

Motivations for a change of job

Michael Page's annual global survey of financial services and banking employees was conducted in April 2014, more than 3,300 people participated

Most jobseekers still say career advancement is more important than improving pay



Global: No. 1 motivation:

43%

Career advancement



Global: No. 2 motivation:

23%

Increasing pay



US jobseekers are much more likely to prioritise pay, with the gap narrowing to

36/29%
career pay

The sector's workers are very clear that the way to maximise long-term pay growth is to move jobs

46%

say you should plan job moves to maximise pay



37%

think it's best to take whatever opportunity comes along

only **12%**

think they will maximise their earnings by staying in the same company

Long-term incentive programs may not work as only:

16%

of Senior Management respondents think staying in the same company is a good plan



Bad news for employers' succession plans:

Middle management are the least likely to believe staying put is a good idea from an earnings point of view

91% say no

Nearly half of middle management believe their earnings are out of their personal control and instead are decided purely on the performance of their company

Should employers reconnect notions of pay with performance?

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