

## DSJ Global Job Confidence Index 2021: Key Findings

Results originated from a 2021 DSJ Global study which engaged over 1,000 experienced End-to-End Supply Chain sector professionals around the world. Professionals were surveyed in North America, Asia Pacific, and Europe from April to May 2021.

### Global Findings

- 55% of the talent community predict a better economic situation in the coming 12 months.
- Over half (58%) of supply chain professionals are positive or very positive about the job market.
- Global sentiment in respondent's own job security is extremely stable, with the majority (63%) feeling confident or very confident.
- Only half (50%) of supply chain professionals are satisfied with their current job, and 66% expressing a willingness to explore new job opportunities in the next 6 months.
- 54% of professionals globally report they are expecting to receive a compensation increase in the next 12 months and 60% received a bonus.
- Higher salary (57%) and opportunity to progress career (56%) remain the strongest 2 motivation factors globally.
- Flexible working is strongly desired at the mid-senior seniority level, with 54% of respondents disclosing that it was important or very important.

### Europe Results

#### Economic and Job Market Confidence Creating a Candidate Driven Market

- EMEA is most positive about the economy with 65%, a stark increase from 14% last year.
- 63% are also positive about the current job market, and 71% are positive toward the future job market reflecting the candidate driven landscape we are seeing now.

#### Job Security Up, But Ready to Move

- EMEA had the highest job security globally among the regions with 69% feeling confident or very confident in keeping their jobs. Solid increase from last year's 55%.
- 52% of professionals report that they expect to see a comp increase this year, and over half received the same or higher bonus than last year.
- 55% of professionals are satisfied with their current role, highest across the world. However, still 61% of EMEA respondents said they will look for a job in the next 6 months.

#### The New Normal: Relocation, Competitive Comp, and Remote Flexibility

- 71% are willing to relocate for a new job, with Europeans preferring to stay within Europe
- EMEA is mostly motivated by a new challenge, followed by career progression and a higher salary
- 90% find flexible work important when considering a change, with the majority wanting 2-3 days

### Key Learnings

- ➔ Stark contrast to last year's gloomy outlook. Economic and job market confidence cause fluidity
- ➔ Tough and competitive hiring landscape with talent in control – lots of movement but high demand
- ➔ Package offered and process are key to success