

Leadership, Employment and Direction (L.E.A.D.) Survey

Wave 3, Interim Results

December 2009

The number of employees applying for jobs in other organisations has jumped dramatically during the past six months.

One in six employees say they have recently applied to leave their current employment; one in five say they are actively looking around; while almost half say they are considering a move.

The latest L.E.A.D. survey results provide startling evidence that job seeking activity has rebounded strongly.

The proportion of Australian employees applying for a job has increased by a massive 36% since mid-2009 – a clear sign of the turbulence created by economic conditions – **and** a big wake-up call for organisations to manage talent.

The L.E.A.D. survey is showing similar results for Regional Australia and New Zealand.

In the last six months (from June 2009)...

- **Australia and New Zealand**

47% of employees have **considered looking for a job in another organisation (12% increase since mid-2009)**...

- o 42% mid 2009
- o 47% late 2008
- o 52% in 2008
- o 53% in 2006 (peak*)

22% of employees have **actively looked for a job in another organisation – (29% increase since mid-2009)**...

- o 17% mid 2009
- o 21% late 2008
- o 24% in 2008
- o 28% in 2006 (peak*)

15% of employees have **applied for a job in another organisation – (36% increase since mid-2009)**

- o 11% mid 2009
- o 14% late 2008
- o 13% in 2008
- o 20% in 2006 (peak*)

** Peak = highest level recorded in 2006 at the height of the talent war*

While slightly fewer employees have applied for a position during this period in regional areas, the survey results show similar increases in job seeking activity.

- **Australia Metro vs Australia Regional**

Considered looking - 46% v 45%
Actively looked - 22% v 19%
Applied - 15% v 13%

New Zealand employees, are showing similar job seeking activity, although the number who say they are considering looking around, is noticeably higher than Australian employees.

- **Australia vs New Zealand**

Considered looking - 46% v 55%

Actively looked - 21% v 23%

Applied - 14% v 15%

The survey has also found that while **87% of employees would prefer to develop their careers with their current organisation, only 64% believe that this is possible.**

L.E.A.D. is an independent survey and includes the views of more than 3000 representatives from all sectors, locations, and organisation sizes. Participants include employees, frontline managers and supervisors, business leaders and senior management.

Conducted on-line, survey results are released in waves three times each year, constantly updating what is really happening within organisations throughout Australia and New Zealand.

It draws on 10 years of previous surveys to analyse changes in the workplace, providing the latest insights, trends and emerging issues affecting business and people management.

Leadership Management Australasia (LMA) has been at the forefront of training and development in Australia since 1972.