

ANTAL BULLETIN

Burn Out at work

A Chronic Talent Crisis



Antal International

A Global Recruitment Solution Applied Locally

www.antal.com

Last call, Ms/Mr. Owner:

Two-thirds of the workforce is in danger, and the organizations are still ignoring or underestimating the consequences!

Organizations are facing an employee burnout crisis globally


A recent Gallup study of nearly 7,500 full-time employees found that 23% of employees reported feeling burned out at work very often or always, while an additional 44% reported feeling burned out sometimes.

That means about two-thirds of full-time workers experience burnout on the job.

Although burnout has become "just part of the job" for many workers, the hard organizational cost of burnout is substantial. Burned-out employees are 63% more likely to take a sick day **and 2.6 times as likely to be actively seeking a different job**. And even if they stay, they typically have 13% lower confidence in their performance and are half as likely to discuss how to approach performance goals with their manager.

In short, employee burnout can trigger a downward spiral in individual and organizational performance.

According to the same recent Gallup report, there are **five job factors** that can contribute to employee burnout:

- Unreasonable time pressures  . Employees who say they have enough time to do their work are 70% less likely to experience high burnout, while individuals who are not able to gain more time (such as paramedics and firefighters) are at a higher risk of burnout.
- Lack of communication and support from management.
- Lack of role clarity.
- Unmanageable workload.
- Unfair treatment.



In Romania, end of 2023



Human Resources Study


In Romania at the end of year 2023, **when asked about their current salary:**

- 64% of employees said it was below the market average for them, which explains their desire to look for a better job in the new year,
- 21% believe they are paid at the level of market offers
- and only 5% said their income exceeds the market average.

Regarding a new job, not salary is the main motivator as employees would be happy for the future employer to offer them:

- **promotion opportunities** (85%),
- **job stability** (63%) and
- **a healthy work environment, “less politics”** (54%).

Among the extra-salary benefits, most would prefer to have:

- **flexible hours** (60%),
- specialized courses and trainings (53%),
- the possibility to work remotely (38%)  and
- more vacation days (23%).

Subscriptions to private medical clinics, private health insurance, optional private pension also remain among the top desired benefits.



End of 2023, in Romania



Human Resources Study

KEY FACTS

- minimum 43% of employees looked for a new job in 2023,
- another 45% faced **burnout**, but going on, for not sure how long,
- 15% worked to get a promotion at their current job and
- just as many struggled to increase their income to better cope with rising prices.

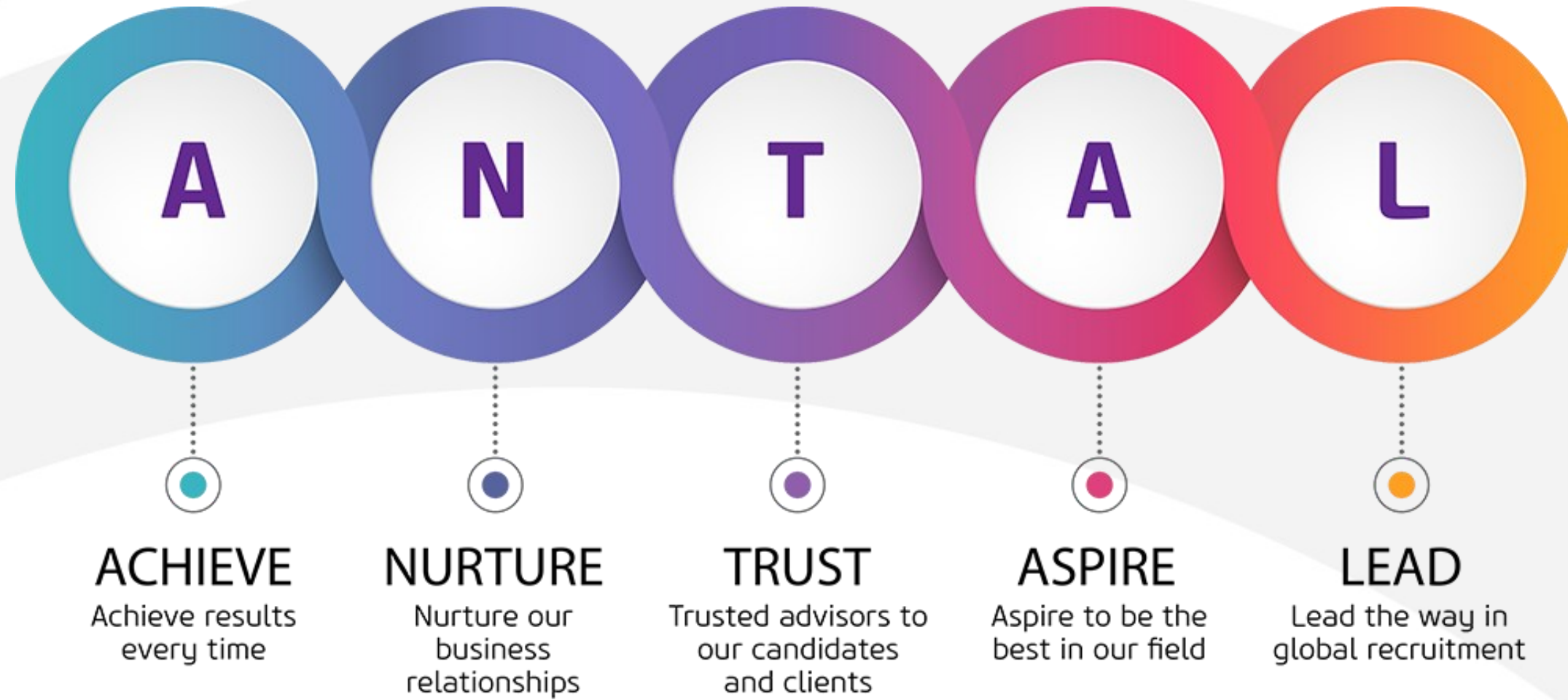
For 2024, a declared 52% plan to change their current job in the first half of the year, while another 27% remain open to this possibility, but do not yet have a concrete plan.

We invite HRM and CEO to discuss with us

about some unique retention plans that effectively work againsts the “burn-out” plague !



Our Values



“We have built and continue to build a fully integrated global management recruitment business, created on the principle of sharing information, knowledge and experience for the benefit of our clients, candidates and colleagues.”

- Anthony Goodwin, CEO & Chairman



Who We Are

We are global talent solutions specialists

Working across a broad range of specialist sectors, we introduce talent that will add tangible value to your business and will have a positive measurable impact on your business growth, processes and culture, from their first day within your organisation.

Formed in 1993, Antal has rapidly grown across the globe, penetrating and having a major presence in all key talent markets, including strategically important developing markets such as China, India and CIS, enabling us to become a leading global recruitment and search specialist in each of our specialised sectors.

We believe it is our experience, sector expertise and market knowledge coupled to the fact that our people, senior ex-industry professionals, lead our market specialisms, which is a major differentiator in making us unique in the talent consultancy and recruitment arena.

Overlay this with our extensive globally-local reach and our collaborative methodology, working across international boundaries within the Antal network, to ensure that we have culturally aligned local consultants working on your behalf, then we are ideally positioned to be your global talent solutions partner.

We run 7 offices in Romania (Bucharest x 2, Iasi, Cluj, Timisoara, Arad, Sibiu)



30+
years

135+
global offices

30+
countries

5
continents



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Contact Us

Our shared aim is to build long-term beneficial relationships with you and the business leaders in your company evangelising your procurement and HR procedures and representing your employer brand to the wider candidate marketplace and third-party suppliers.

Finally, thank you for taking the time to get to understand us better, we hope we have been able to demonstrate how and where Antal International can deliver value to you and help you attract the best talent, wherever the need.



Antal International

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