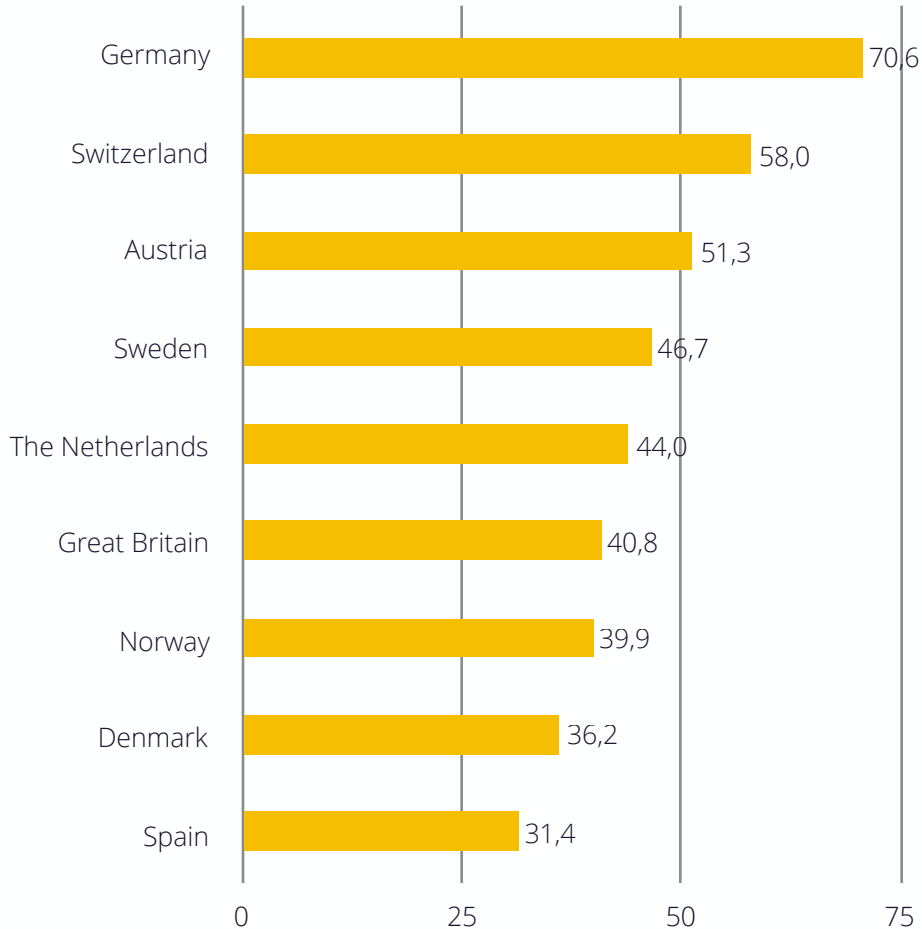


gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
88,4	85,3	85,7	87,2	87,8	89,6
57,4	44,7	63,4	54,9	50,4	49,1
14,0	15,8	14,3	14,2	16,5	10,4
4,5	3,7	5,6	4,1	4,8	2,8
9,8	11,6	12,4	10,7	9,1	9,4
7,2	10,0	6,2	8,2	6,1	12,3

In %, multi select sorted by frequency, n= 863

Preferred European countries (1/3)

Which European countries are particularly attractive to you?

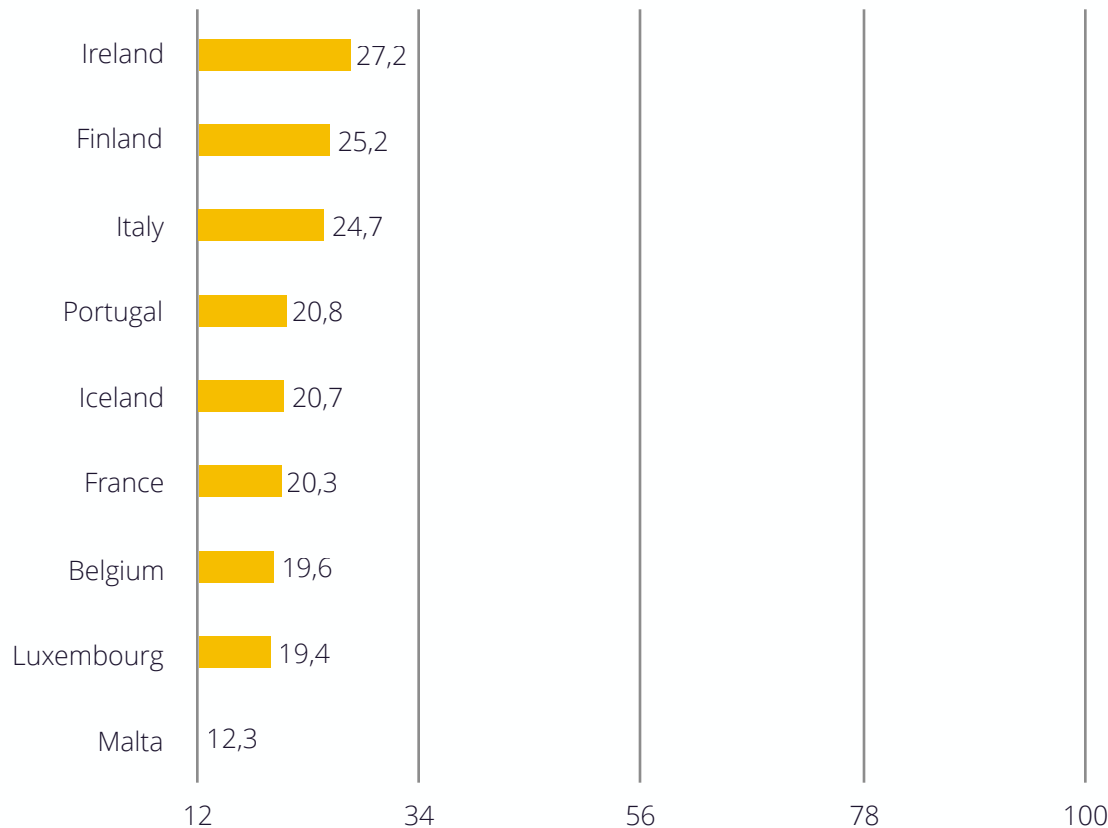


	male	female	24 or younger	25 to 31	32 to 38	39 or older
Germany	72,1	66,0	73,2	67,1	71,8	75,8
Switzerland	59,2	54,3	58,7	57,7	58,9	55,8
Austria	51,5	51,2	54,3	51,1	49,5	51,6
Sweden	47,3	45,7	56,5	42,9	47,0	44,2
The Netherlands	42,9	48,8	52,9	45,8	41,1	31,6
Great Britain	40,0	44,4	57,2	40,1	34,7	32,6
Norway	40,3	39,5	44,9	38,2	41,1	35,8
Denmark	35,9	38,3	40,6	31,7	40,1	36,8
Spain	30,8	34,0	23,9	29,8	38,1	33,7

In %, multi select sorted by frequency, n= 754

Preferred European countries (2/3)

Which European countries are particularly attractive to you?

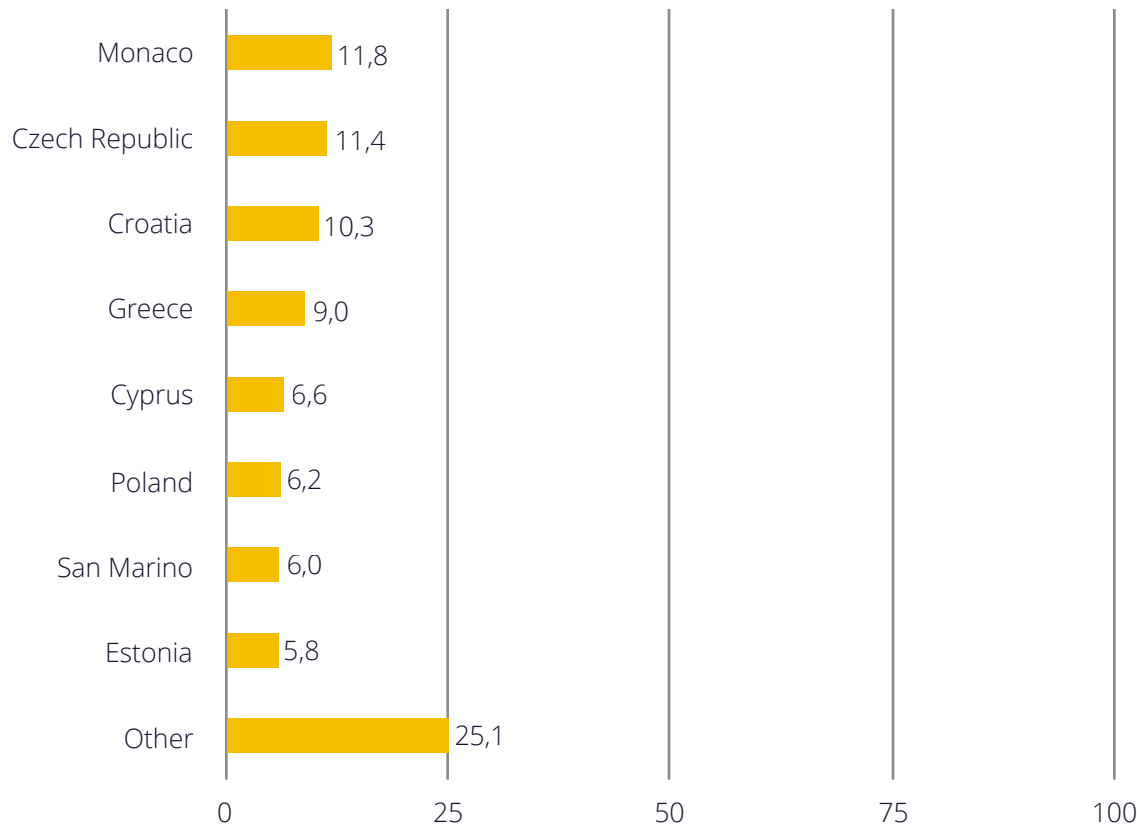


gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
25,9	32,1	31,9	25,4	26,2	28,4
26,5	20,4	28,3	20,1	30,2	27,4
23,8	28,4	29,0	20,4	26,2	29,5
18,9	28,4	13,8	22,6	22,8	21,1
20,9	19,8	21,7	18,2	21,3	26,3
19,6	22,8	27,5	16,6	20,8	21,1
19,9	18,5	27,5	19,4	15,8	16,8
20,4	15,4	23,9	16,0	18,8	25,3
11,7	14,8	8,0	11,3	14,9	16,8

In %, multi select sorted by frequency, n= 754

Preferred European countries (3/3)

Which European countries are particularly attractive to you?

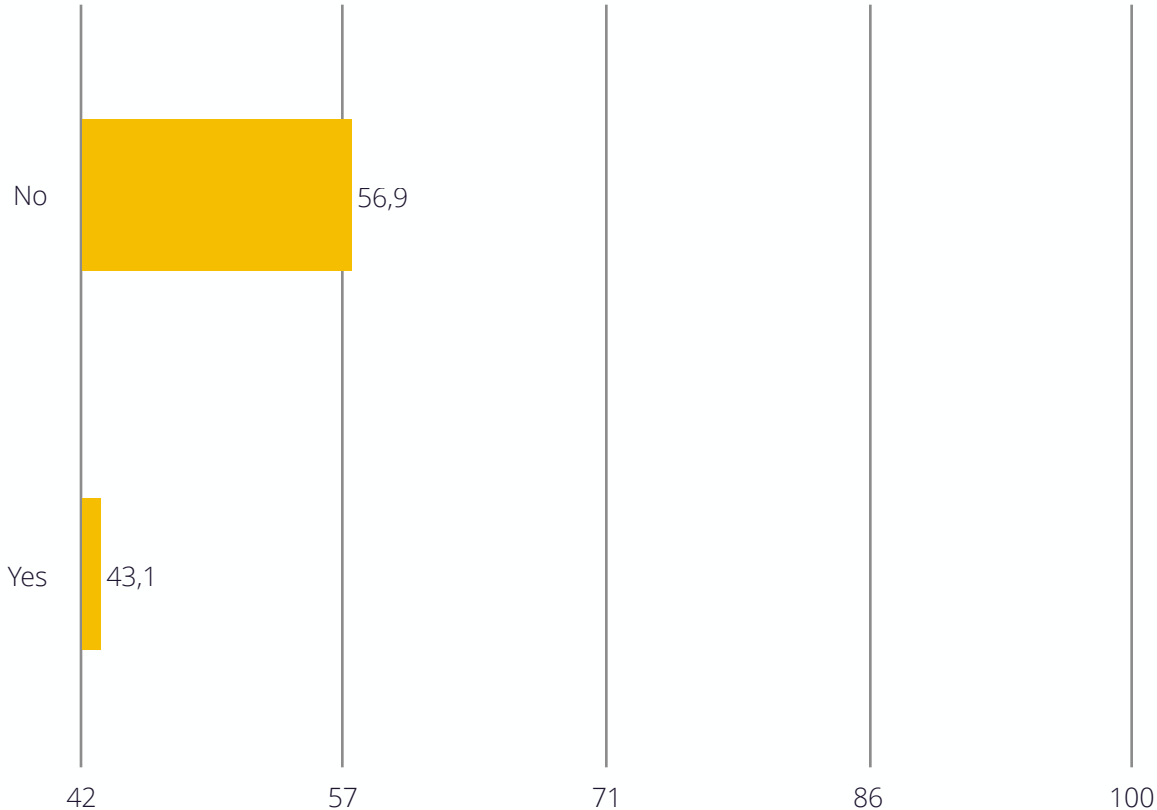


gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
13,1	7,4	14,5	10,3	9,4	17,9
12,2	8,0	6,5	12,2	14,4	9,5
10,9	8,6	12,3	9,4	12,4	6,3
7,8	13,0	7,2	6,0	12,9	13,7
6,0	8,6	5,8	5,3	6,4	12,6
6,5	5,6	9,4	5,0	6,9	4,2
6,0	6,2	4,3	4,1	7,9	10,5
5,6	6,8	5,8	5,6	6,4	5,3
25,9	22,2	24,6	25,4	27,2	20,0

In %, multi select sorted by frequency, n= 754

Preferred city (1/3)

Is there a particular city, anywhere in the world, that you would absolutely love to live in, so you would accept a job just to move there?

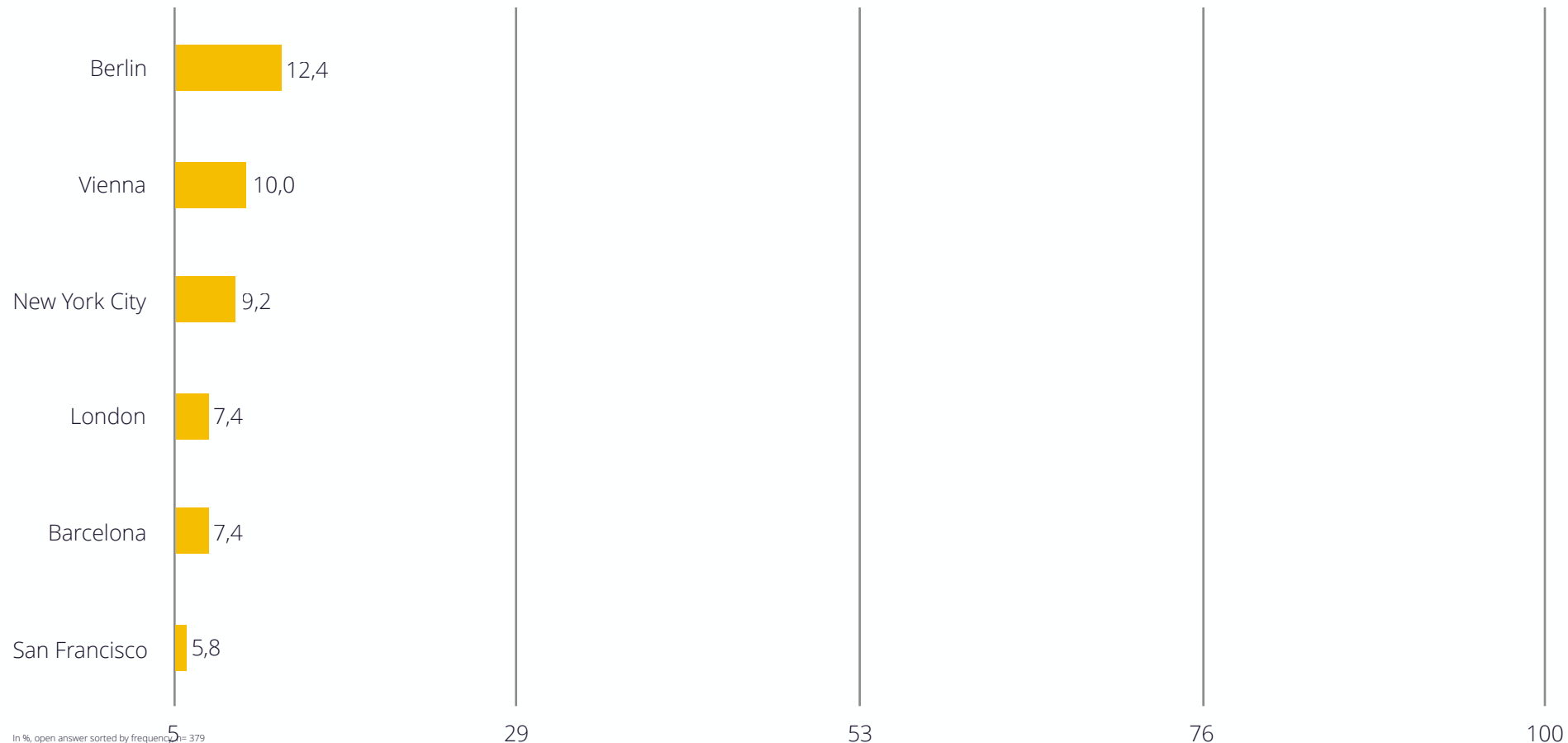


gender		age			
male	female	24 or young-er	25 to 31	32 to 38	39 or older
58,0	53,7	54,0	57,9	53,0	66,0
42,0	46,3	46,0	42,1	47,0	34,0

In %, single select sorted by frequency, n= 863

Preferred city (2/3)

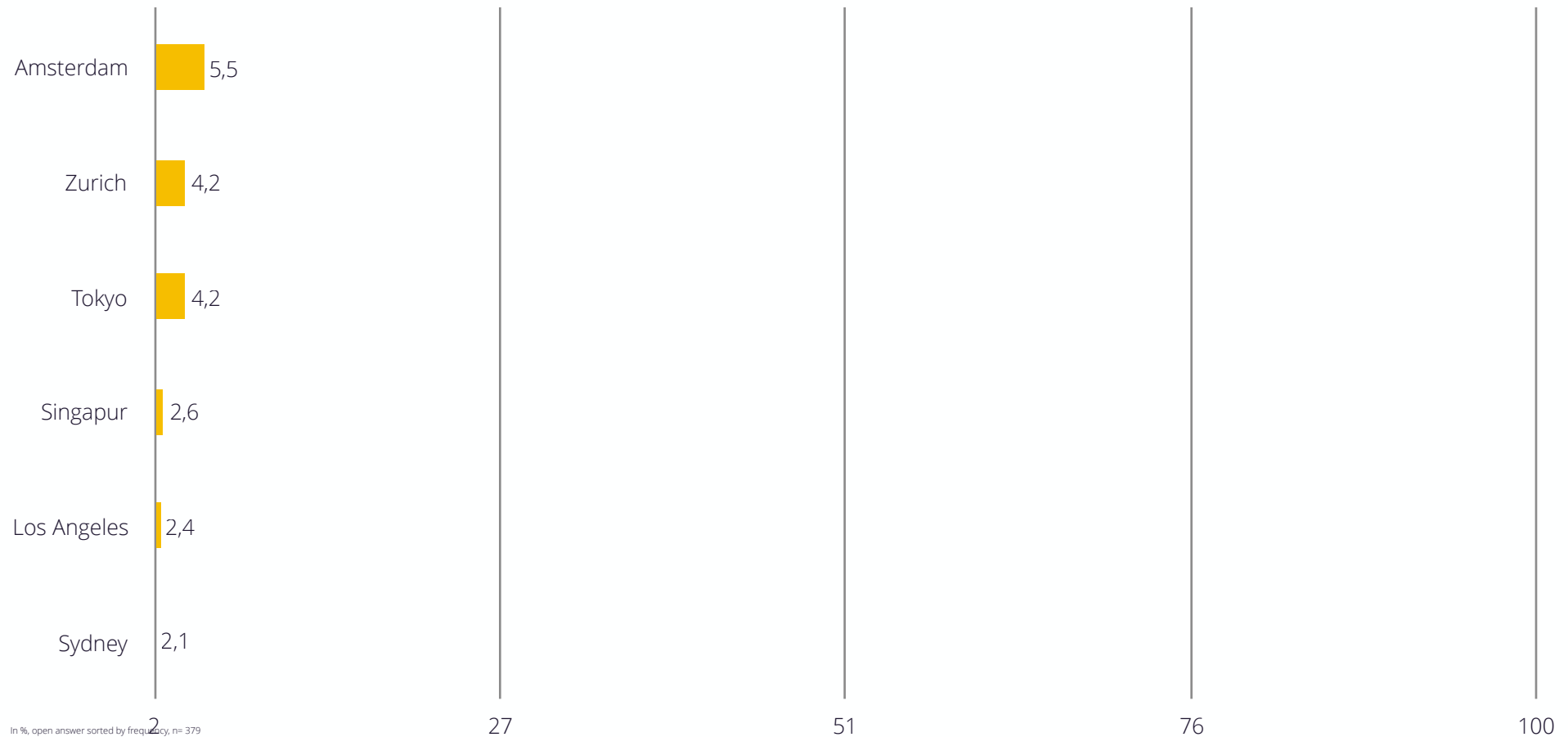
Is there a particular city, anywhere in the world, that you would absolutely love to live in, so you would accept a job just to move there?



In %, open answer sorted by frequency. N = 379
Only cities that at least 2% of the sample named are shown.

Preferred city (3/3)

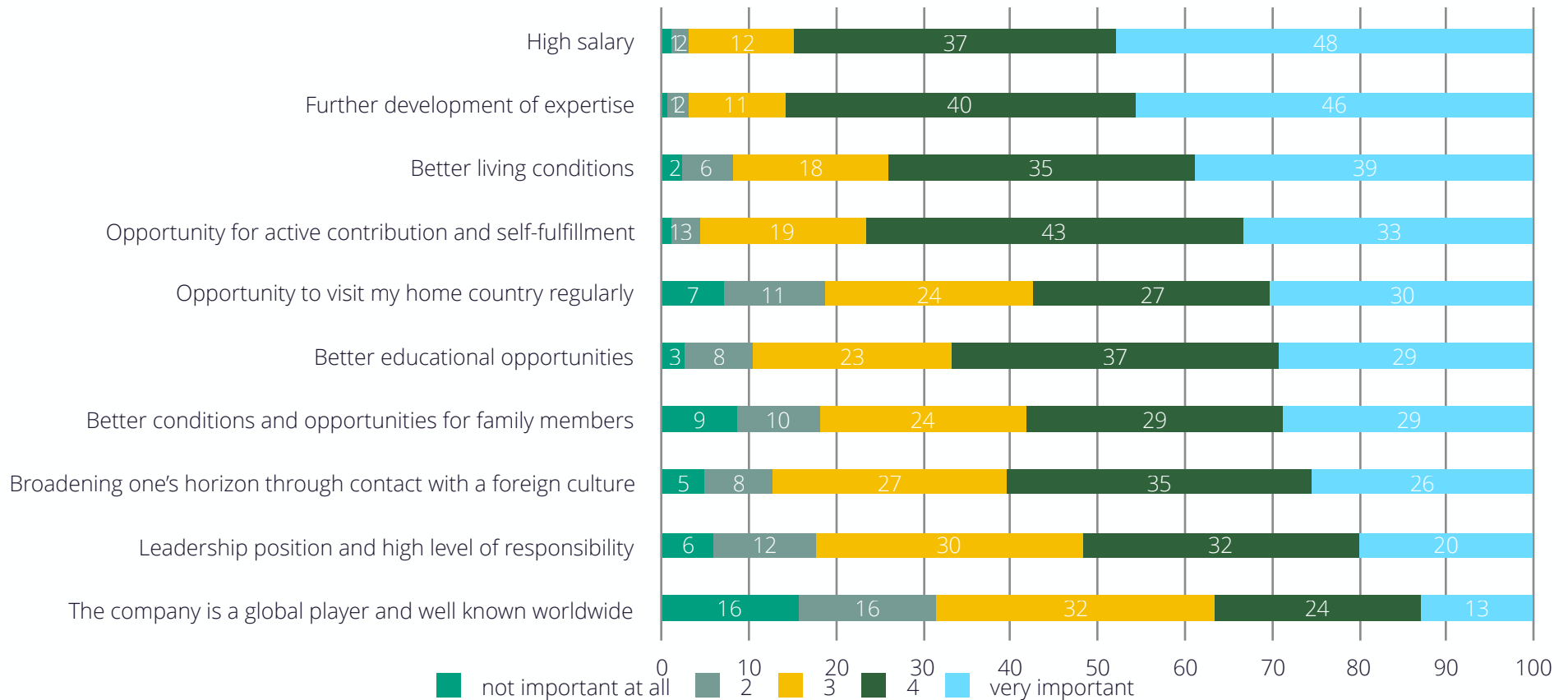
Is there a particular city, anywhere in the world, that you would absolutely love to live in, so you would accept a job just to move there?



In %, open answer sorted by frequency, n= 379
Only cities that at least 2% of the sample named are shown.

Decisive factors for working abroad

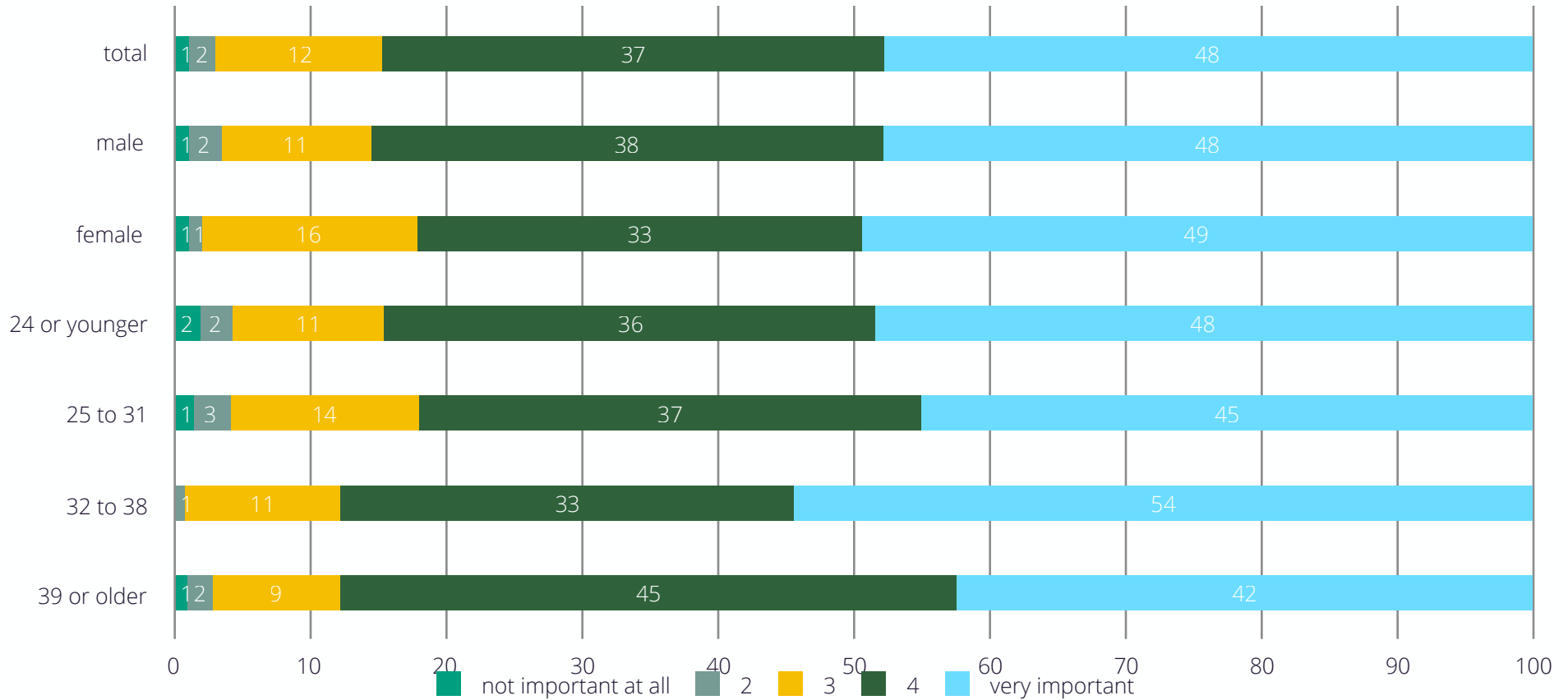
Which factors would be particularly decisive for you to accept a job abroad?



In %, single select matrix sorted by "very important", n= 863

Decisive factors for working abroad: High salary

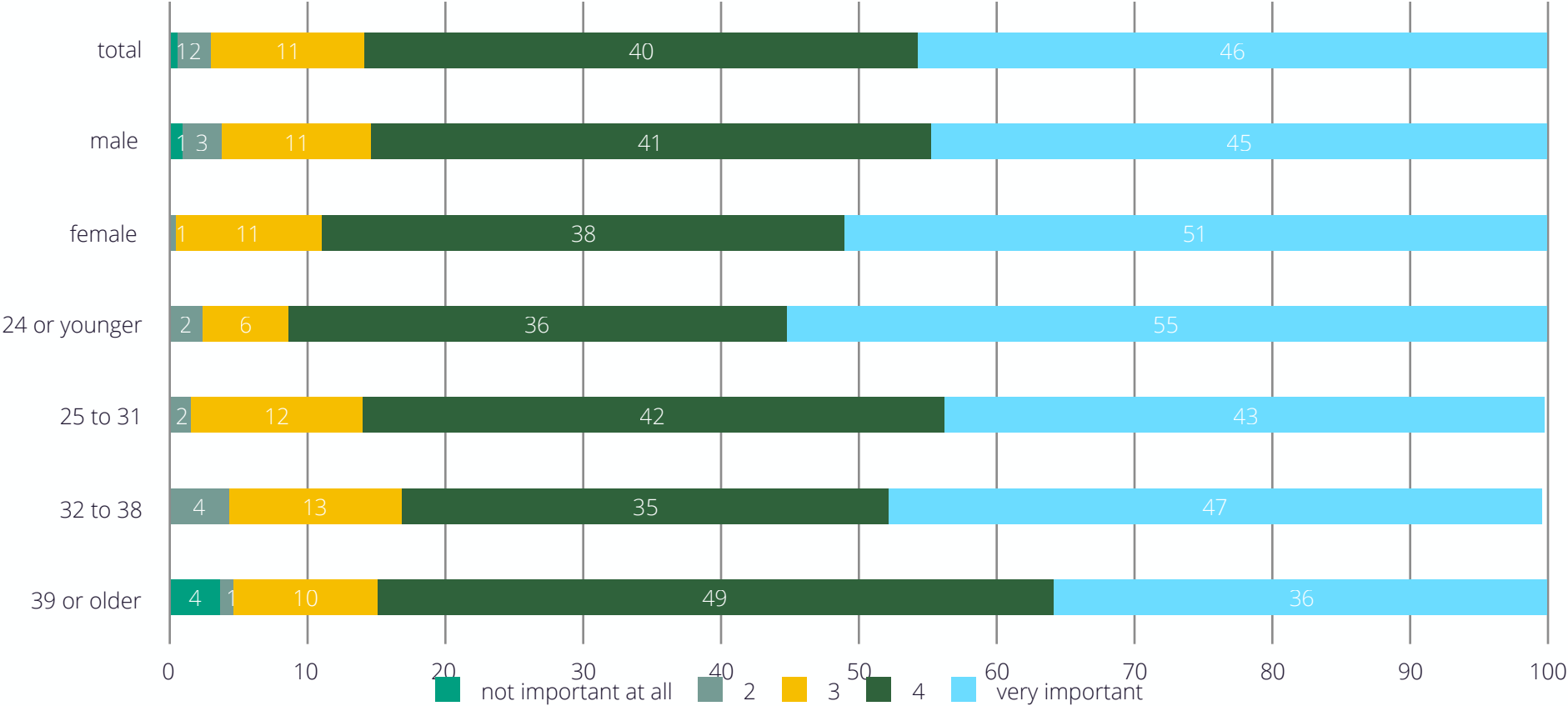
Which factors would be particularly decisive for you to accept a job abroad?



In %, single select matrix sorted by "very important", n= 863

Decisive factors for working abroad: Development of expertise mindtake

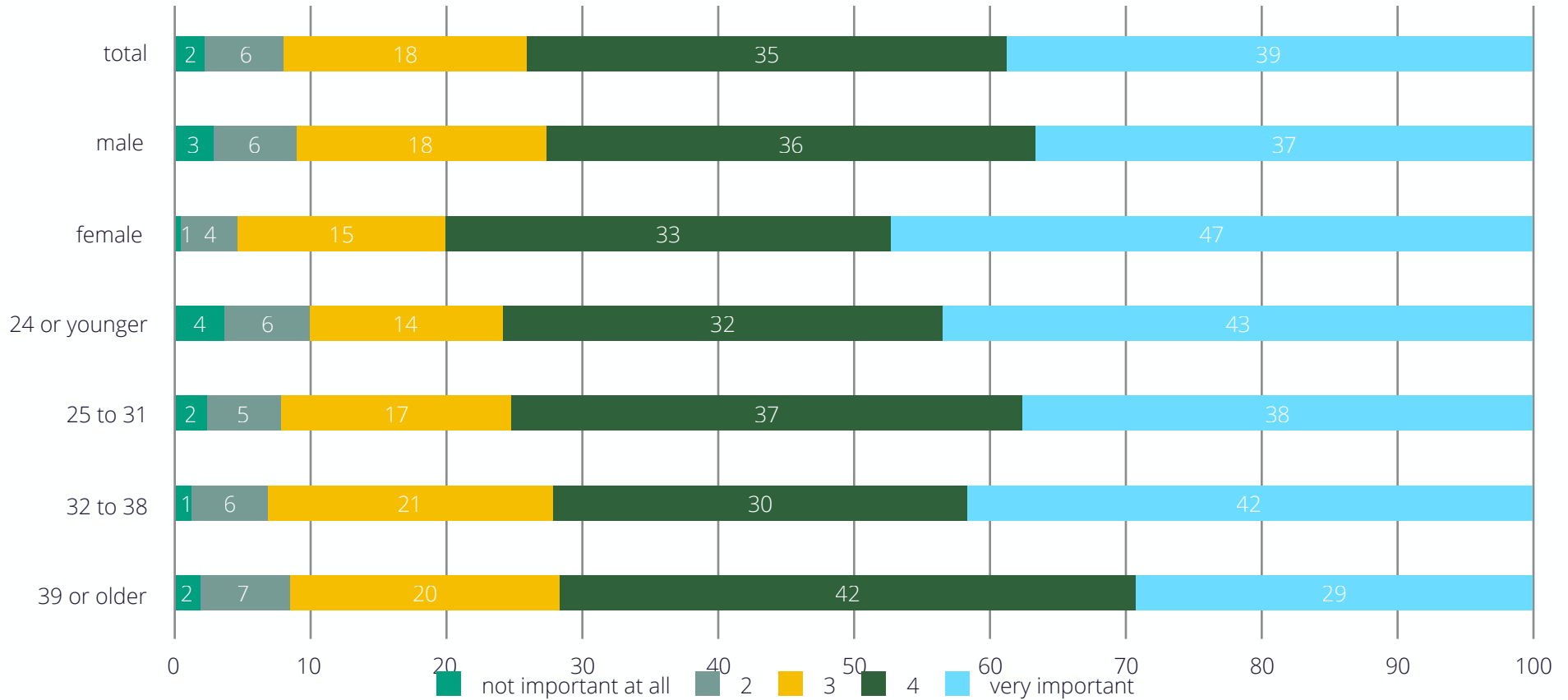
Which factors would be particularly decisive for you to accept a job abroad?



In %, single select matrix sorted by "very important", n= 863

Decisive factors for working abroad: Better living conditions

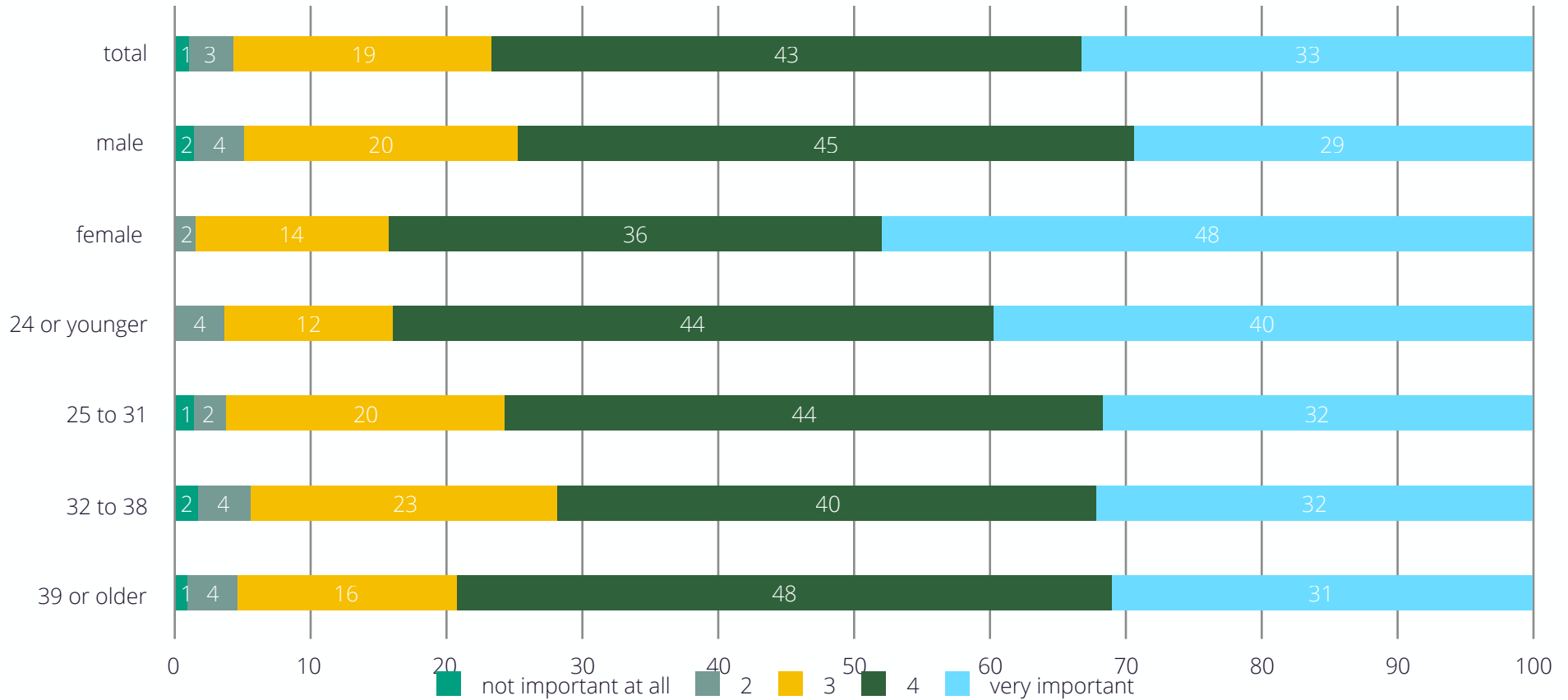
Which factors would be particularly decisive for you to accept a job abroad?



In %, single select matrix sorted by "very important", n= 863

Decisive factors for working abroad: Opportunity for active contribution and self-fulfilment

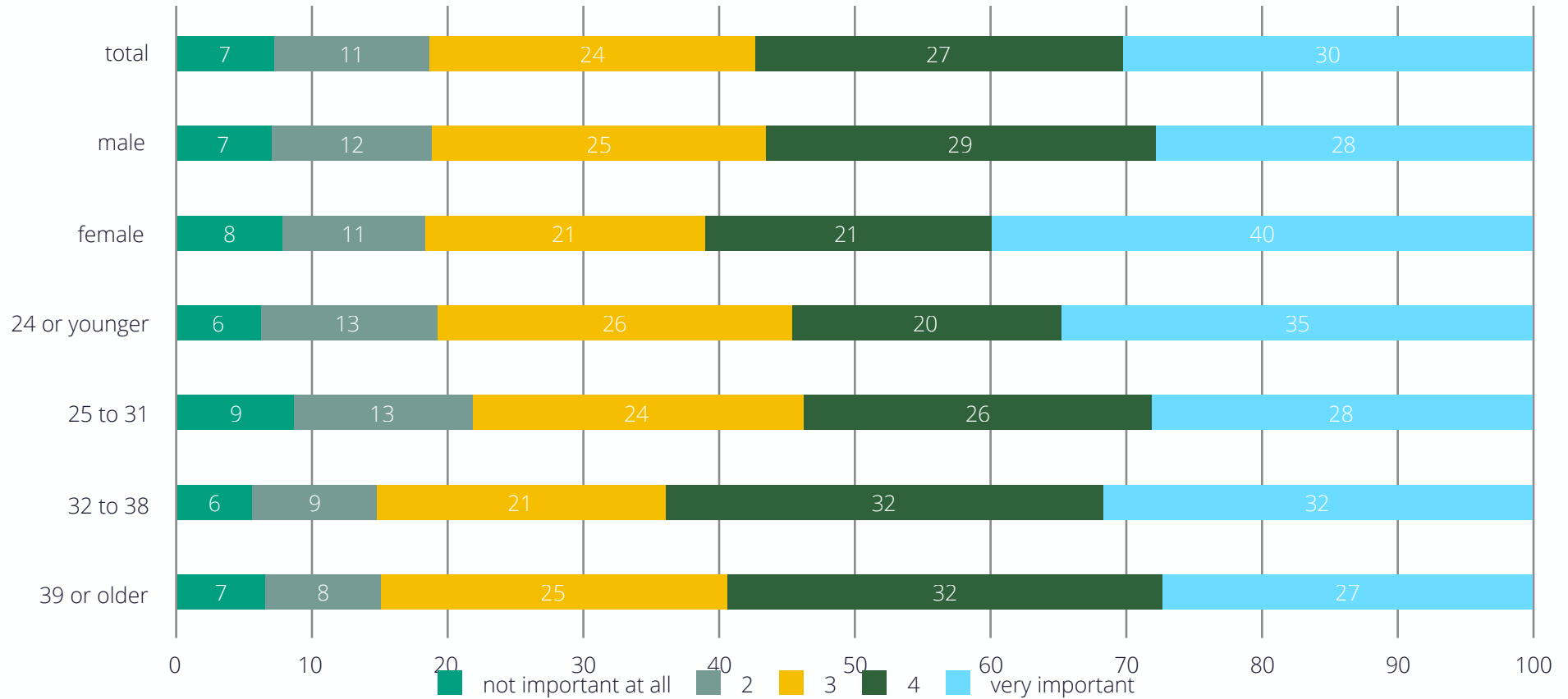
Which factors would be particularly decisive for you to accept a job abroad?



In %, single select matrix sorted by "very important", n= 863

Decisive factors for working abroad: Opportunity to visit my home country regularly

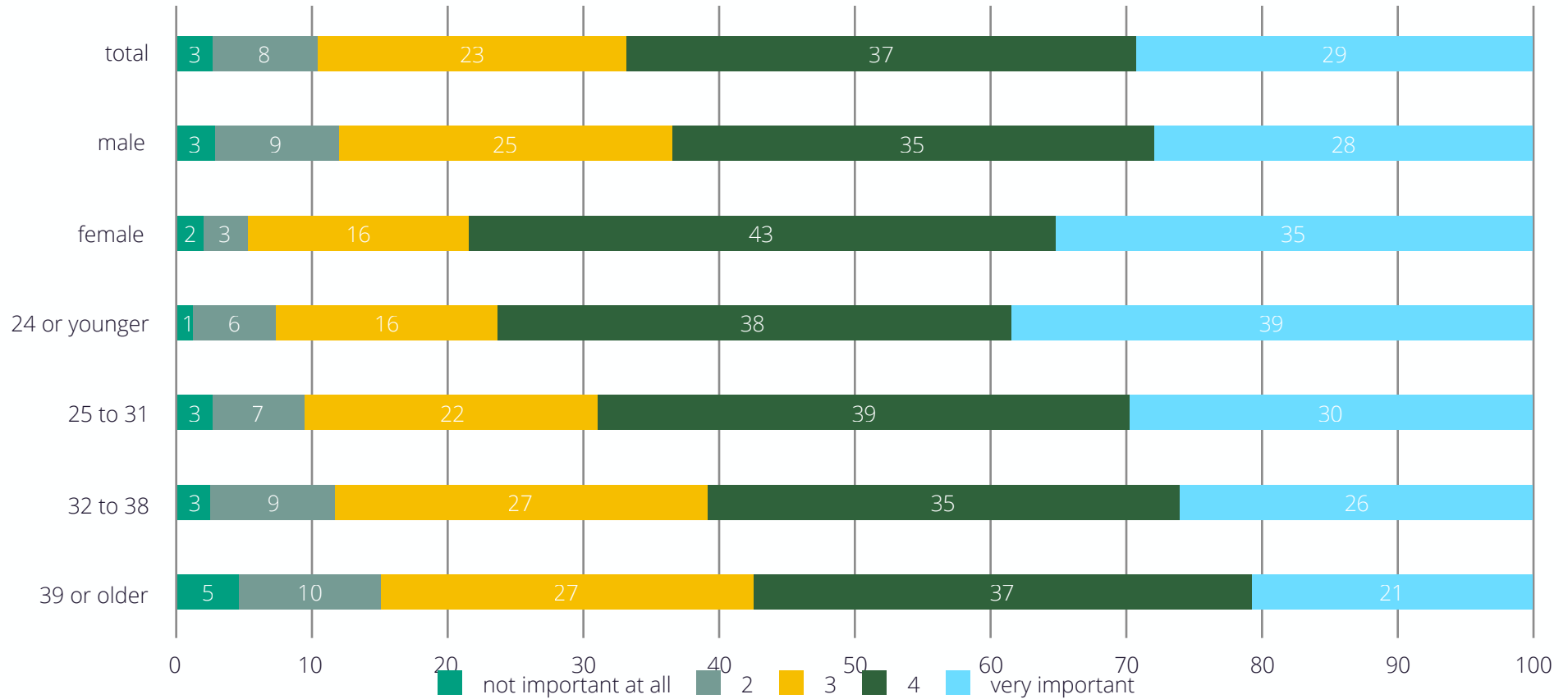
Which factors would be particularly decisive for you to accept a job abroad?



In %, single select matrix sorted by "very important", n= 863

Decisive factors for working abroad: Better educational opportunities

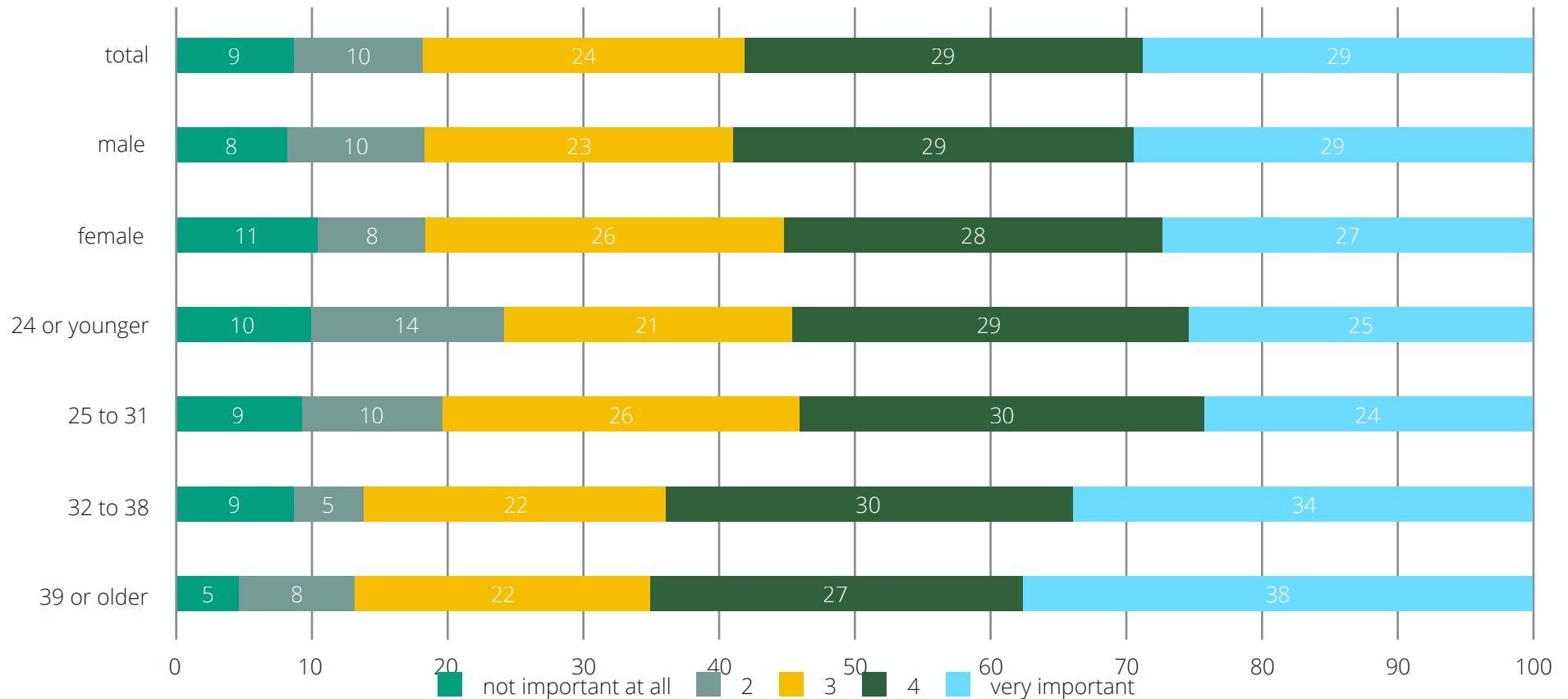
Which factors would be particularly decisive for you to accept a job abroad?



In %, single select matrix sorted by "very important", n= 863

Decisive factors for working abroad: Better conditions and opportunities for family members

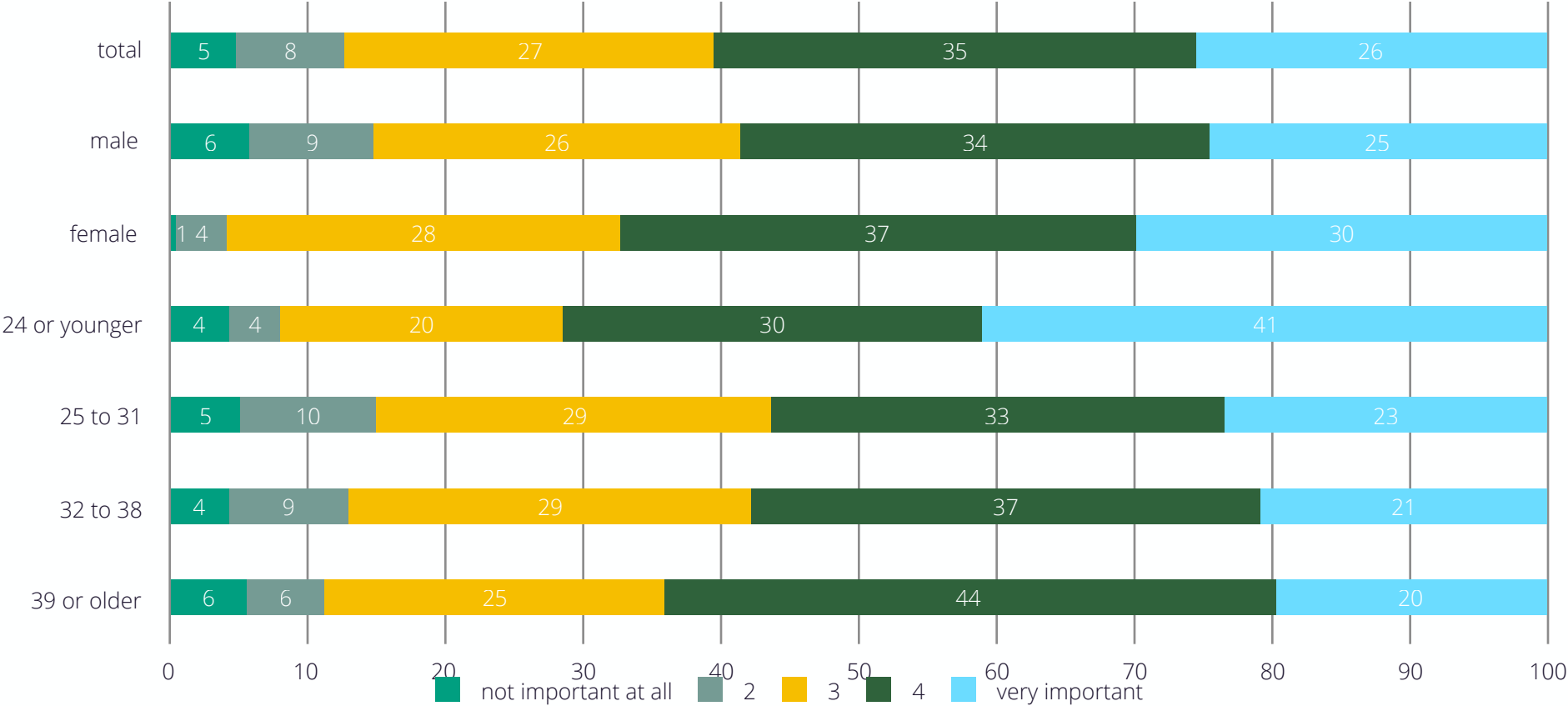
Which factors would be particularly decisive for you to accept a job abroad?



In %, single select matrix sorted by "very important", n= 863

Decisive factors for working abroad: Broadening one's horizon through contact with a foreign culture

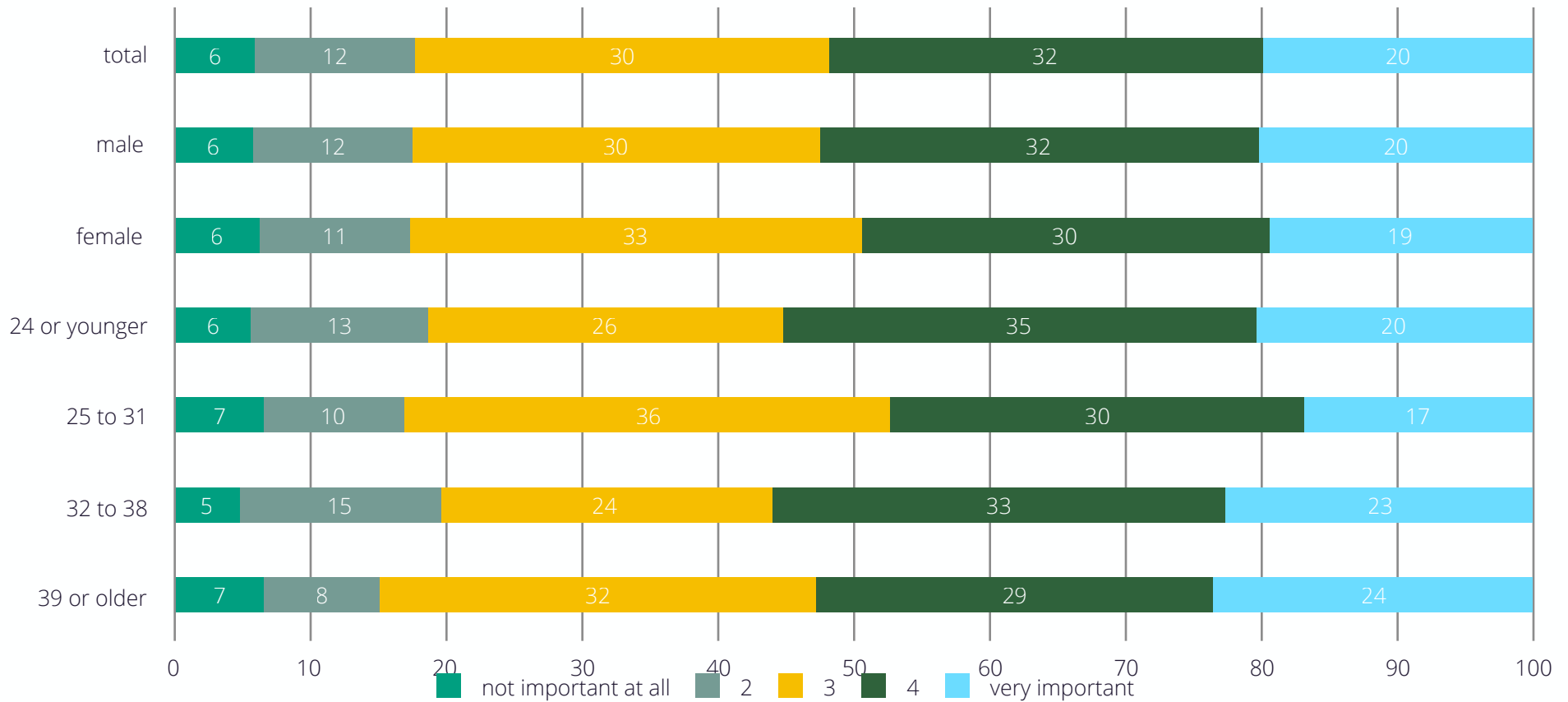
Which factors would be particularly decisive for you to accept a job abroad?



In %, single select matrix sorted by "very important", n= 863

Decisive factors for working abroad: Leadership position and high level of responsibility

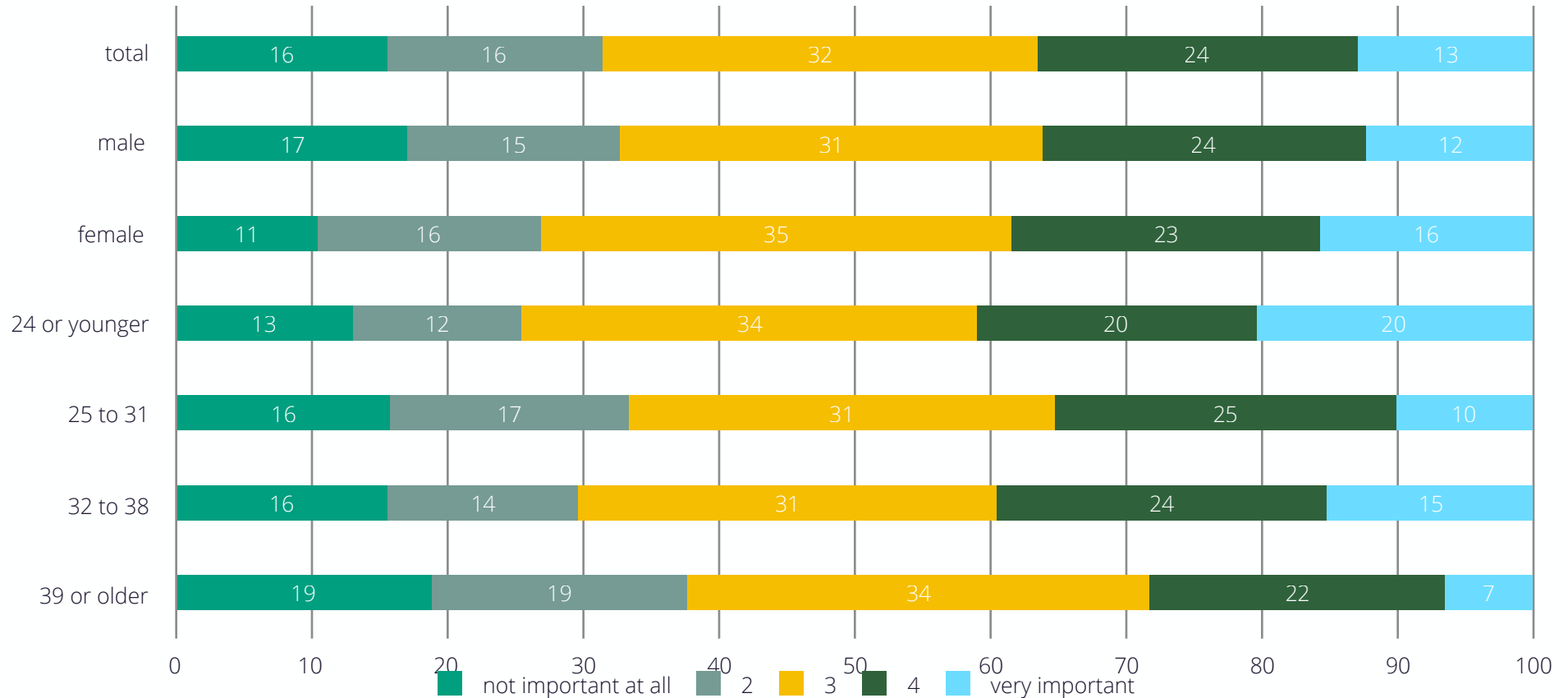
Which factors would be particularly decisive for you to accept a job abroad?



In %, single select matrix sorted by "very important", n= 863

Decisive factors for working abroad: The company is a global player and well known worldwide

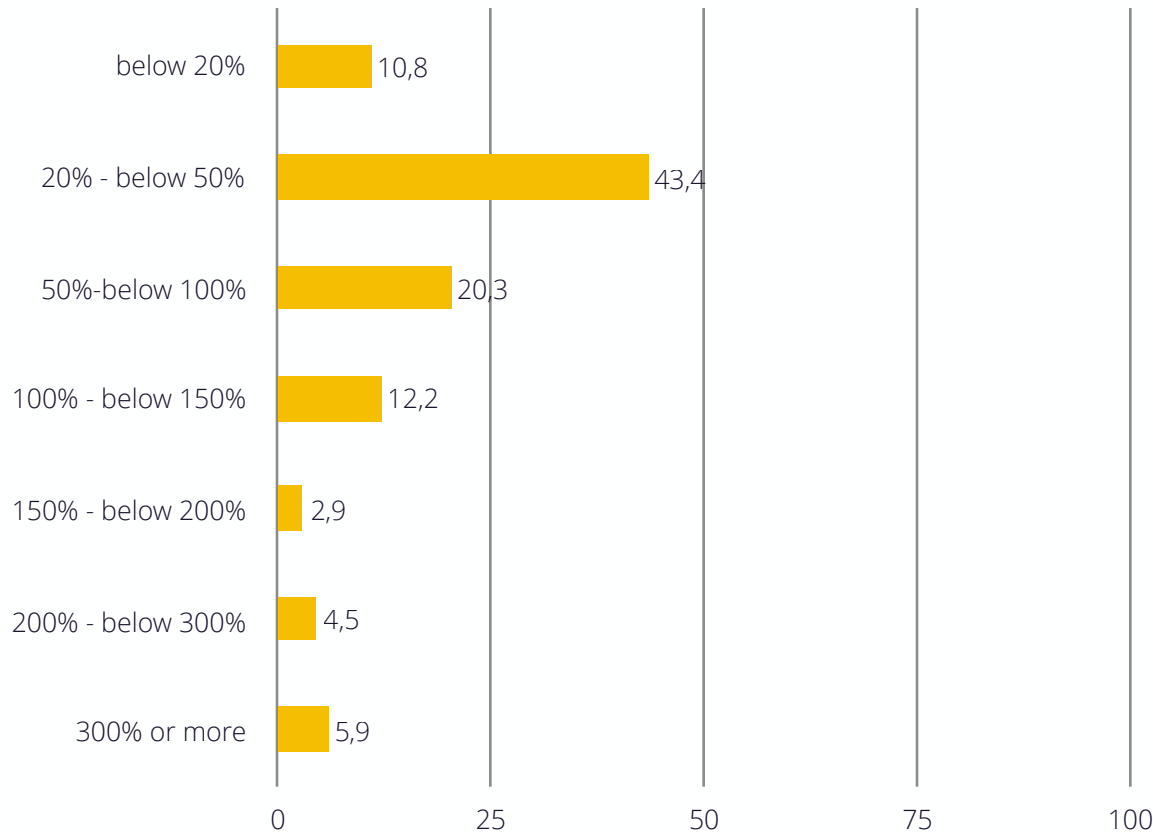
Which factors would be particularly decisive for you to accept a job abroad?



In %, single select matrix sorted by "very important", n= 863

Decisive factors for working abroad: The company is a global player and well known worldwide

You indicated that good earnings would be a decisive factor for you to accept a job abroad. Which income should a company offer at least to arouse your interest? Please indicate your desired salary increase compared to your current salary in percentages.

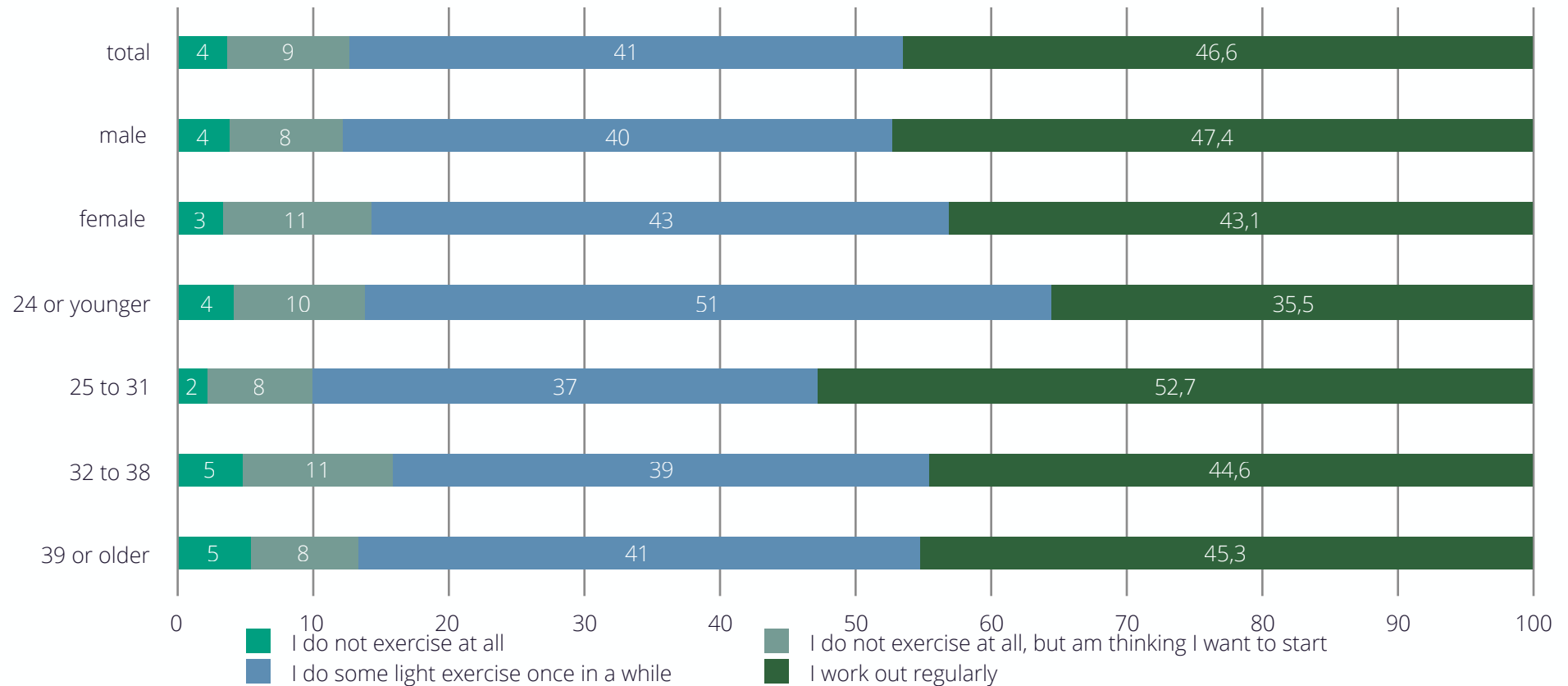


gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
10,9	9,0	8,9	11,3	12,9	7,5
42,8	45,5	36,3	42,0	43,6	58,1
19,0	25,6	24,4	19,0	22,8	12,9
13,0	9,6	11,9	13,7	9,4	14,0
3,2	1,9	3,0	3,7	3,0	0,0
4,4	5,1	8,1	5,0	2,5	2,2
6,7	3,2	7,4	5,3	5,9	5,4

In %, open answer, n= 731

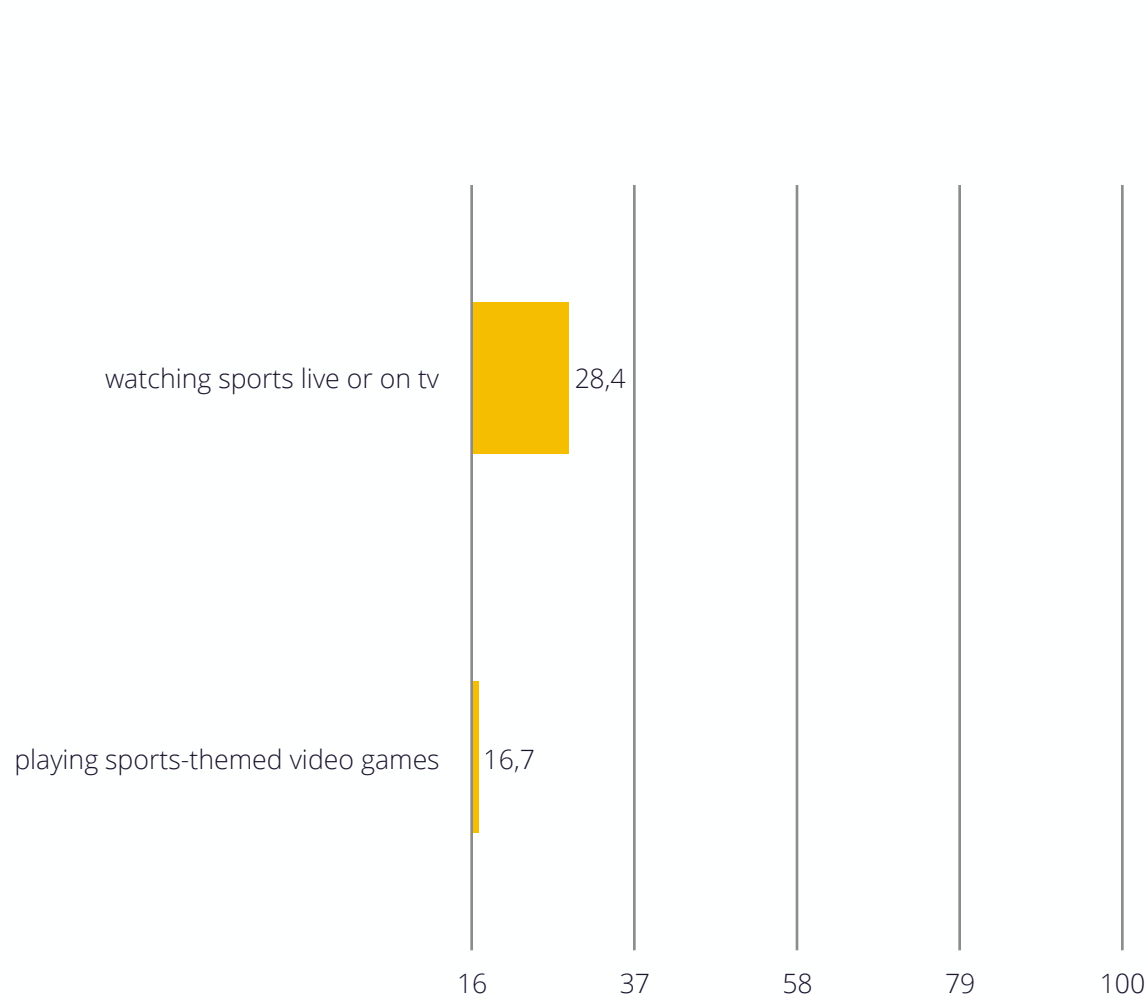
Habits and leisure

What best describes your relationship with sports?



In %, single select, n = 947

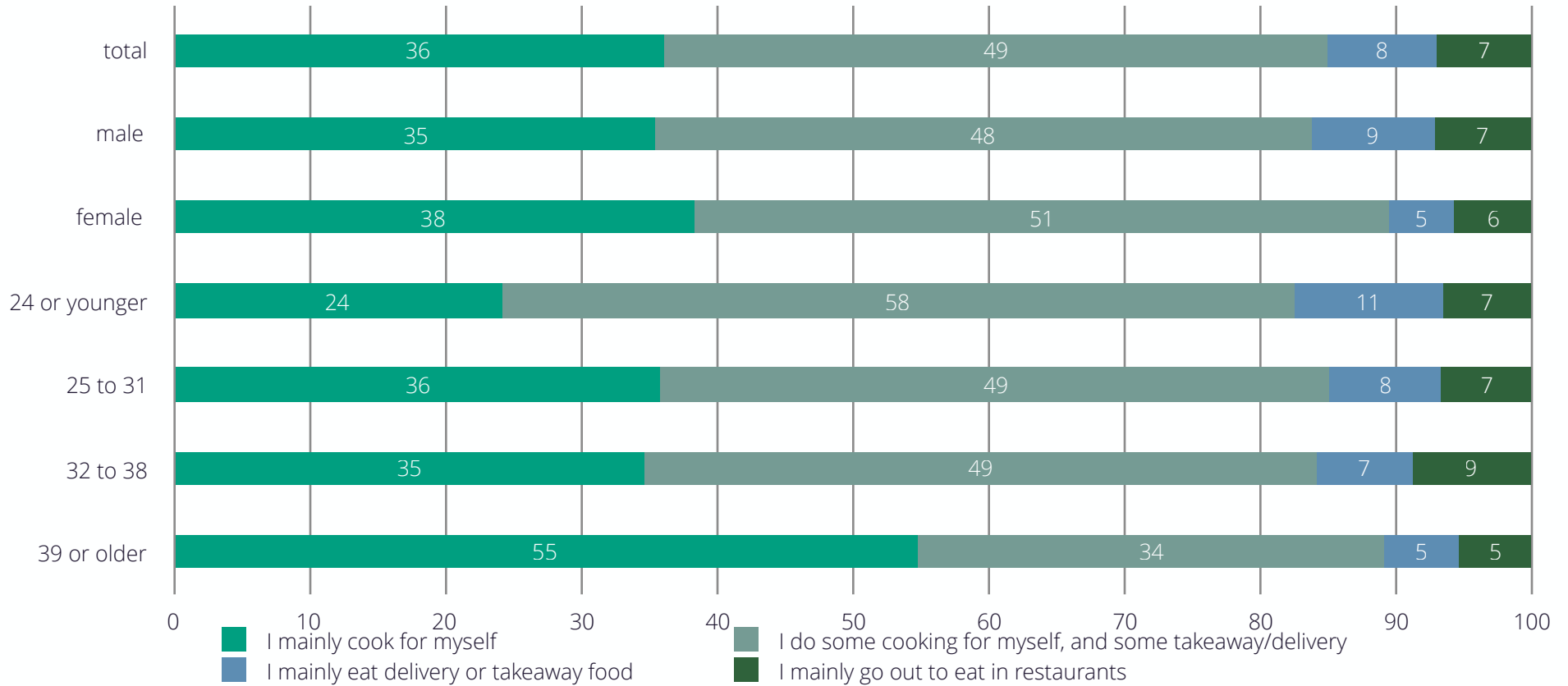
I like...



gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
32,8	12,9	22,9	30,3	28,7	28,9
19,1	8,6	23,5	16,9	16,7	7,0

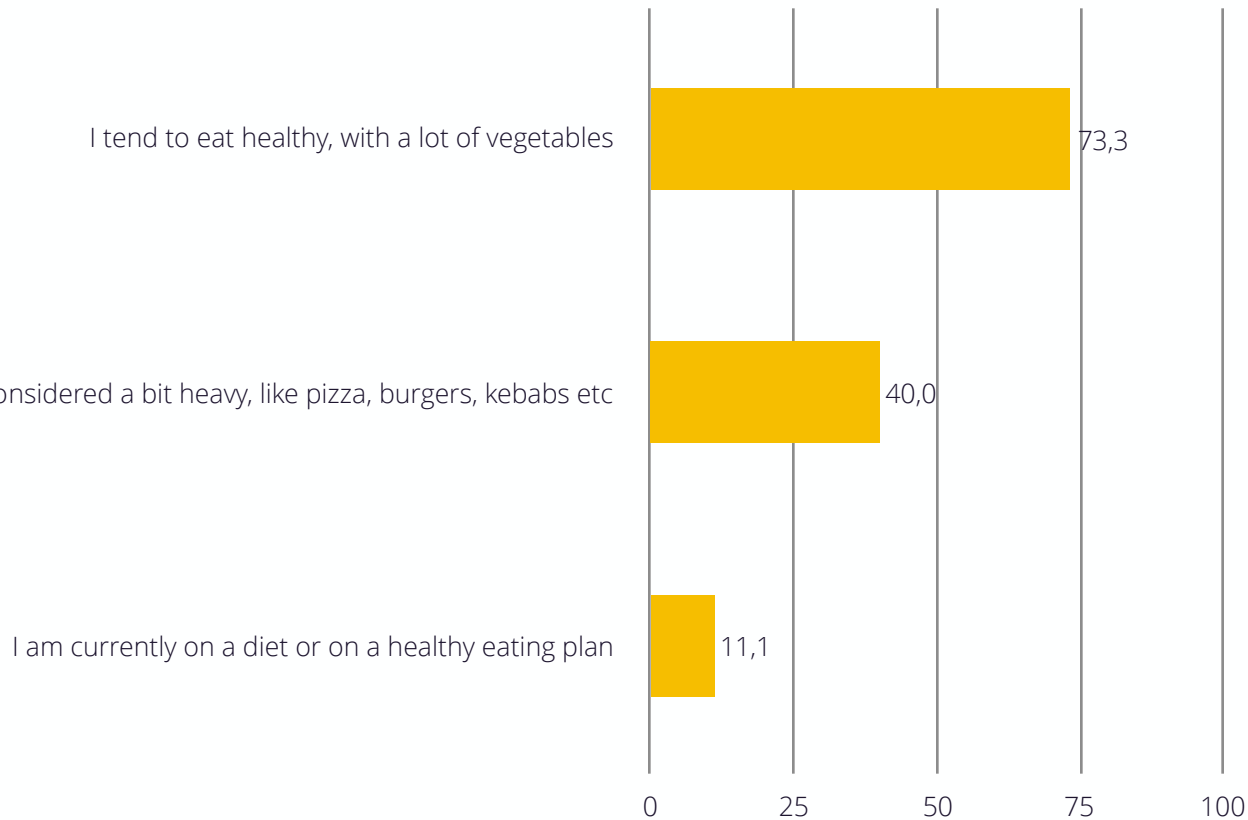
In %, multi select, n = 947

What best describes your approach to nutrition/food?



In %, single select, n= 947

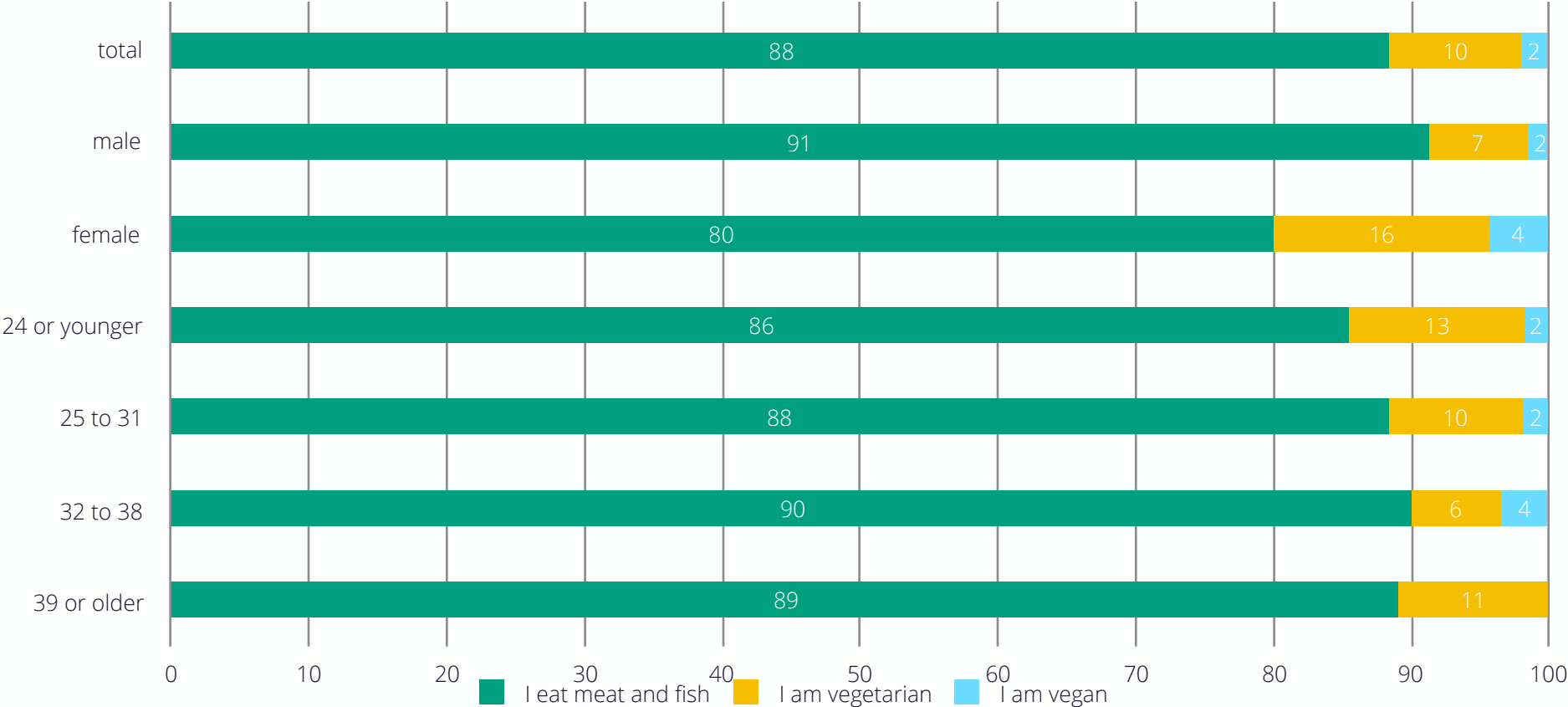
What best describes your approach to nutrition/food?



gender		age			
male	female	24 or younger	25 to 31	32 to 38	39 or older
71,3	79,9	66,9	75,1	72,9	76,6
44,4	26,3	51,2	38,8	40,2	28,9
10,9	11,5	6,0	13,2	12,4	8,6

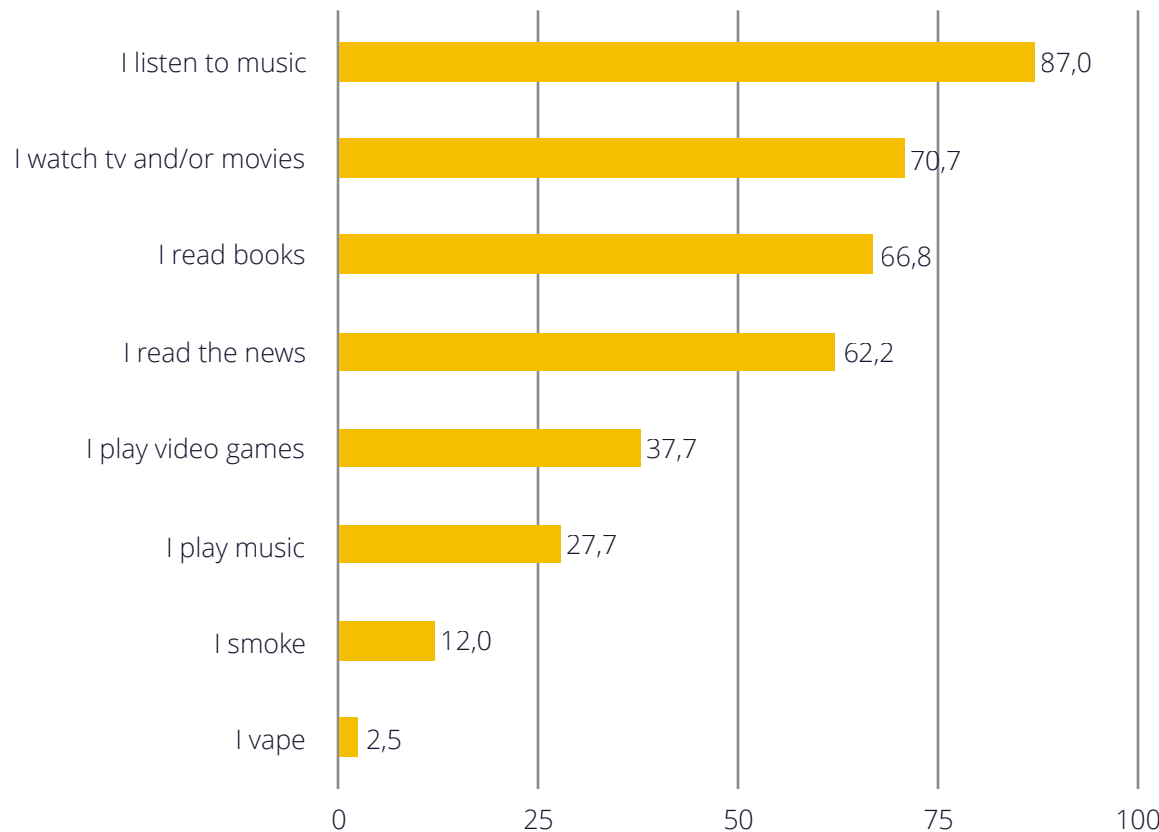
In %, multi select sorted by frequency, n= 947

What best describes your approach to nutrition/food?



In %, single select, n= 947

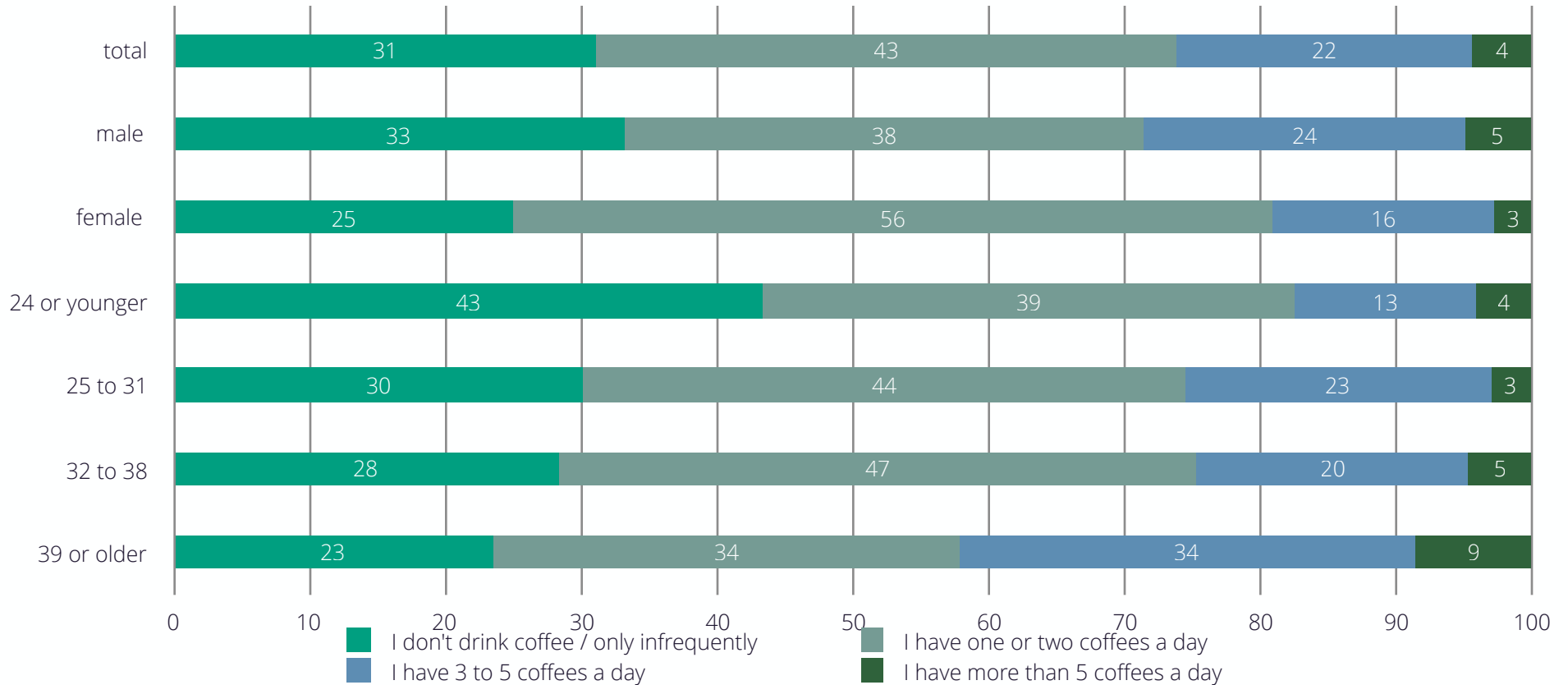
What about your daily rituals, preferences and hobbies?



gender		age			
male	female	24 or young-er	25 to 31	32 to 38	39 or older
86,7	89,5	92,2	90,0	82,1	80,5
71,3	70,3	67,5	74,9	69,3	64,8
63,7	78,5	57,8	66,7	70,1	72,7
64,1	56,0	56,0	62,9	61,0	70,3
43,1	18,7	51,2	39,8	32,7	23,4
28,0	26,8	31,3	29,4	24,7	23,4
13,0	8,6	12,0	13,4	9,6	12,5
3,2	0,5	1,2	3,2	2,8	1,6

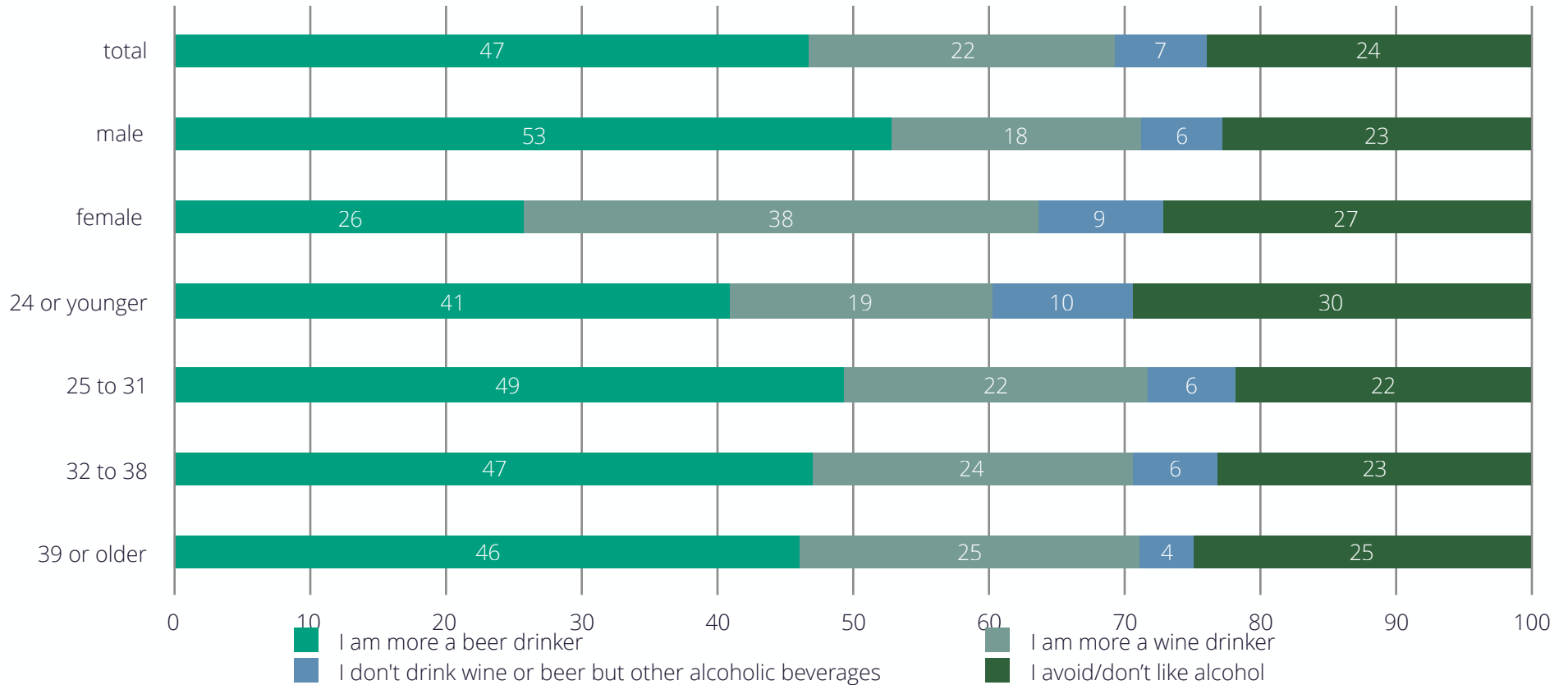
In %, multi select sorted by frequency, n= 947

What about your daily rituals, preferences and hobbies?



In %, single select, n= 947

What about your daily rituals, preferences and hobbies?



In %, single select, n= 947

Get in touch

MindTake Research GmbH

Karlsgasse 7/5

1040 Wien

FBNr.: 257512w

UID: ATU61393566

DVRNr.: DVR3000686

Tel.: +43 228 88 10

Fax: +43 228 98 01

office@mindtake.com

www.mindtake.com