

Survey on what makes people change jobs during the Covid-19 crisis

People consider changing jobs during the COVID-19 crisis because of concerns about the future of their companies. People who considered changing jobs before the Covid-19 outbreak wanted to do so to develop their careers.

—en world Japan Survey on what makes permanent employees making more than 8 million yen a year change jobs during the Covid-19 crisis—

en world Japan K.K. (headquarters: Chuo City, Tokyo, president: Vijay Deol), one of Japan's largest recruiting firms specializing in global human resources, conducted a questionnaire survey on what made registered users of en world Japan's service who were global human resources working as permanent employees of foreign capital companies and global Japanese companies and making more than 8 million yen a year consider changing jobs during the Covid-19 crisis, and 1,004 people responded.

Summary of Survey result

- **12% of all respondents considered changing jobs because of the Covid-19 outbreak. Almost half of the above respondents wanted to change jobs within three months.**
- **The highest percentage of respondents considered changing jobs during the Covid-19 crisis because of concerns about the future of their companies.**
- **The highest percentage of respondents were worried about age.**
- **"Want to work at a prosperous company" was the response where the percentage of respondents who considered changing jobs because of the Covid-19 outbreak was most significantly higher than the number of respondents who considered changing jobs before the Covid-19 outbreak by the largest percentage.**

[Comments on the results] Vijay Deol, President & Representative Director



The COVID-19 pandemic has created unprecedented uncertainty in the world and people's job security and the job market have not been exempt. It should come as no surprise that uncertainty over the future of people's careers and the long-term success of the companies they work for is the biggest factor driving decisions to change jobs. People who are unsure about their future due to their company's sustainability are becoming more proactive about their careers and are looking for companies that are successful where they can be confident in their future. While the COVID-19 pandemic will subside at some point, the uncertainty and dynamic nature of the world and the job market will not. Company's and employers that will continue to attract the top talent will be those who job seekers trust have a robust and resilient business that will be successful in the long-term.

[Outline of the survey]

Survey method: Online survey

Area: Japan

Period: September 30 - October 4, 2020

Number of valid answers: 1,004

Respondent attribute: Foreign Capital Company employees 54% Japanese company employees 46%

en world Japan (<https://www.enworld.com/>)



en world Japan is a recruiting firm established in 1999 specializing in global human resources with offices in four countries in the Asia-Pacific region. We specialize in supporting Foreign Capital Companies and global Japanese companies in recruiting human resources for middle to high level positions. We help companies with recruitment and job seekers with career changes from every angle by staffing full-time workers, professional human resources, and executive human resources and providing recruitment process outsourcing solutions.

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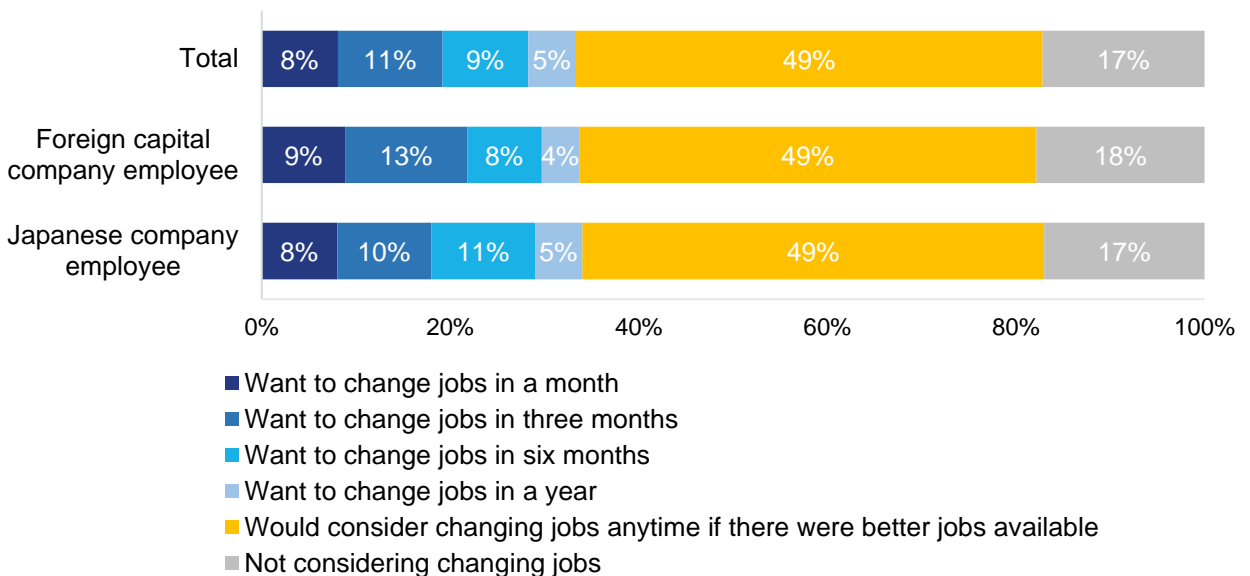
Details of survey results

1. Almost half of respondents who considered changing jobs because of the Covid-19 outbreak wanted to change jobs within three months. (Fig. 1, Fig. 2, Fig. 3)

We asked respondents whether they were considering changing jobs, and approx. 30% responded that they wanted to do so in a month to a year (foreign capital companies: 34%, Japanese companies: 34%), and approx. 50% responded that they would consider changing jobs anytime if there were better jobs available (foreign capital companies: 49%, Japanese companies: 49%).

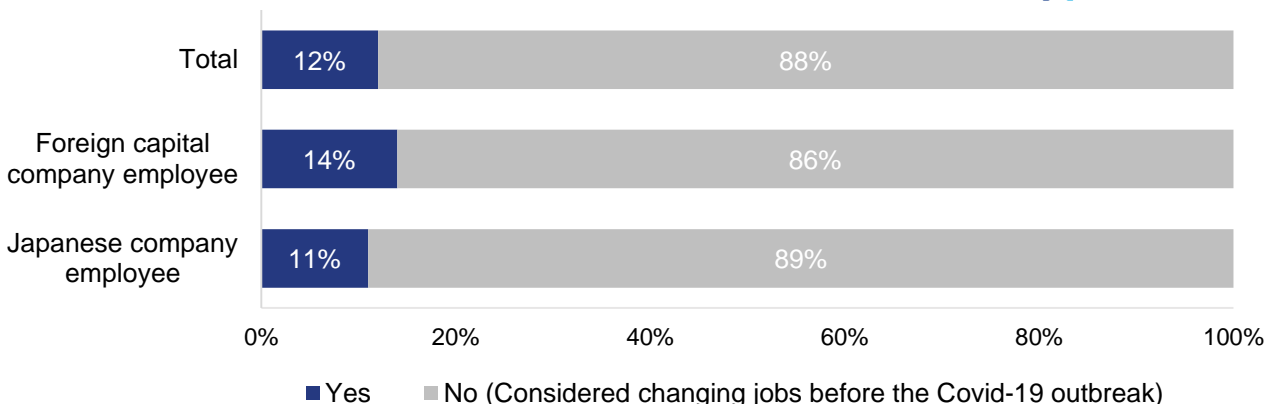
We asked respondents who wanted to change jobs in a month to one year or would consider doing so anytime if there were better jobs available whether they considered changing jobs because of the Covid-19 outbreak, and 12% responded in the affirmative (foreign capital companies: 14%, Japanese companies: 11%).

[Fig. 1] Are you considering changing jobs?



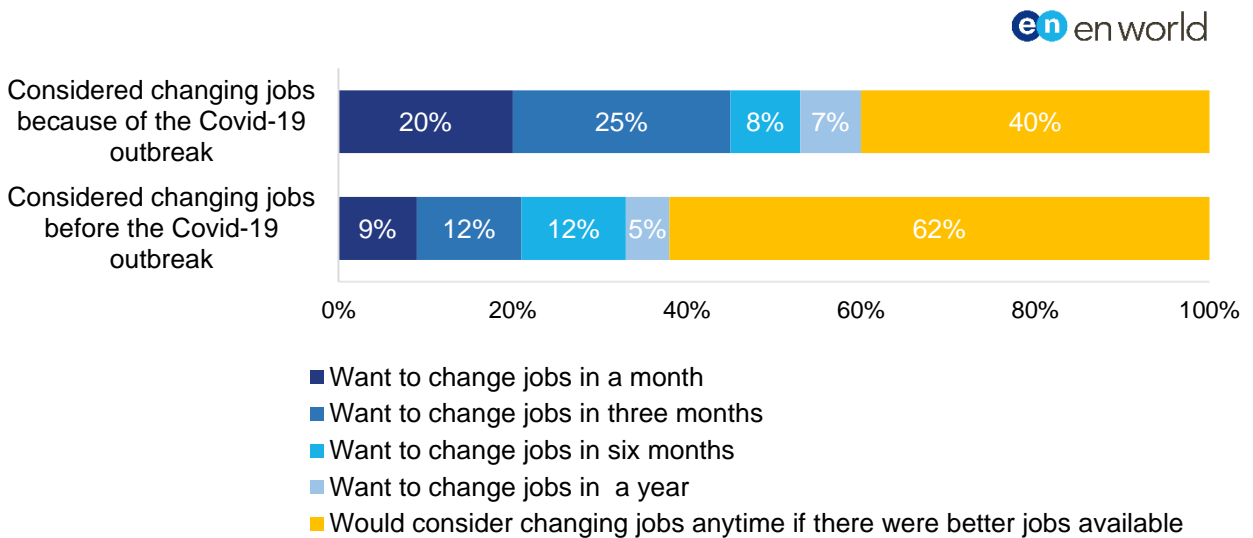
*The total may not be 100% because the figures are rounded to the nearest whole number.

[Fig. 2] Please respond if you want to change jobs in a month to a year or want to consider doing so anytime if there are better jobs available. Did you consider changing jobs because of the Covid-19 outbreak?



The percentage of respondents who considered changing jobs because of the Covid-19 outbreak and wanted to do so in a month to three months was 45%, which was higher than those who considered changing jobs before the Covid-19 outbreak and wanted to do so in a month to three months by 24 points. (Want to change jobs in a month to three months/Considered changing jobs because of the Covid-19 outbreak: 45%, and considered changing jobs before the Covid-19 outbreak: 21%)

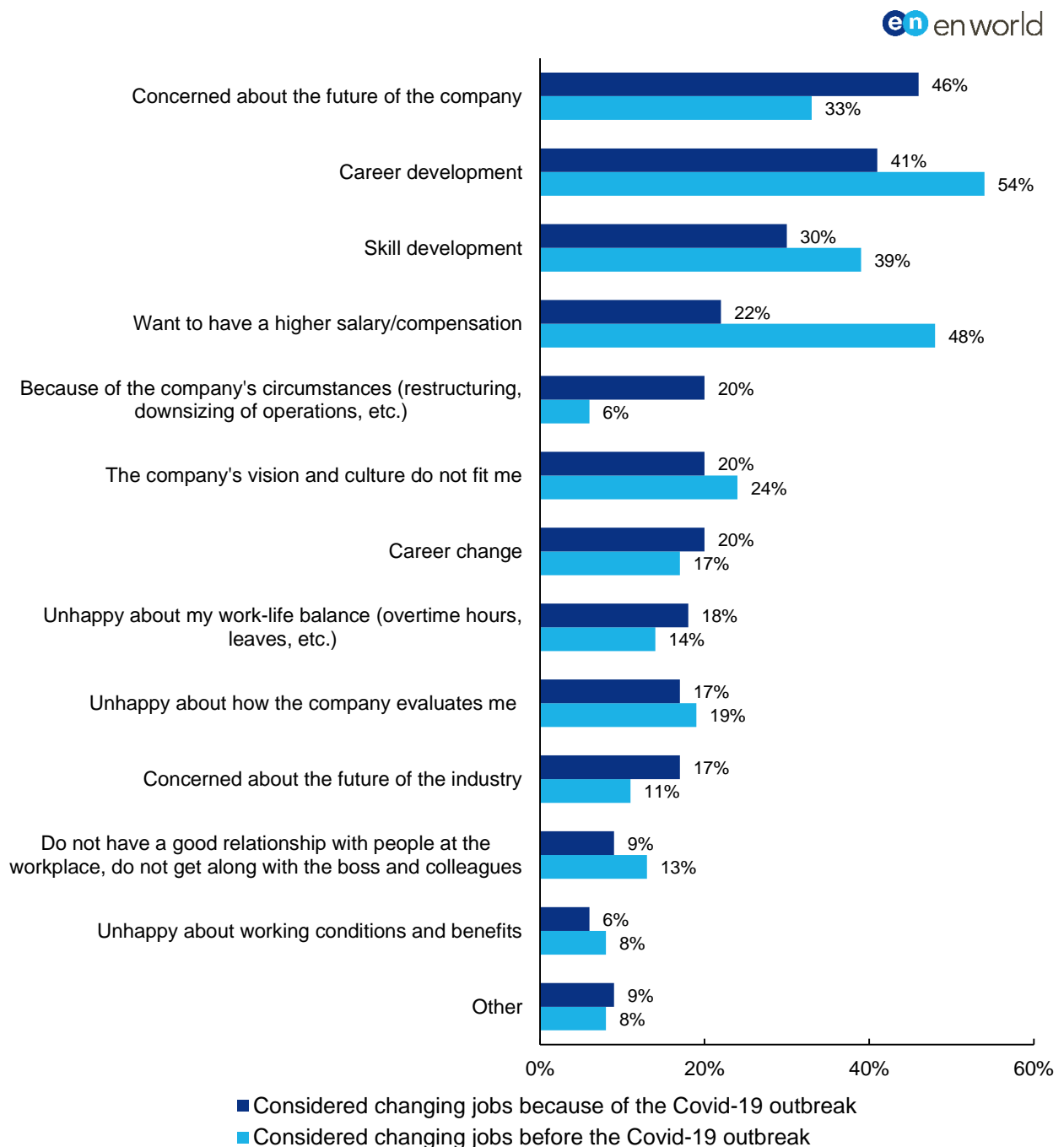
[Fig. 3] When respondents want to change jobs



2. The highest percentage of respondents considered changing jobs during the Covid-19 crisis because of concerns about the future of their companies. (Fig. 4)

The highest percentage of respondents considered changing jobs during the Covid-19 crisis because of concerns about the future of their companies. The percentage was higher than for respondents who considered changing jobs before the Covid-19 outbreak because of concerns about the future of their companies by 13 points. (Respondents who considered changing jobs because of the Covid-19 outbreak: 46%, respondents who considered changing jobs before the Covid-19 outbreak: 33%). The highest percentage of respondents who considered changing jobs before the Covid-19 outbreak wanted to do so to develop their careers (Respondents who considered changing jobs because of the Covid-19 outbreak: 41%, respondents who considered changing jobs before the Covid-19 outbreak: 54%). There was a difference in responses between those respondent groups.

[Fig. 4] Why did you consider changing jobs? (Multiple answers allowed)



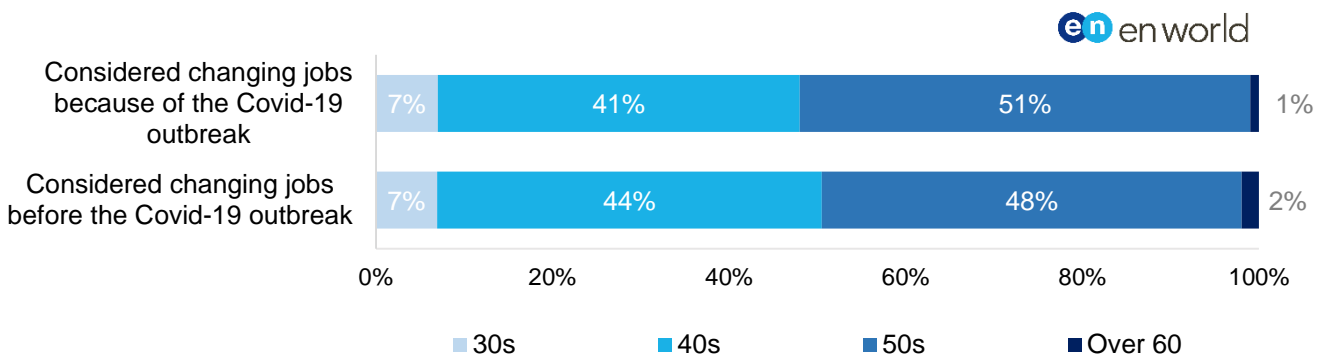
3. The highest percentage of respondents were worried about age. (Fig. 5, Fig.6)

We asked respondents if anything worried them about changing jobs, and the most common concern was current age. (Respondents who considered changing jobs because of the Covid-19 outbreak: 71%, respondents who considered changing jobs before the Covid-19 outbreak: 66%) The results showed that people over 40 years of age tended to worry about age when changing jobs.

[Fig. 5] Is there anything worrying you about changing jobs? (Multiple answers allowed)



[Fig. 6] Respondents who were worried about age when changing jobs by age



*The total may not be 100% because the figures are rounded to the nearest whole number.

4. “Want to work at a prosperous company” was the response where the percentage of respondents who considered changing jobs because of the Covid-19 outbreak was most significantly higher than the number of respondents who considered changing jobs before the Covid-19 outbreak by the largest percentage. (Fig. 7)

We asked respondents what they wanted to achieve by changing jobs, and the highest percentage chose “career development.” (Respondents who considered changing jobs because of the Covid-19 outbreak: 48%, respondents who considered changing jobs before the Covid-19 outbreak: 62%)

“Want to work at a prosperous company” was the response where the percentage of respondents who considered changing jobs because of the Covid-19 outbreak was most significantly higher than the number of respondents who considered changing jobs before the Covid-19 by the largest percentage, 13 points (respondents who considered changing jobs because of the Covid-19 outbreak: 34%, respondents who considered changing jobs before the Covid-19 outbreak: 21%).

[Fig. 7] What do you want to achieve by changing jobs? (Multiple answers allowed)

