

TALK



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2016 Holiday Bonus & Hiring Survey

ACCOUNTING
PRINCIPALS

Methodology

The Accounting Principals Holiday Bonus and Hiring Survey was conducted by Wakefield Research among 500 U.S. HR or hiring managers, between September 9th and 19th, 2016, using an email invitation and an online survey. Results of any sample are subject to sampling variation. The magnitude of the variation is measurable and is affected by the number of interviews and the level of the percentages expressing the results. For the interviews conducted in this particular study, the chances are 95 in 100 that a survey result does not vary, plus or minus, by more than 4.4 percentage points from the result that would be obtained if interviews had been conducted with all persons in the universe represented by the sample.

Key Insights

Monetary Reward:

- **Three-fourths of HR and hiring managers (75%)** reported their company plans to give employees **monetary holiday bonuses this year** (up from 67% in 2015).
- And the bonuses may be even bigger this year! In 2015, companies planned to give employees \$858, on average. **This year, that number has risen to \$1,081**, with 29% of companies planning to give employees \$1,000 or more.

Key Insights

Earn the Reward:

- According to **82%** of HR and hiring managers, there are things employees can do to help **increase their likelihood of getting a bonus**, such as:
 - Staying more motivated throughout the year (54%)
 - Being more positive or upbeat (45%)
 - Volunteering to take on additional job duties (34%)
 - Reminding the company of their accomplishments (23%)
 - Asking your boss for a bonus directly (15%)

Key Insights

Those Who Aren't:

- Of those not planning to give monetary bonuses this year (25%), 39% indicated they **plan to give their employees other perks**, or **offer bonuses at other times of the year** (22%).

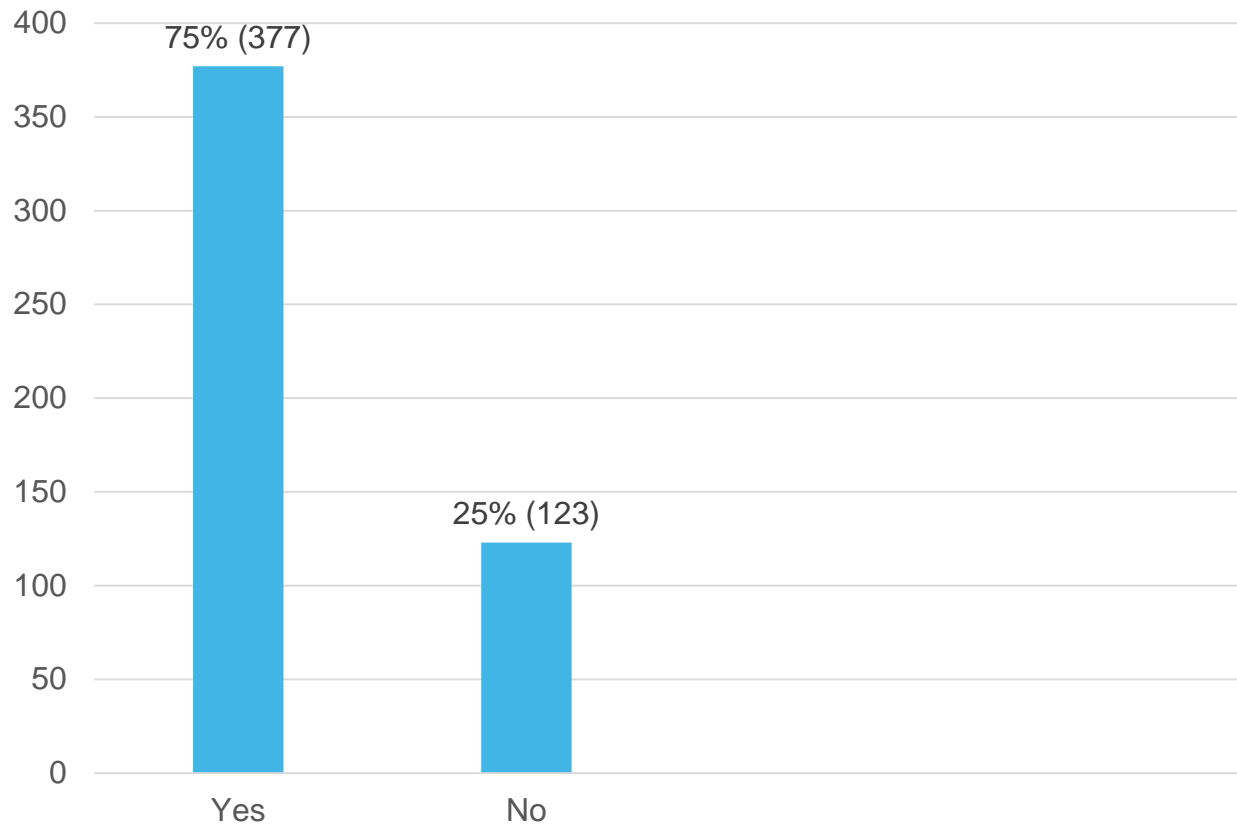
Key Insights

Hiring for 2017:

- Half of respondents (**50%**) start the recruiting process for **2017 new hires in October (29%) and November (21%)**. For job-seekers looking for new opportunities in the new year, now is the time!
- It's also smart to get your resume in early, because the process will take some time. **Hiring managers estimate their hiring process takes 6 weeks, on average – and 50% feel that the length of their hiring process has increased in the past year.** In other words, it's time to start applying.

Monetary Holiday Bonuses

Does your company plan to give its employees monetary holiday bonuses this year?



Average Holiday Bonus

On average, how much of a monetary holiday bonus does your company plan to give each employee this year?

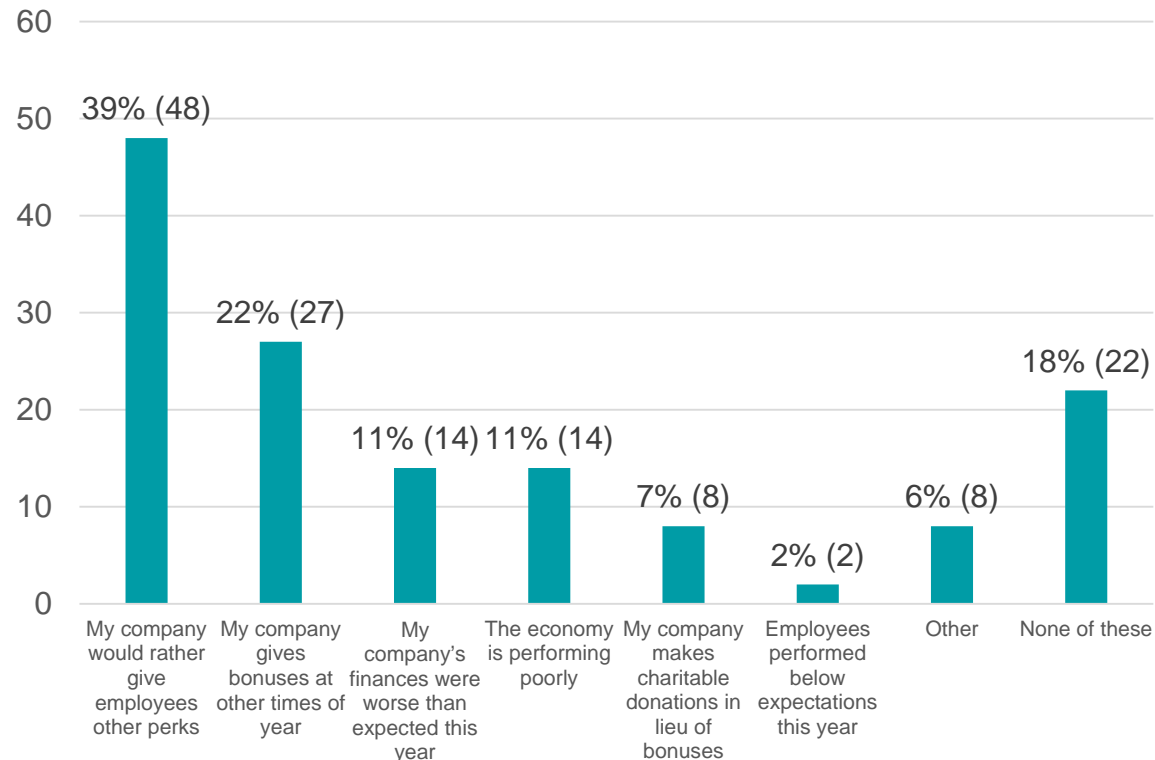
(Asked among those whose companies plan to give employees monetary holiday bonuses)



Why Not Give?

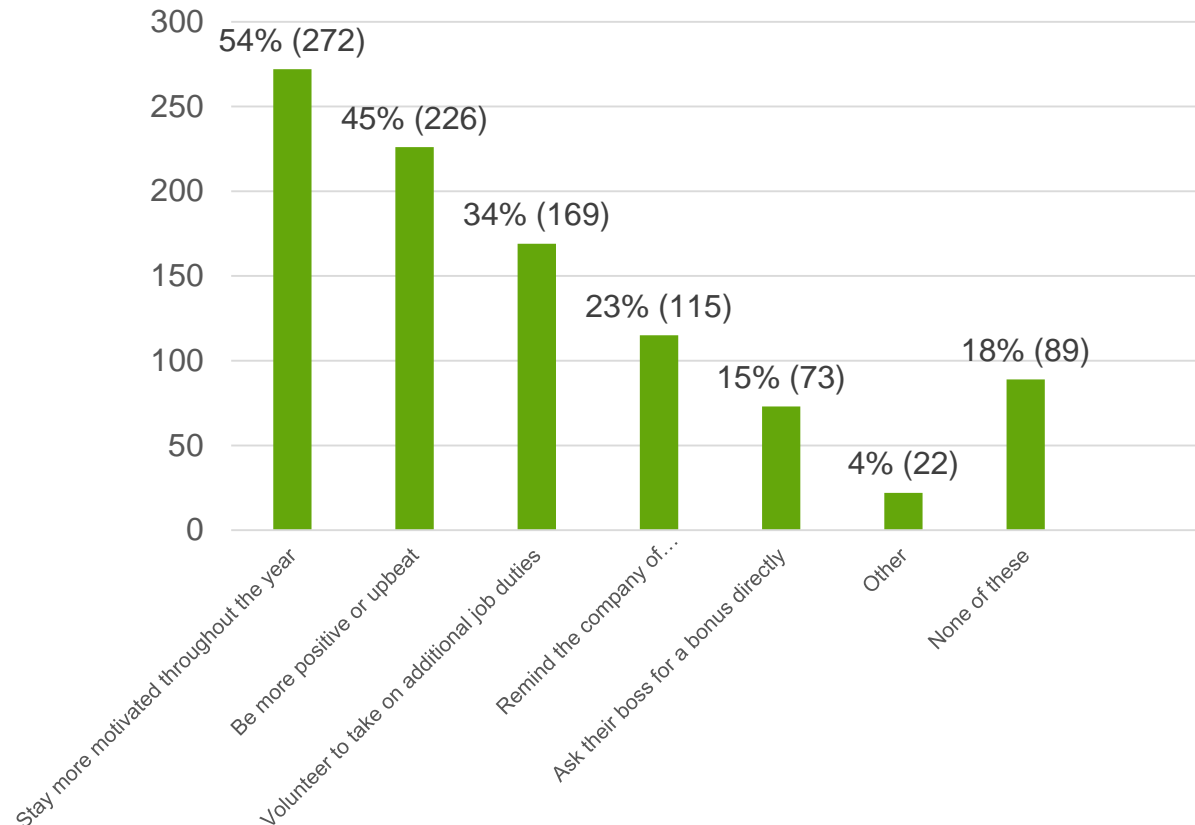
Which of the following reasons, if any, explain why your company does not plan to give its employees monetary holiday bonuses this year?

(Asked among those whose companies do not plan to give employees monetary holiday bonuses)



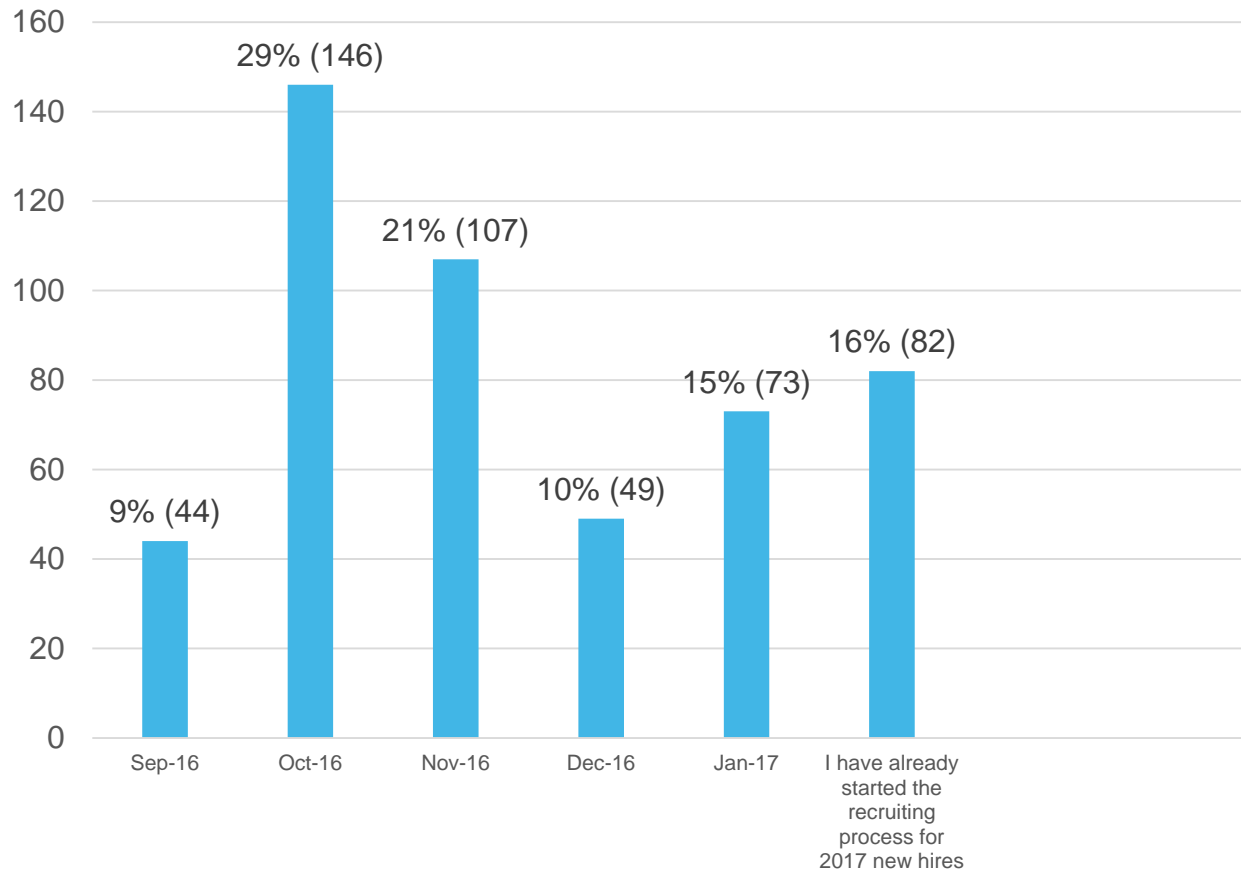
Earn the Reward

Which of the following, if any, could employees at your company do to increase their likelihood of getting a holiday bonus this year? Please select all that apply.



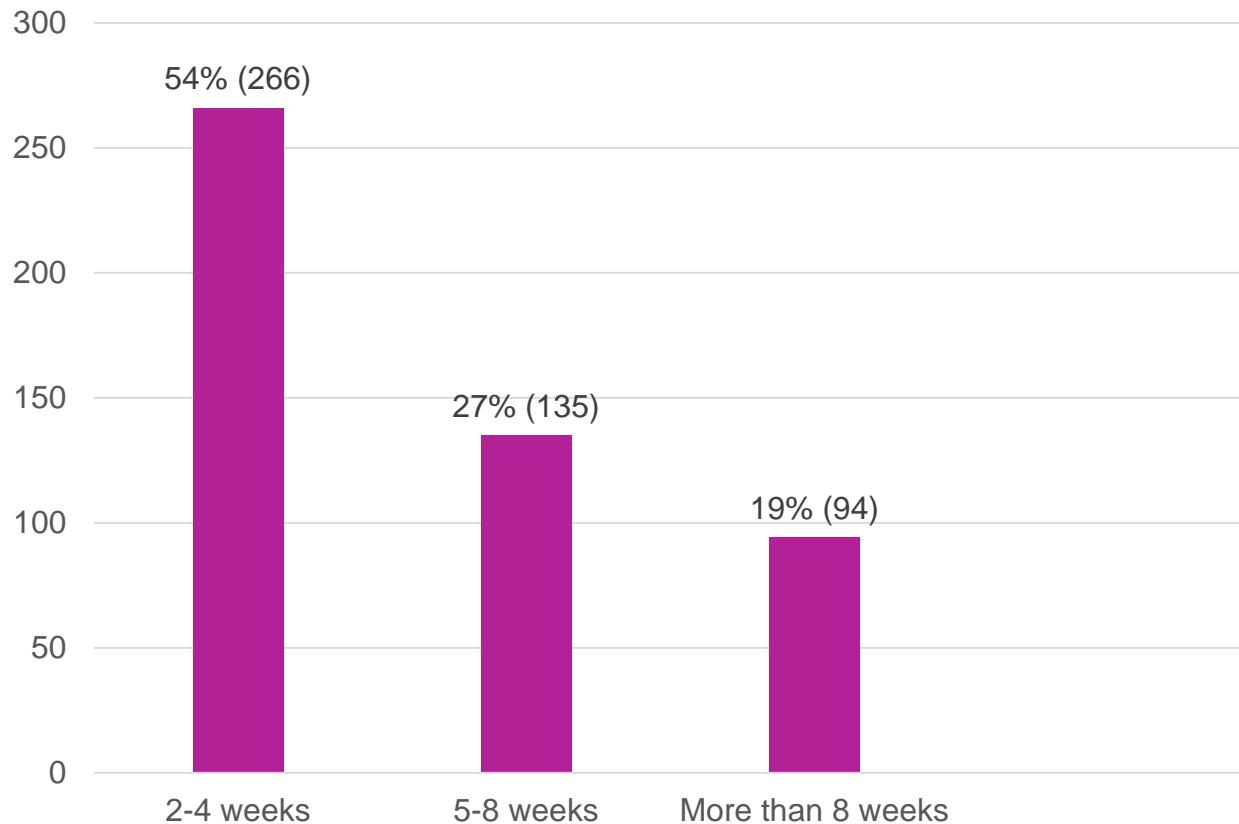
2017 New Hires

When do you plan to start the recruiting process for 2017 new hires?



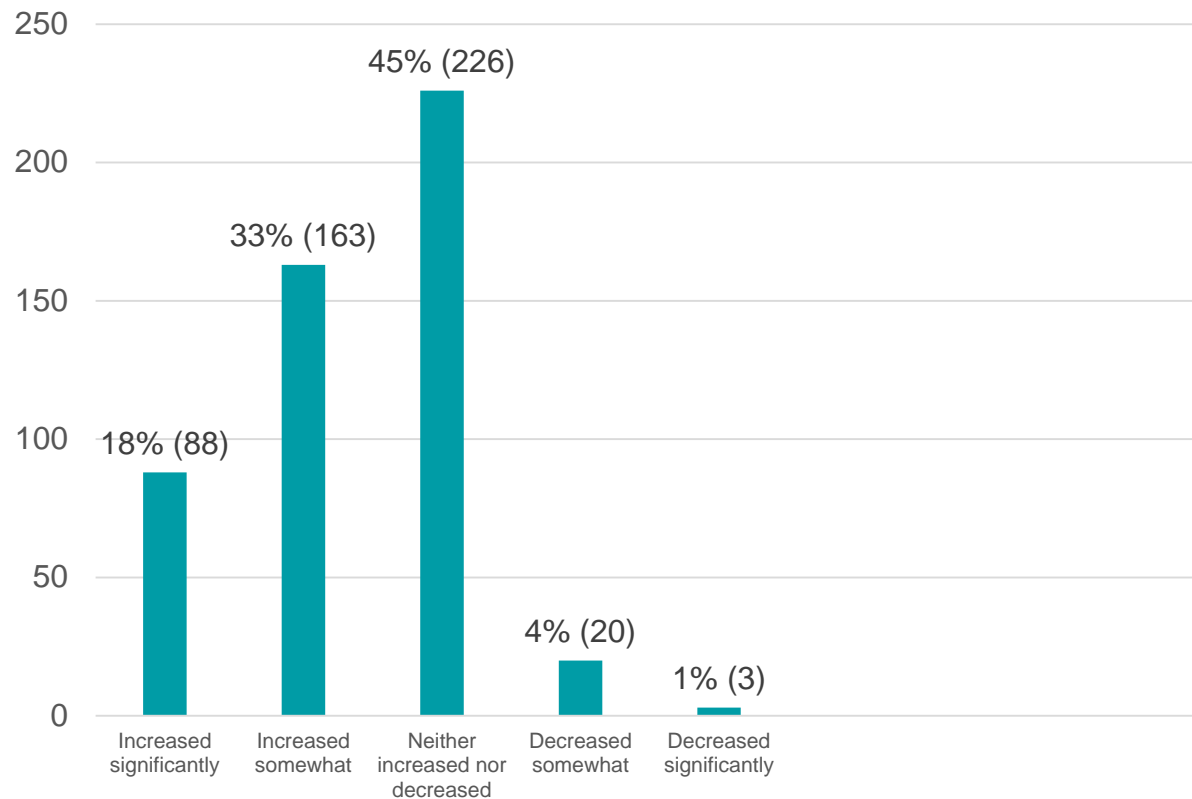
Average Hiring Process

How long does your typical hiring process take, from initial search to making a hire?



Change in Hiring Process

Over the past year, how significantly, if at all, has the length of your hiring process changed?



Contact Us

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