

Job candidates opt for stability over high salary

2009-06-02 de [Robert Iloviceanu](#)

Persons applying for jobs are looking for stability and security, and interested mainly in a company's situation when switching work places. The salary package, which used to be the first concern, is no longer a top priority, according to human resource specialists.

“If we were unable to convince a candidate [to take a job] in 2007, it was because the salary budget was below his or her expectations (...) Now candidates have become very careful. If we cannot convince a candidate, it is mostly because he or she prefers stability rather than a high salary,” according to Advice HR company Senior Consultant Rudolf Fedorovici.

Unlike previous years, candidates are analyzing the chances of growth of a certain industry; they are interested in a company's long-term perspective, its stability and development.

Losing a job has become the main concern of employees within this difficult current economic framework, as many companies were forced to resort to layoffs in recent months. Three out of ten Romanians fear unemployment.

Some 99 percent of local companies have lowered the salary offer for new employees by some 20-30 percent, according to the Managing Partner of Total Business Solution executive search company, Daniela Necefor.

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