



The Kenexa® Research Institute Finds That Two Out of Three Brits Have Confidence in Their Organization

Research conducted by the Kenexa® Research Institute (KRI) reveals that approximately two-thirds of employees in the UK have confidence in their organizations. For the studied countries, employees in India have the highest level of confidence in their organizations (81 percent) followed by those in the United States (76 percent), Brazil (75 percent), Russia and Canada (both 74 percent). Employees in Japan have the lowest levels of confidence (46 percent).

Organizational confidence has two contributing factors: internal and external. Internal organizational confidence is defined as employees having confidence in their organization's future, believing their organizations are managed effectively and feeling that the products/services are of high quality. External organizational confidence is defined as employees believing their organizations' products are sought after, that the organization is viewed as competitive and the industry in which the organization is operating in considered robust and healthy.

The research indicated that Brits have confidence in their organization's future (67%), believe their organizations are managed effectively (60%) and feel that the products/services are of high quality (79%).

The results specify that more than three out of five employees feel confident that they are not at risk for being laid off. Although most feel they will not lose their jobs, only half believe there is a promising future for them at their organizations. Furthermore, employees are even less positive about their current employer helping to prepare them with the necessary skills for the future (51%).

Jeffrey Saltzman, industrial psychologist, comments: "Workers in the United Kingdom feel good about the future of their organizations, how they are run and the products they produce. A majority do not fear losing their jobs, and for those who do there is uncertainty regarding being able to find another. This is especially true when salaries are taken into consideration; 66% say they could find another job that paid them the equivalent of what they currently earn. While it may initially appear counter-intuitive, keeping your employees' skills sharp and making them attractive to your competition makes them more attractive to you, resulting in longer retention of your best talent. An added benefit of doing this is that as word spreads, additional highly talented people will be attracted to apply for positions at your organization."

Database Overview

This study was part of a larger quarterly study that Kenexa undertakes to measure business conditions in major markets. Kenexa has an unequalled database of worldwide employee survey results from workers in Brazil, Canada, China, France, Germany, India, Italy, Japan, Russia, Spain, the United Kingdom and the United States that allows the company to provide exceptional insights to organizations of all sizes on a global basis. This business-critical information enables international organizations to better maximise their overall performance.

Study Details

The survey questions are designed specifically to evaluate workers' confidence in their organizations—both internally and externally.

The questions asked were:

Internal Organizational

- My organization is well led and the work is effectively managed.
- My organization produces high quality products and/or services.
- I have confidence in the future of my organization.

External Organizational

- My organization produces sought-after products and/or services.
- My organization competes well against others in its industry.
- The industry in which my organization operates is robust and healthy.

Internal Personal

- I currently feel confident that I will not be laid off from my job.
- I feel there is a promising future for me at my organization.
- My organization is helping me develop the skills that I will need in the future.

External Personal

- If I left my current job, my skills would allow me to find a similar job.
- If I left my current job, my skills would allow me to find another that paid me similarly or better than what I earn now.
- Other organizations are hiring people with skills and experience like mine.

Opinion items were rated using a 5-point Likert-like scale. The percent favorable is the percentage of people who chose either of the two most positive answers (“strongly agree” or “agree”).

Figure 1: Organizational Confidence by Country

Country	Organizational Confidence
India	81
United States	76
Brazil	75
Russia	74
Canada	74
Germany	70
United Kingdom	69
China	67
Spain	65
Italy	58
France	58
Japan	46

Organizational Confidence

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Figure 2: Organizational Confidence by Country

Organizational Confidence Components	% Favorable
Org well-led and effectively managed	60
Org produces high quality	79
Confidence in the future of organization	67
Org produces sought-after products/services	74
Organization competes well	75
Industry is robust and healthy	59
Confident will not be laid off	65
Promising future for one’s self	50
Org helps develop needed skills	51
Skills would allow to find a similar job	78
Skills would allow to find similar pay	66
Other organizations are hiring similar skills/experiences	63

About Kenexa

Kenexa provides business solutions for human resources. We help global organizations multiply business success by identifying the best individuals for every job and fostering optimal work environments for every organization. For more than 20 years, Kenexa has studied human behavior and team dynamics in the workplace, and has developed the software solutions, business processes and expert consulting that help organizations impact positive business outcomes through HR. Kenexa is the only company that offers a comprehensive suite of unified products and services that support the entire employee lifecycle from pre-hire to exit.

Media Contact

Jennifer Meyer, Kenexa
 1.800.391.9557
 jennifer.meyer@kenexa.com

