

HUMAN CAPITAL PRACTICES REPORT SUMMARY 2021

by Polish-Swiss Chamber of Commerce
together with Boyden

 **Swiss**
Chamber Poland

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This is the 4th edition of Human Capital Practices Survey conducted by the Polish-Swiss Chamber of Commerce together with Boyden.

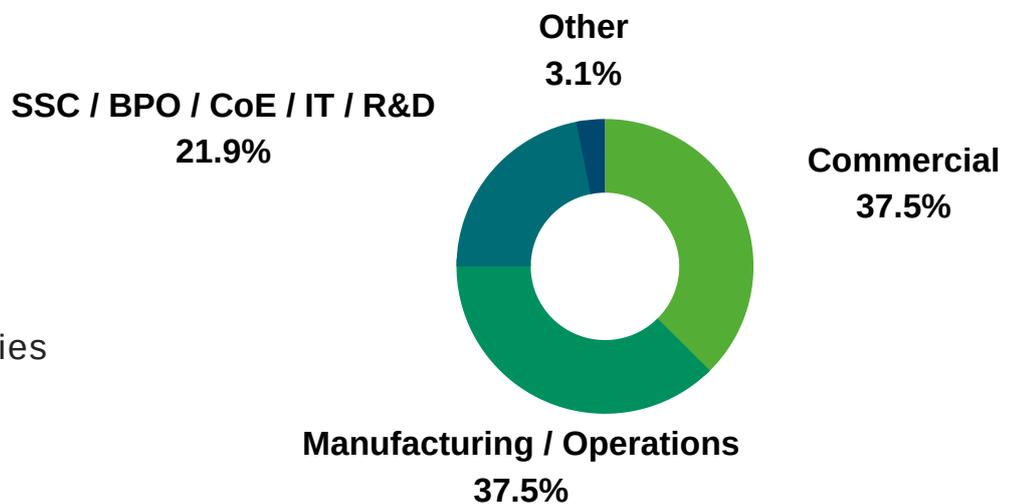
This year's edition is unique because of the "new reality" more than a year after the Covid-19 pandemic outbreak.

New work models, new labor market trends, internal and external policies, employer branding and salary movements are just some of the areas explored in this year's survey.

Participants

36

respondents:
Swiss capital companies

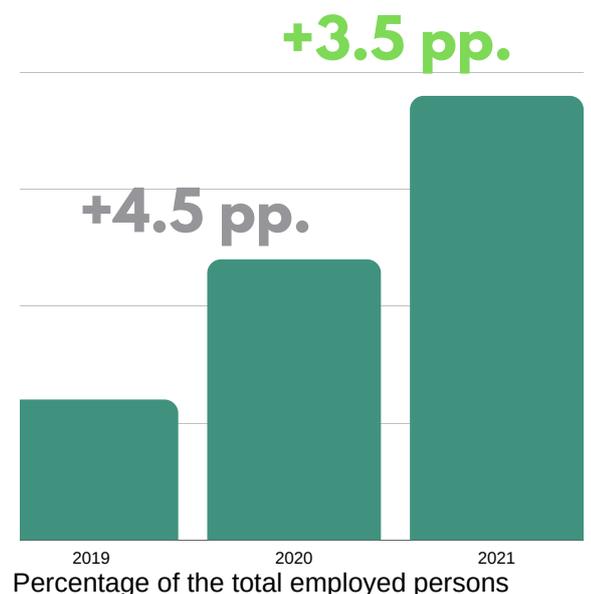


Form of employment

The trend towards increasing the number of B2B contracts concluded with employees is still very strong.

We have again noticed transition process from job agreement to B2B contracts in targeted companies.

B2B AGREEMENT



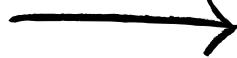
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COVID-19 CHANGES

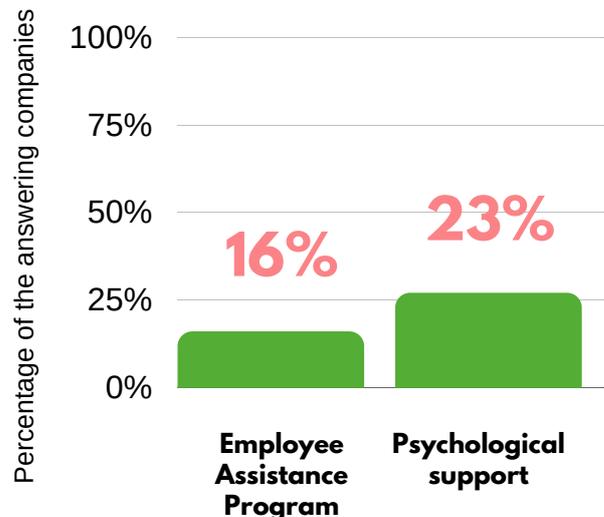
100%

of the surveyed companies have implemented home office in fully-remote or hybrid mode of work



Home office & flexible working hours are no longer considered as **benefits, but as a **normal work model****

Companies are implementing **well-being / mental health support programs for employees**



Companies are resigning from benefits that were previously offered only in offices.

ONLY 24% of surveyed companies have indicated changes in their structures due to Covid-19

AND ALMOST 70% of them have increased the employment level

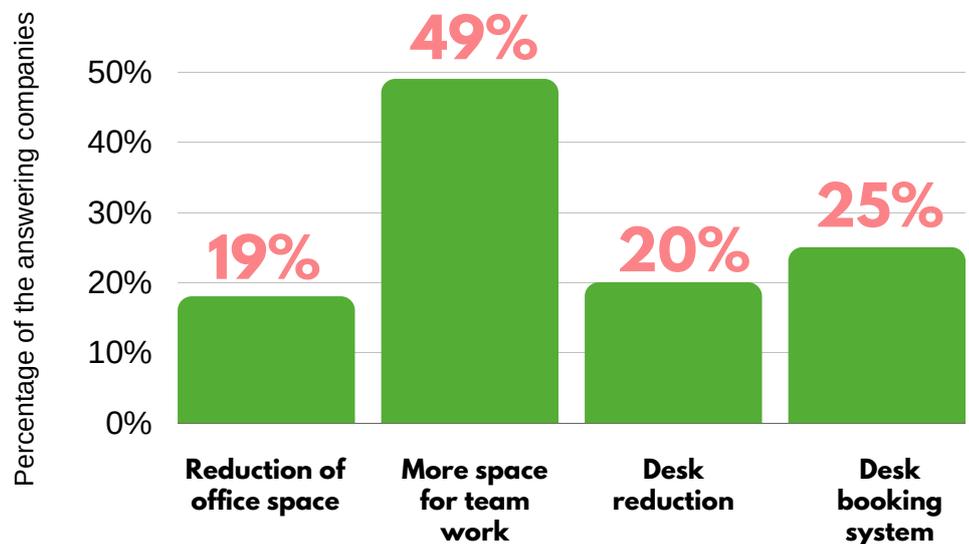
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COVID-19 CHANGES

Office space reduction & office rearrangement

Only **19%** of the surveyed companies have declared reduction of office space after Covid-19 pandemic, but nearly **50%** will rearrange office space and prepare more space for team work.



Retention - voluntary attrition

The results of the Survey show that the average percentage of voluntary attrition over the last 12 months has decreased in comparison to the previous year.

	Commercial	Manufacturing / Operations	SSC / BPO / COE / IT
2020	7,00%	13,00%	18,00%
2021	5,00%	9,00%	10,00%



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Summary

- Home office work & flexible working hours have become part of today's model of work - and will probably stay with us in the future.
- Changes in the internal recruitment trends and used methods: companies are using networking more frequently than before. Candidates' motivation is decreasing and we need to reach them by using different means.
- Online recruitment will be the main method used by companies - mainly as the first step of overall process.
- Percentage of the total successful recruitments conducted by referral recruitment programs in the last 12 months has decreased significantly.
- Higher predictable average salary increase than expected.

General Information

Human Capital Practices Survey has been created in cooperation with the companies affiliated with the Polish-Swiss Chamber of Commerce.

The survey has a simple and relatively short formula, with a goal to conduct it once a year. This way the participating companies will receive relevant information on how the Human Capital practices are developing and how the companies are adapting to the ongoing changes.

If you would like to participate in the next edition of Human Capital Practices Survey, please contact directly: kk@swisschamber.pl