Retention possibilities of Y generation staff
in the Hungarian Central Statistical Office

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Content

1. Gen Y @ work
2. A „cool” workplace
3. What does the „Y” say?
   - HCSO staff survey results
4. What shall we do?
Generational differences: conflicts vs. co-operation

Competition on the labour market: attractiveness of NSI, fluctuation, etc.

„Y” shall we deal with them?

Will we have a new generation of statisticians?

recognize -> understand -> act
1. Mobility
   - „1 year, 1 job”
   - international experiences, Erasmus
   - workplace for a lifetime is no longer a value

2. Self-development
   - life-long learning
   - more than one diploma and language skills
   - inborn IT skills

3. Work-life balance
   - late childbearing, priority of (quick) career
   - flexible work environment & working hours, home-office

4. Communication
   - much time spent online, social media, networking, teamwork
A „cool” workplace
Cool factors
Do we provide cool factors?

Research:

1. What do HR-data tell us?
2. What do Y gen staff tell us themselves?

- **Survey**: 124 out of 202 replied
- **Exit interviews**: 12 out of 17 replied
Y gen in HCSO

Staff: ~ 1200
Average age: ~ 45
Staff under 35 years old: ~ 200

Percentage of Y generation among exiting staff in HCSO
1. What are the most attractive factors of a workplace in general?

- Work-life balance: 6.27
- Stability: 6.17
- Good relationship with the colleagues: 6.08
- Good relationship with the manager: 5.88
- Challenging tasks: 5.83
- Training possibilities and self-development: 5.83
- High salary and other incentives: 5.79
- Career possibilities: 5.37
- Flexible working hours: 5.05
- Brand of the organisation: 4.86
- Possibility of international experiences: 3.98

Average value on a 1-7 scale.
2. What are the most attractive factors in HCSO for you?

<table>
<thead>
<tr>
<th>Factor</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>good relationship with my colleagues</td>
<td>5.57</td>
</tr>
<tr>
<td>stability</td>
<td>5.57</td>
</tr>
<tr>
<td>work-life balance</td>
<td>5.55</td>
</tr>
<tr>
<td>brand of HCSO</td>
<td>5.55</td>
</tr>
<tr>
<td>good relationship with my manager</td>
<td>5.43</td>
</tr>
<tr>
<td>good training and self-development possibilities</td>
<td>5.43</td>
</tr>
<tr>
<td>satisfying salary and other incentives</td>
<td>3.77</td>
</tr>
<tr>
<td>nothing, I just have no other place to work at</td>
<td>3.31</td>
</tr>
<tr>
<td>flexible working hours</td>
<td>3.31</td>
</tr>
<tr>
<td>possibility to gain international experiences</td>
<td>2.77</td>
</tr>
<tr>
<td>good career prospects</td>
<td>2.77</td>
</tr>
<tr>
<td>nothing, I'm only waiting for a better opportunity elsewhere</td>
<td>2.61</td>
</tr>
<tr>
<td>challenging tasks</td>
<td>2.61</td>
</tr>
</tbody>
</table>
3. Which of our (currently used) recognitions is the most successful for retention?

- Salary bonus for one year outstanding performance: 74 votes
- Bonus for one-time outstanding performance: 49 votes
- Positive feedback from the manager: 48 votes
- Professional advisor titles for long-time outstanding performance: 37 votes
- Other incentives eg. Housing loan: 36 votes
- International experiences and trainings: 33 votes
- Free competence-development trainings: 28 votes
- Managerial career: 21 votes
- Participation in projects, competitions: 18 votes
- Study contract: 15 votes
- Presidential Award or other prize: 7 votes
- Outstanding performance appraisal result: 6 votes
4. Which possible **new** type of recognition, service or HR management tool would be the most successful for retention?
5. Career plans

<table>
<thead>
<tr>
<th>Plans</th>
<th>short-term</th>
<th>mid-term</th>
<th>long-term</th>
</tr>
</thead>
<tbody>
<tr>
<td>career related to my current job</td>
<td>75</td>
<td>48</td>
<td>34</td>
</tr>
<tr>
<td>career in HCSO but in a different job</td>
<td>7</td>
<td>14</td>
<td>15</td>
</tr>
<tr>
<td>moving to another public adm. organisation</td>
<td>12</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>moving to a private sector organisation</td>
<td>12</td>
<td>26</td>
<td>32</td>
</tr>
<tr>
<td>career abroad</td>
<td>2</td>
<td>9</td>
<td>6</td>
</tr>
<tr>
<td>no career plans yet</td>
<td>27</td>
<td>21</td>
<td>33</td>
</tr>
</tbody>
</table>
What does the „Y” say?

6. Childbearing plans

- 14% no child yet, but plans to have in short term
- 43% no child yet, but plans to have in mid term
- 20% no child yet, but plans to have in long term
- 14% already have child but plans to have more
- 6% already have child and does not plan more
- 3% does not plan children

What percentage plans to have a(nother) child? 91%
What shall we do?

1. **Get more feedback**: staff surveys, „retention interviews”

2. **More emphasis on work-life balance**: supporting distance work, building flexible work environments, etc.

3. **More emphasis on talent management**: recognition of outstanding performance, applying more financial incentives, introducing competitions, job rotation, reverse-mentoring, organising teambuilding events, etc.

4. Development of a family-friendly organisation

5. Many young ones do not have exact career plans yet - which means that we still have the chance of retention in these cases!

And Generation „Z” is already knocking at the door…
What do we do in HCSO?

In theory:
- Strategy 2020,
- HRM Strategy 2014-2020

In practice:
- regularly monitoring fluctuation and conducting exit interviews
- giving permissions for distance work in specific cases
- including obligations in study contracts and housing loan contracts
- publishing more attractive job advertisements, having intensive relations with academia
- providing career orientation program for newcomers (with rotation pilot project in 2015)
- winning the „Family-Friendly Organistaion” Award 2015 in Hungary
- managing a database of junior experts and leaders
Thank you for your attention!