

# People Pulse

2023 edition  
Romania



# Our focus is to provide you with the most comprehensive range of People Analytics tools & integrated consulting experience

## Our tools and services...

- PayWell Salary and Benefits survey – now with **Spotlight** results in Q1
- Saratoga Human Capital Effectiveness survey
- People Pulse **New**
- Equal Salary Certification Programme **New**
- HR Leaders Portal platform to stay up-to-date with the latest trends and technology products in Human Resources

AND

- Assistance in reorganising employee Benefits with fiscal input **New**
- Assistance in developing the Total Rewards Policy



**...are designed to provide full-fledged people data and analytics!**

# The workforce is changing like never before

## Diverse workforce

- Age diversity
- International mobility
- Inclusion of marginalized categories

## Flexible working arrangements

- Gig economy / “Uberised” workforce
- Flex time and remote working

## Competition for talent and human resources in general

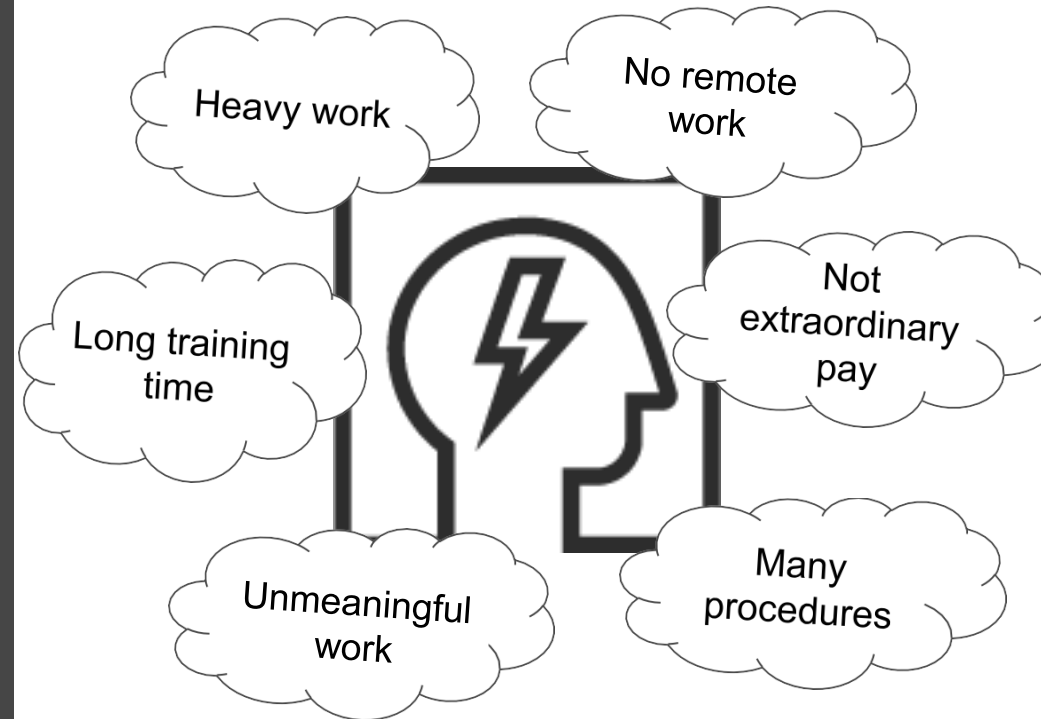
## Changing paradigms in jobs and work

- New, varied skills and roles
- Focus on competency rather than job / profession
- Multiple career shifts
- Public knowledge

# Your Challenges

In a very dynamic labour market, are you facing challenges in retaining and attracting employees?

## Current perception of HR



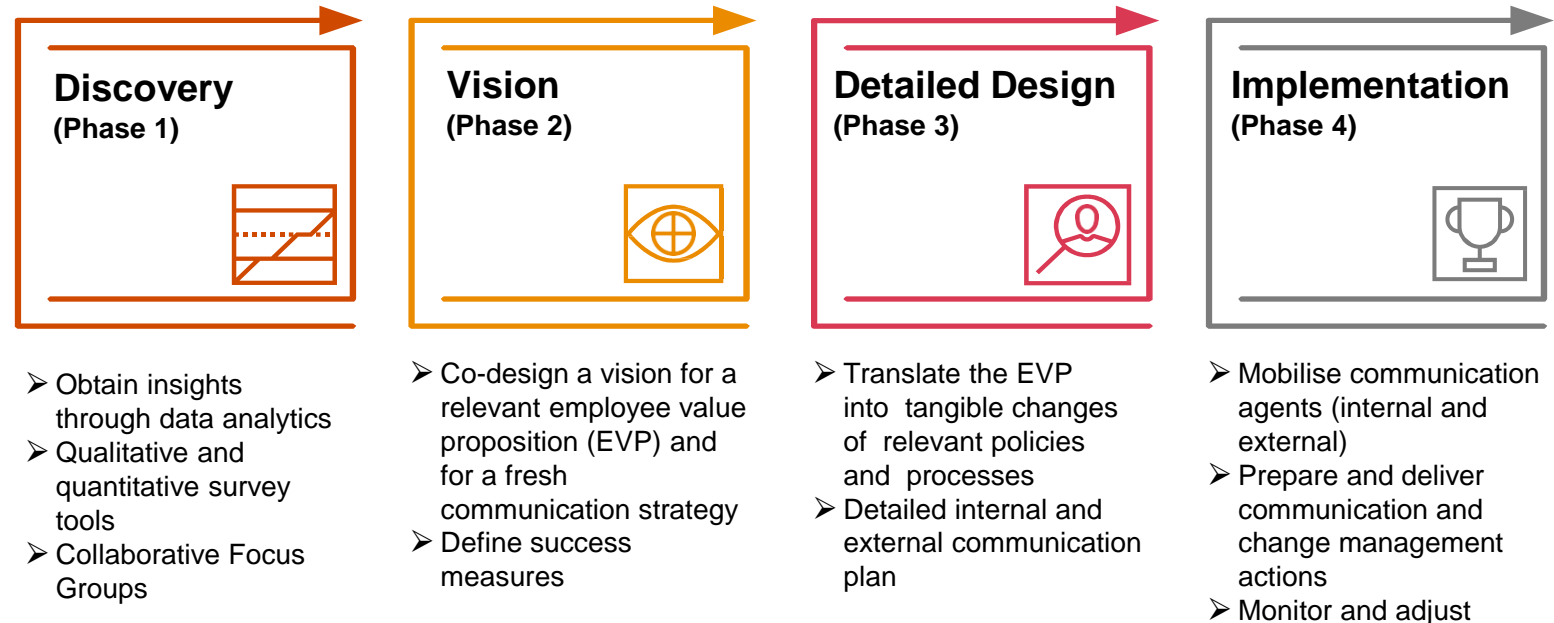
## Unanswered questions

- What's the profile of our workforce?
  - What do our people actually think and feel about us?
  - What are the stay / leave motivations?
  - How do potential employees see us? What makes them (not) apply to our jobs?
  - Where do they get information about our job? What is the reach of our job ads channels?
  - What's the candidate / new hire experience?
- ... and
- What would make a difference to current and potential employees?
  - What would make us more attractive as an employer?
  - What is the best way to communicate our EVP?

# Our unique approach

We're ready to get started

- **Expertise:** We developed relevant experience, knowledge and competency by delivering such projects in Romania and abroad.
- **Data-backed:** We have large amount of data related to the workforce preferences, turnover and compensation market benchmarks available internally from previous project AND we will run custom surveys to deep dive into issues specific to your company.
- **Outside-in:** We will deploy our experience focused approach to assess pain points across the candidate and employee experience. We believe retention and attraction are complementary and should be treat as such.
- **Phased, accelerated approach:** We will work on the Phase 1 *Discovery* and we would be glad to work in further phases by using our experiences of approved methodologies in line with your needs.
- **Multi-perspective:** We believe attraction, retention, potential and current employee's pain points and delight moments are equally important for a successful strategy.



Let's talk!  
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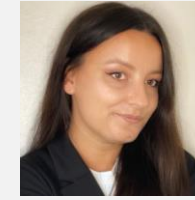
## PayWell Team



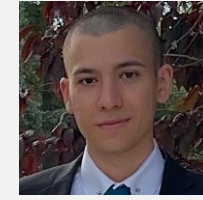
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Ionescu**



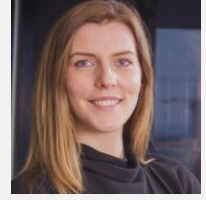
**Iulia  
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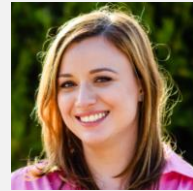
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