

IT BAROMETER:

Perception, Trends and Photography of IT Industry



JOB DESCRIPTION

TYPE OF IT JOB





Application 44,7%

Infrastructure

14,2%

9,6%

Interdepartmental projects

MANAGEMENT



The 65,1% of the employees manage at least one person.

GROSS SALARY



The major part of the respondents (29,2%), earn between 90-150k TL. The 26,9% have a gross salary between 60 and 90k TL.

On the other hand, the 20.5% earn more than 150k TL.

MOTIVATION

TYTTTT 57,4% of the employees are motivated











Have good and adapted tools to do their job

77,4%

3 out of 4 employees get recognition at work 70,8%

7 out of 10 employees have a career path in their companies

65,6%

2 out of 3 employees are working in the same company for less than 3 years

3 out of 5 employees

are happy with their

salary

59,0%

CHANGE JOB / MOBILITY

MAIN CRITERIA

The Salary



82,6%

The definition and responsibilities

66,2%



39,3%

WILLINGNESS TO RELOCATE



90% of the responsibilities would consider relocating in order to get better job. 7 out of 10 would move overseas.

JOB MARKET EVOLUTION



7 out of 10 feel confident regarding the evolution of the market.

SIZE OF THE COMPANY



The size of the company is not important for the half of the respondents.

MOST ATTRACTIVE SECTORS TO WORK IN THE FUTURE

TELECOM

CONSULTING

INTERNET / DIGITAL

BANK / INSURANCE

43,8%

39,7%

39,3%

35,2%

8 TIPS FROM IT RECRUITERS

HOW TO RETAIN THE TALENT

- Providing a pleasant environment with friendly staff
- Giving the employee a real financial perspective
- Offering efficient and good tools to work with Work-life balance

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HOW TO ATTRACT TALENT

- An interesting salary package Having an outstanding company branding and reputation
- A clear definition of the responsibilities and tasks to perform
- A challenging career path



Sample description **219 candidates**. **Gender**: Male 87,2% - Female 12,8% | **Age**: 30 years old or less 20,5% - 31-40 years old 58,4% - More than 40 years old 21,0% | Education: Bachelor's degree 47,0% - Master's degree 35,6% - Engineering 13,2% | Sector: Bank / Insurance 20,1% - IT Vendor / Systems Integrator 15,1% - Telecom 14,2% - FMCG 9,6%



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