



**HUNGARIAN
CENTRAL
STATISTICAL
OFFICE**

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



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- 1. Gen Y @ work**
 - 2. A „cool” workplace**
 - 3. What does the „Y” say?
- *HCSO staff survey results***
 - 4. What shall we do?**

„Y” shall we deal with them?

Generational differences: conflicts vs. co-operation



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



**Will we have a new generation
of statisticians?**

recognize -> understand -> act

Gen Y @ work

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



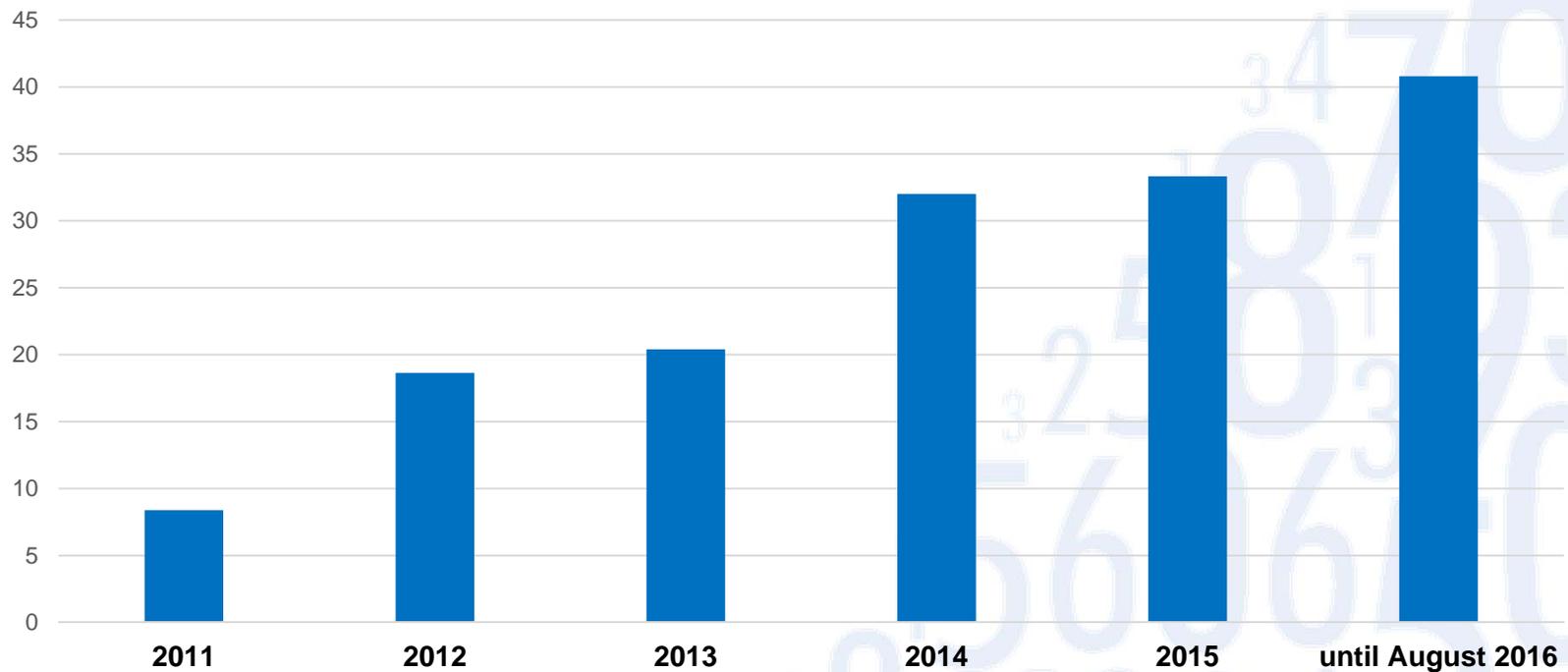
Y gen in HCSO

Staff: ~ 1200

Average age: ~ 45

Staff under 35 years old: ~ 200

Percentage of Y generation among exiting staff in HCSO



What does the „Y” say?

1. What are the most attractive factors of a workplace in general?



What does the „Y” say?

2. What are the most attractive factors in HCSO for you?



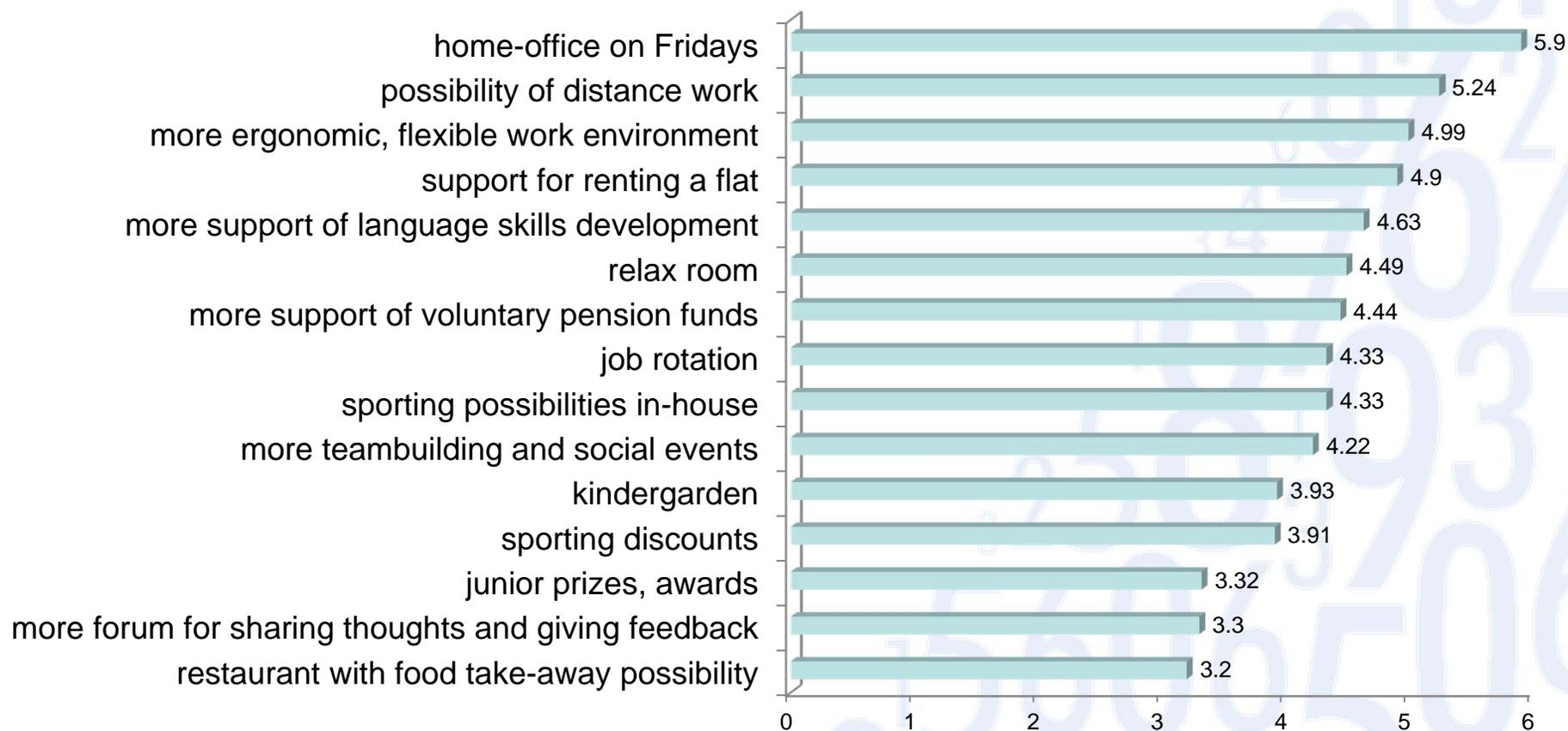
What does the „Y” say?

3. Which of our (currently used) recognitions is the most successful for retention?



What does the „Y” say?

4. Which possible new type of recognition, service or HR management tool would be the most successful for retention?



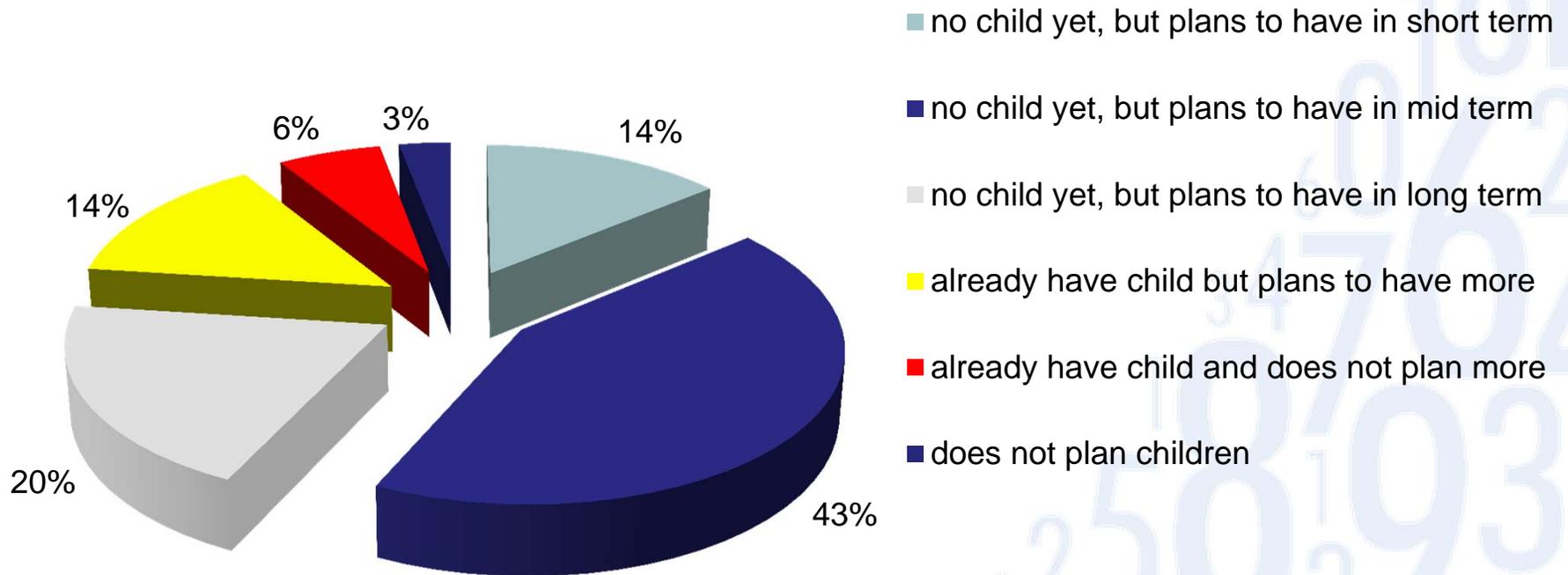
What does the „Y” say?

5. Career plans

Plans	short-term	mid-term	long-term
career related to my current job	75	48	34
career in HCSO but in a different job	7	14	15
moving to another public adm. organisation	12	2	4
moving to a private sector organisation	12	26	32
career abroad	2	9	6
<i>no career plans yet</i>	27	21	33

What does the „Y” say?

6. Childbearing plans



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 Organization” Award 2015 in Hungary
- managing a database of junior experts and leaders

Thank you for your attention!



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