



KELLY GLOBAL WORKFORCE INDEX™

HR Forum

„Employee Life Cycle – the impact on work and employment”

Poland vs. The Nordics

Presented by:

Kelly Services Poland

www.kellyservices.pl

Scandinavian-Polish 
CHAMBER OF COMMERCE



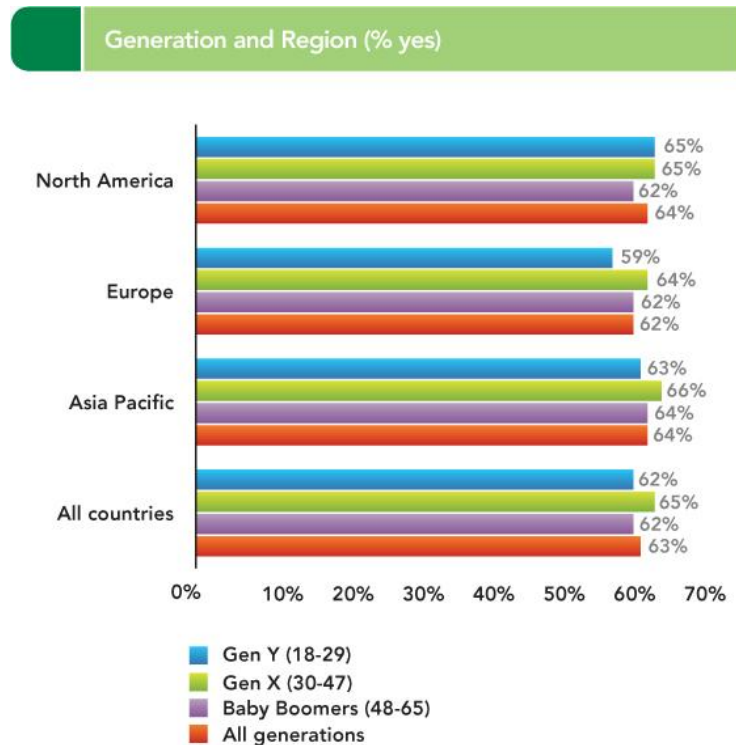
KELLY GLOBAL WORKFORCE INDEX™

- Name, Company
 1. What are your current business challenges?
 2. How long have you been in your current job?
 3. How many connections do you have on linkedin?
 4. What is your company's mission statement?



KELLY GLOBAL WORKFORCE INDEX™

Do you think you may be required to change your career at some stage in the future?





KELLY GLOBAL WORKFORCE INDEX™

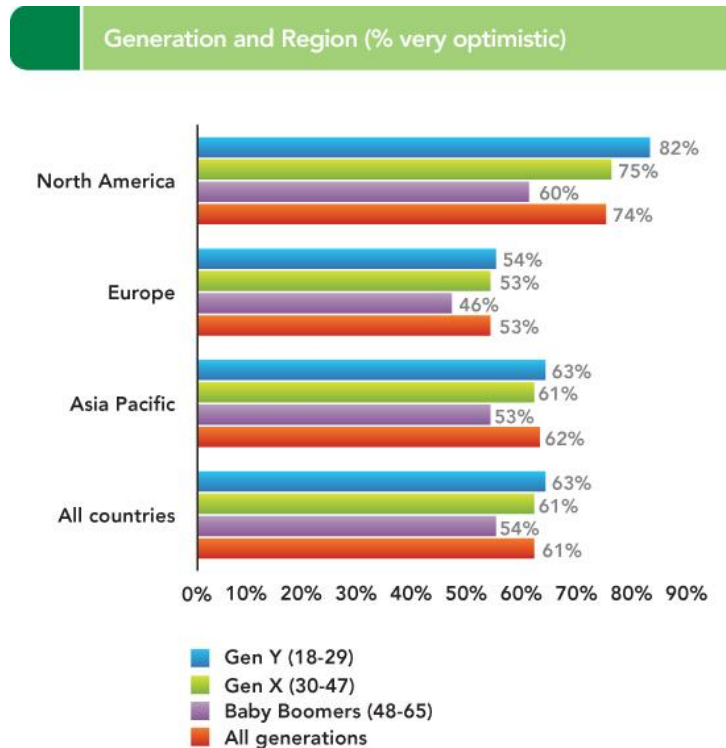
Do you think you may be required to change your career at some stage in the future?

Country	% "Yes"
Indonesia	83%
Malaysia	81%
Italy	76%
Belgium	74%
France	74%
China	73%
Mexico	73%
Singapore	73%
Poland	72%
Luxembourg	71%
Switzerland	70%
Thailand	70%
Russia	69%
Germany	67%
Hungary	67%
Netherlands	67%
Norway	67%
Sweden	66%
United States	66%
Ireland	65%
Australia	62%
Hong Kong	62%
United Kingdom	62%
New Zealand	60%
Puerto Rico	60%
India	59%
Canada	58%
Denmark	51%
Portugal	42%
All countries	63%



KELLY GLOBAL WORKFORCE INDEX™

How do you feel about your ability to keep pace with technological and other changes in the workplace?





KELLY GLOBAL WORKFORCE INDEX™

How do you feel about your ability to keep pace with technological and other changes in the workplace?

Country	% Very optimistic
Mexico	98%
Puerto Rico	84%
Ireland	75%
Canada	74%
Indonesia	73%
Germany	72%
Luxembourg	70%
India	69%
Sweden	69%
United Kingdom	68%
New Zealand	65%
Switzerland	65%
Australia	63%
Poland	63%
United States	60%
Belgium	59%
Portugal	55%
Thailand	55%
Singapore	54%
Malaysia	53%
Hong Kong	52%
France	51%
Italy	51%
Netherlands	47%
China	44%
Russia	44%
Norway	38%
Denmark	36%
Hungary	34%
All countries	61%

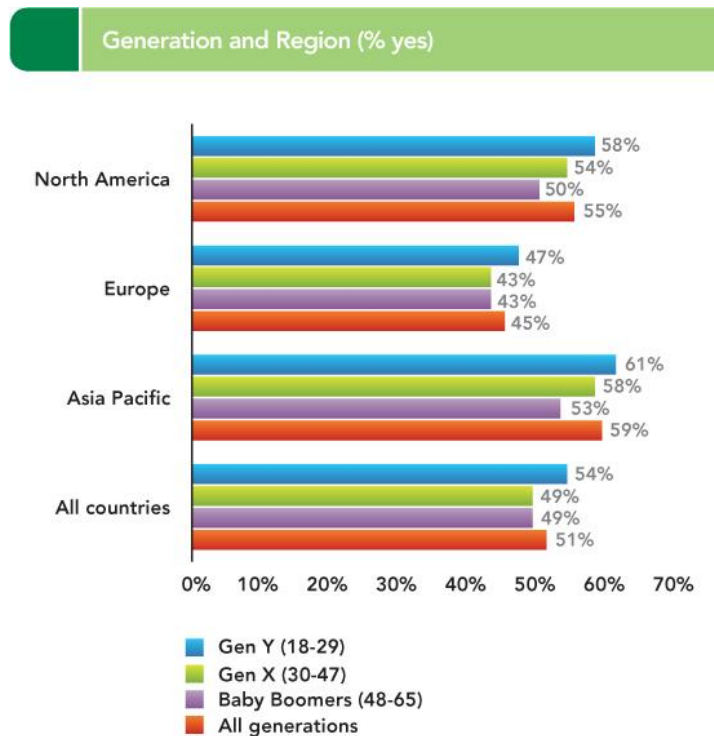
Scandinavian-Polish 
CHAMBER OF COMMERCE

KELLY



KELLY GLOBAL WORKFORCE INDEX™

Do you feel that your employer has a clear 'vision' of where the organization is headed?





KELLY GLOBAL WORKFORCE INDEX™

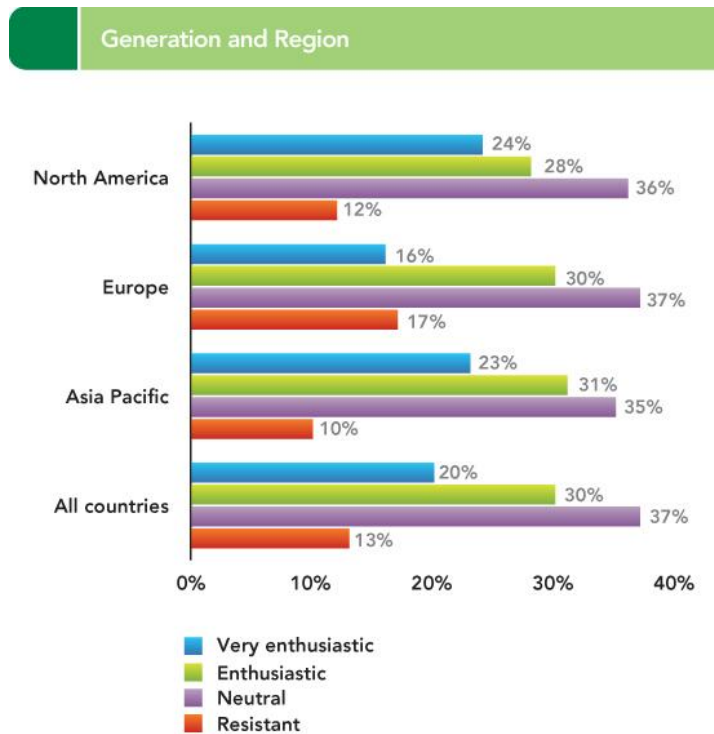
Do you feel that your employer has a clear 'vision'
of where the organization is headed?

Country	% "Yes"
India	72%
Puerto Rico	68%
Indonesia	64%
Mexico	64%
Malaysia	62%
Thailand	62%
China	60%
Singapore	59%
Ireland	58%
New Zealand	58%
Australia	56%
Canada	54%
France	53%
Norway	53%
United Kingdom	53%
Luxembourg	50%
Netherlands	50%
Hong Kong	49%
United States	49%
Belgium	48%
Switzerland	45%
Denmark	44%
Italy	44%
Hungary	43%
Russia	43%
Germany	41%
Poland	41%
Sweden	41%
Portugal	40%
All countries	51%



KELLY GLOBAL WORKFORCE INDEX™

How would you describe your employer's approach to the future skills and training needs of your organization?





KELLY GLOBAL WORKFORCE INDEX™

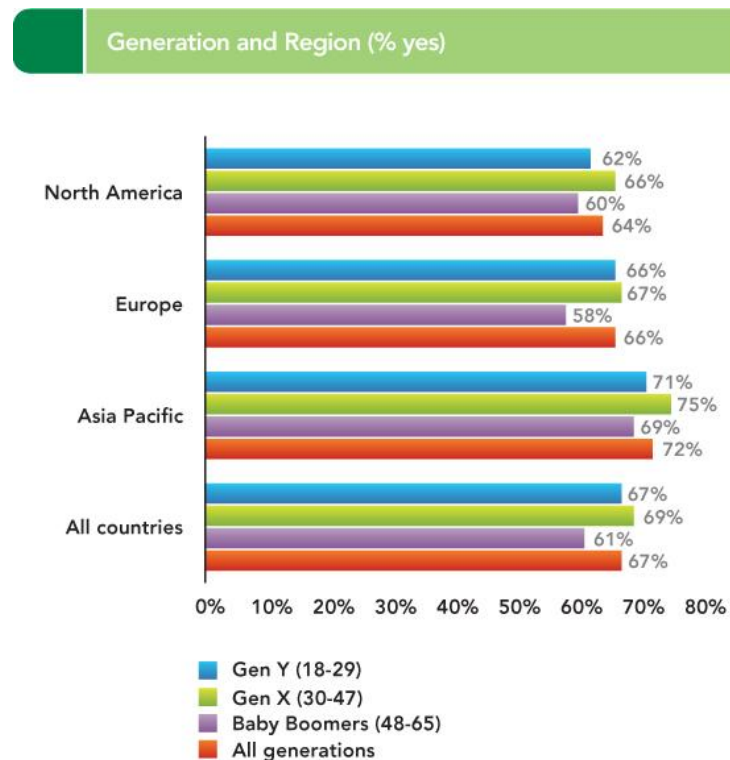
How would you describe your employer's approach to the future skills and training needs of your organization?

Country	Very enthusiastic	Enthusiastic	Neutral	Resistant
India	37%	36%	22%	5%
Indonesia	33%	32%	24%	11%
Mexico	32%	34%	20%	14%
Puerto Rico	32%	31%	29%	8%
Russia	31%	28%	27%	14%
Ireland	26%	30%	34%	10%
Canada	26%	27%	38%	9%
New Zealand	25%	30%	35%	10%
Malaysia	23%	33%	33%	11%
Australia	22%	30%	37%	11%
United Kingdom	21%	28%	39%	13%
Portugal	21%	36%	33%	10%
Thailand	20%	46%	25%	8%
Singapore	19%	33%	39%	9%
Luxembourg	18%	24%	40%	18%
United States	17%	27%	44%	12%
Hong Kong	15%	29%	44%	12%
China	15%	32%	47%	6%
Belgium	14%	26%	43%	17%
Italy	12%	33%	37%	18%
Sweden	12%	29%	47%	13%
Norway	11%	28%	49%	12%
Poland	10%	21%	40%	29%
Netherlands	10%	31%	46%	14%
Switzerland	9%	20%	47%	25%
Denmark	8%	23%	34%	35%
Hungary	8%	31%	36%	26%
France	8%	25%	46%	21%
Germany	5%	14%	53%	28%
All countries	20%	30%	37%	13%



KELLY GLOBAL WORKFORCE INDEX™

Would you be prepared to spend your own money on training to upgrade your skills?





KELLY GLOBAL WORKFORCE INDEX™

Would you be prepared to spend your own money
on training to upgrade your skills?

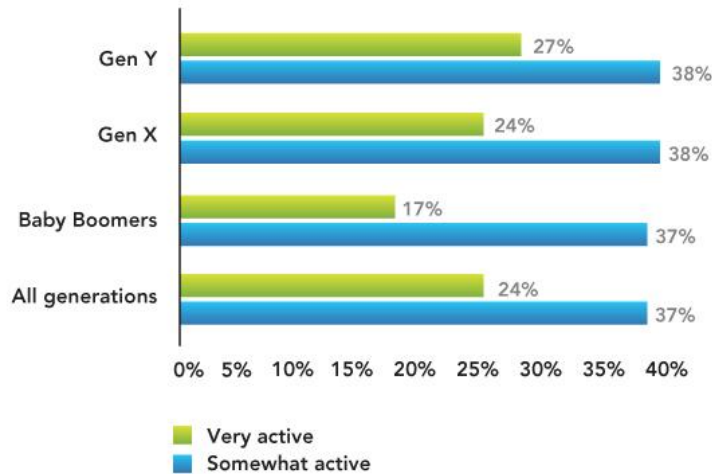
Country	% "Yes"
Ireland	83%
Indonesia	82%
Poland	81%
Thailand	81%
Hong Kong	80%
Russia	80%
Luxembourg	79%
Portugal	76%
Switzerland	75%
Belgium	74%
India	74%
Singapore	73%
Australia	72%
Malaysia	72%
New Zealand	72%
Canada	70%
China	70%
United Kingdom	70%
Germany	69%
Italy	69%
Puerto Rico	69%
Netherlands	65%
Mexico	63%
Sweden	59%
France	55%
United States	55%
Denmark	50%
Norway	40%
Hungary	26%
All countries	67%



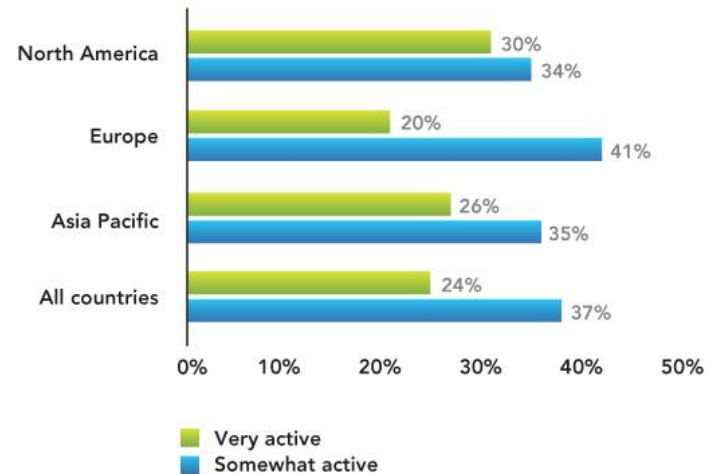
KELLY GLOBAL WORKFORCE INDEX™

How would you describe your approach to using social media to enhance your own personal 'brand'?

Generation



Region





KELLY GLOBAL WORKFORCE INDEX™

How would you describe your approach to using social media to enhance your own personal 'brand'?

Country	Very active	Somewhat active
Mexico	54%	32%
India	44%	33%
Puerto Rico	38%	35%
Thailand	31%	45%
Indonesia	28%	45%
Malaysia	28%	42%
New Zealand	27%	34%
Germany	26%	39%
Ireland	26%	36%
Canada	25%	35%
United Kingdom	25%	36%
Australia	23%	34%
Luxembourg	23%	41%
Poland	23%	46%
Portugal	23%	44%
Netherlands	22%	41%
Singapore	22%	42%
Switzerland	22%	39%
Italy	21%	50%
Denmark	20%	46%
United States	20%	32%
China	18%	36%
Hong Kong	18%	46%
Sweden	18%	41%
Belgium	16%	33%
Norway	16%	37%
France	15%	34%
Russia	15%	36%
Hungary	13%	38%
All countries	24%	37%

NOVEMBER 2010

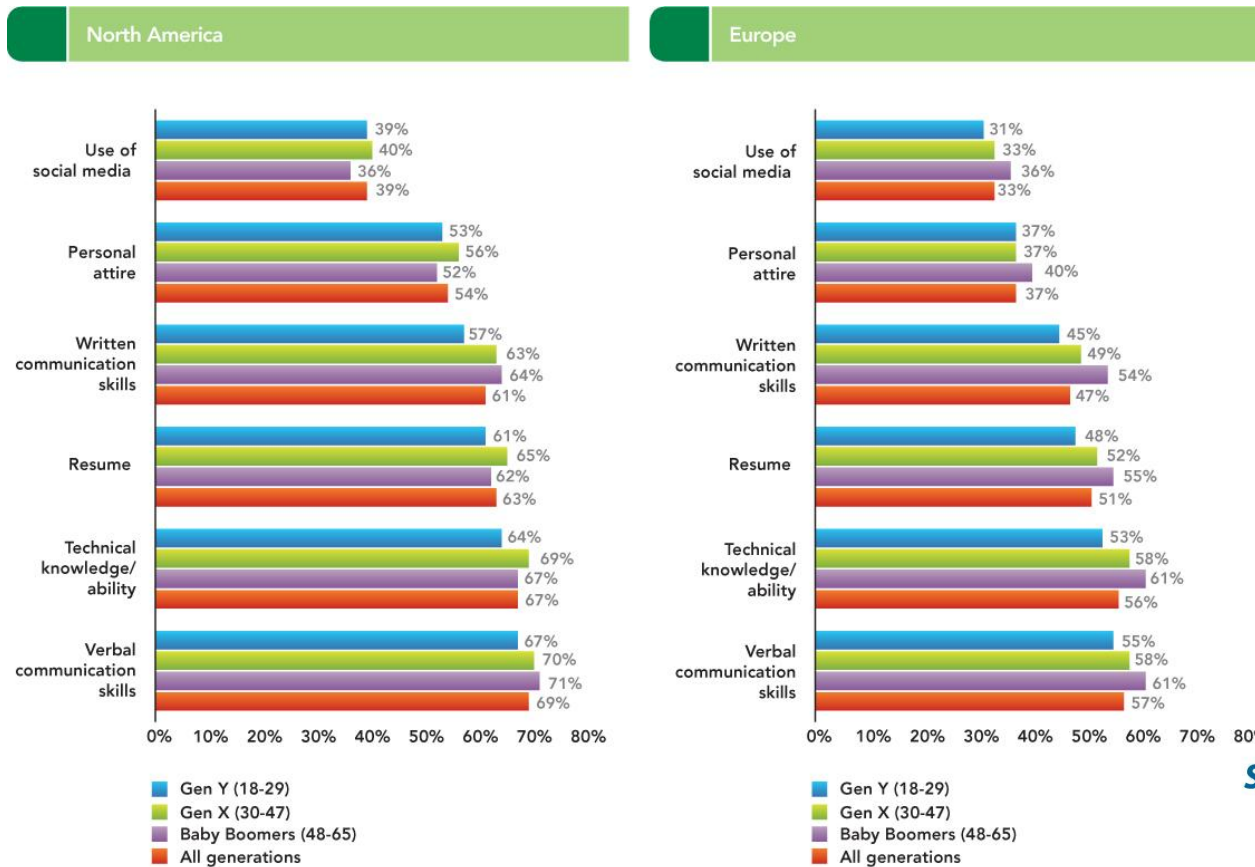
Scandinavian-Polish 
CHAMBER OF COMMERCE

KELLY.



KELLY GLOBAL WORKFORCE INDEX™

What elements of your personal 'branding' do you find most important for your current and future employment?*



Scandinavian-Polish
CHAMBER OF COMMERCE

KELLY



KELLY GLOBAL WORKFORCE INDEX™

What elements of your personal 'branding' do you find most important for your current and future employment?*

