



# ANTAL KAZAKHSTAN: PULSE SURVEY ON COMPANIES' PLANS FOR 2024-2025

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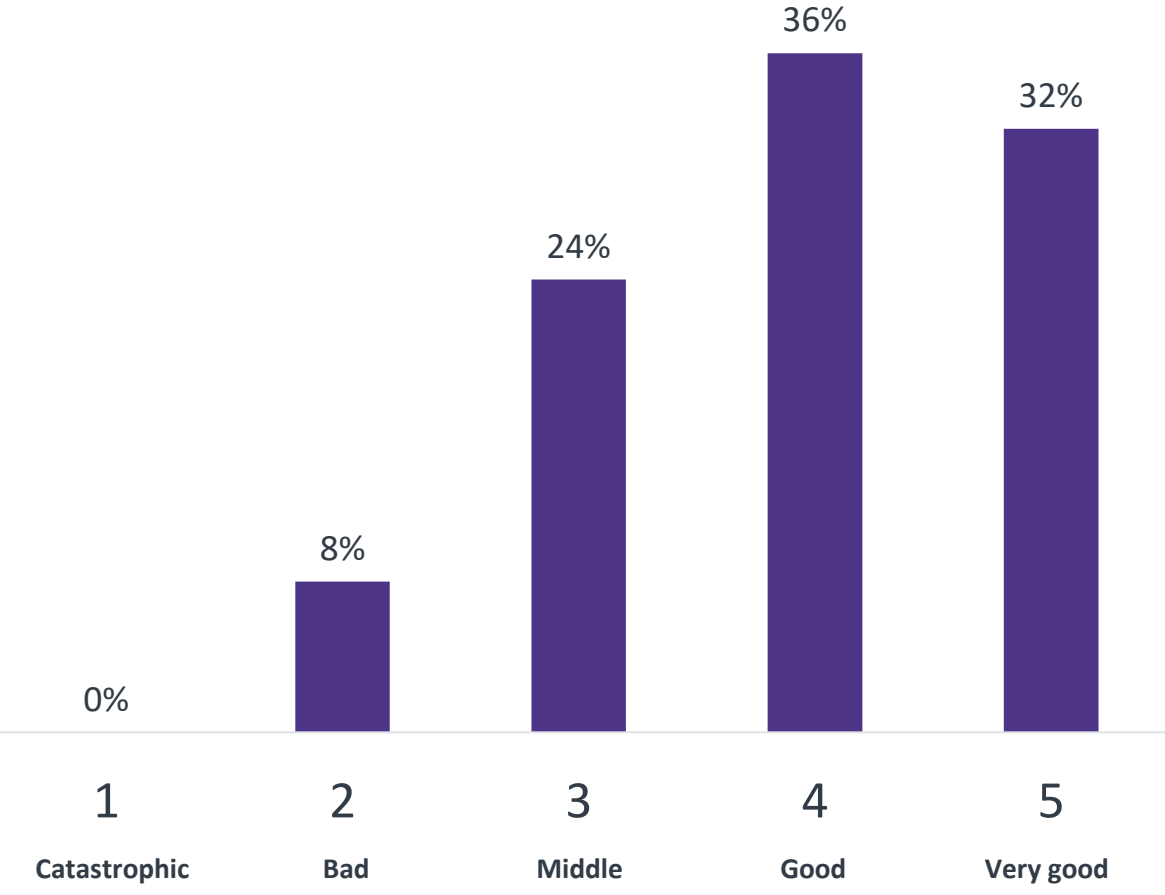
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# BUSINESS SITUATION

Rate the current business situation in your company on a 5-point scale, where 1 is a catastrophic situation and 5 is a very good situation.




Antal Kazakhstan





# BUSINESS SITUATION

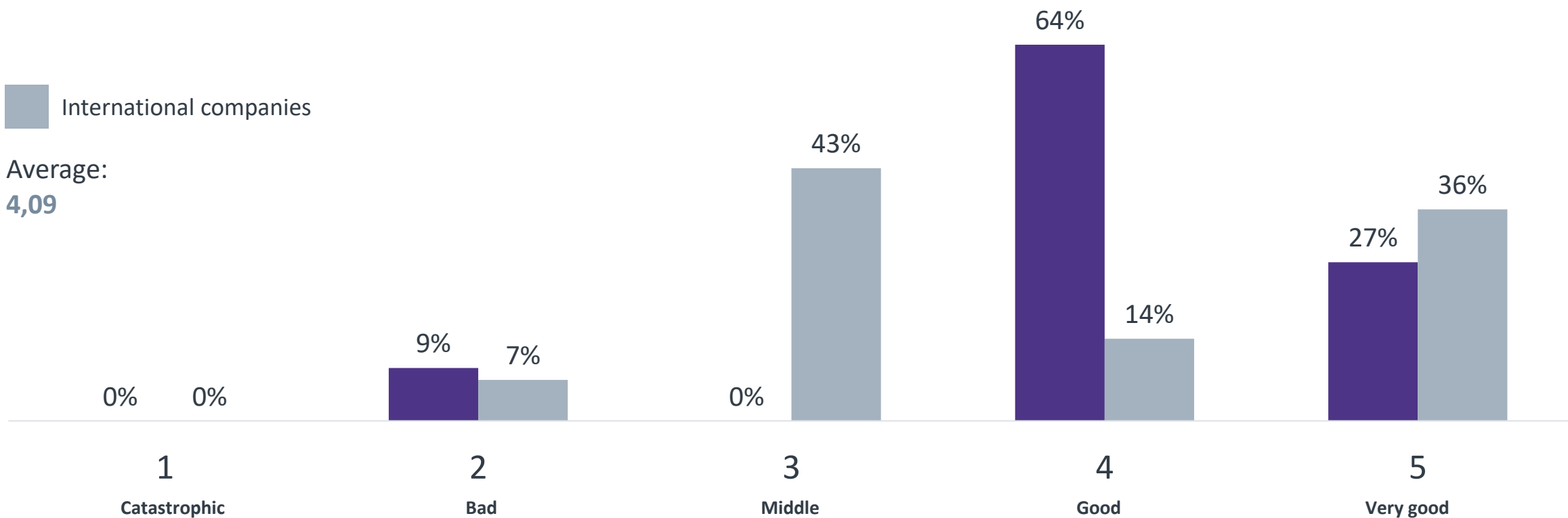
Rate the current business situation in your company on a 5-point scale, where 1 is a catastrophic situation and 5 is a very good situation.

 Kazakh companies

Average  
**3,79**

 International companies

Average:  
**4,09**





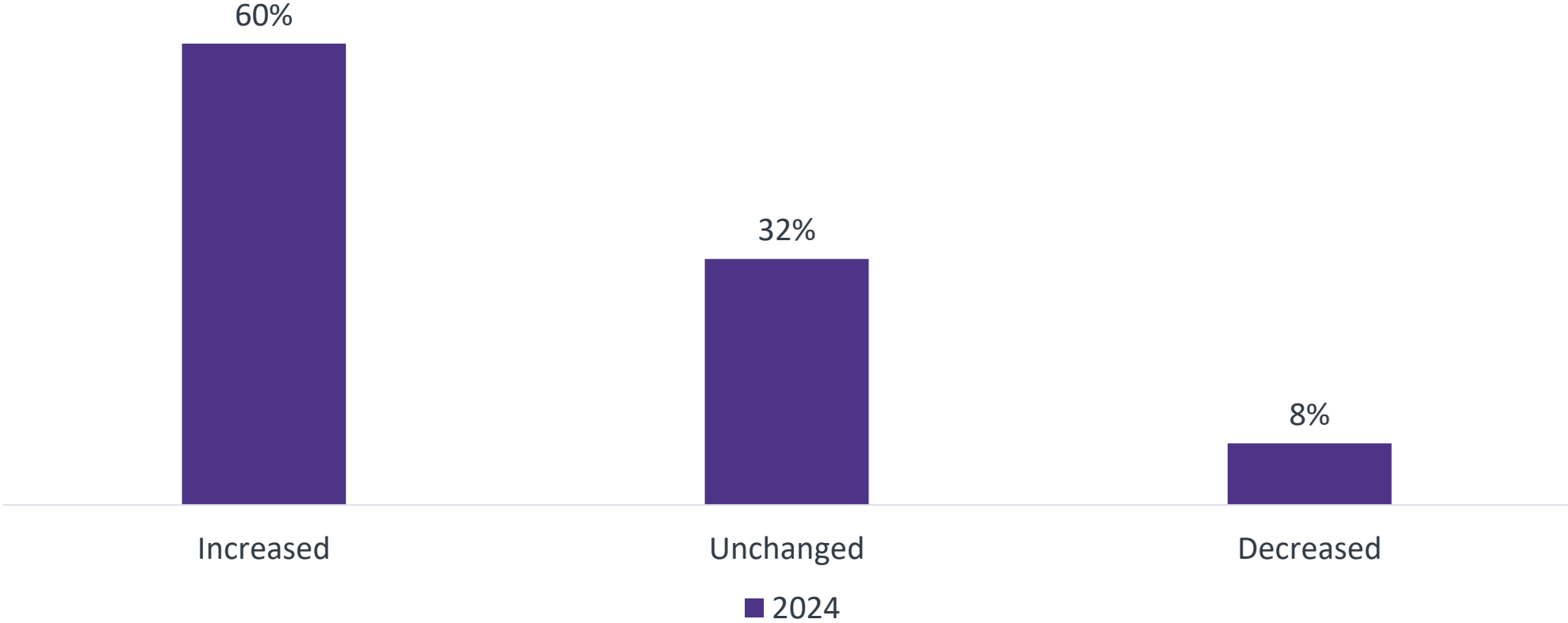
# RECRUITMENT





# VACANCY FILL RATE

How has the company's average job closing time changed this year?

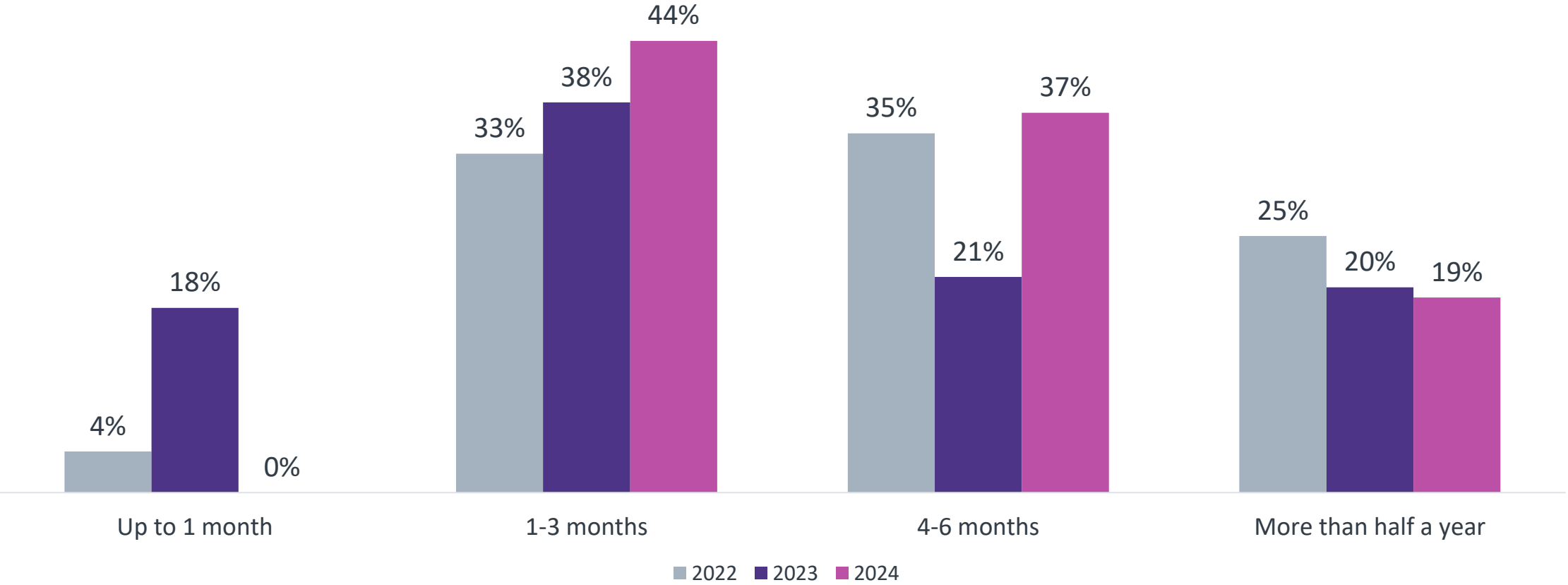




# VACANCY FILL RATE

Average fill rate

Top management

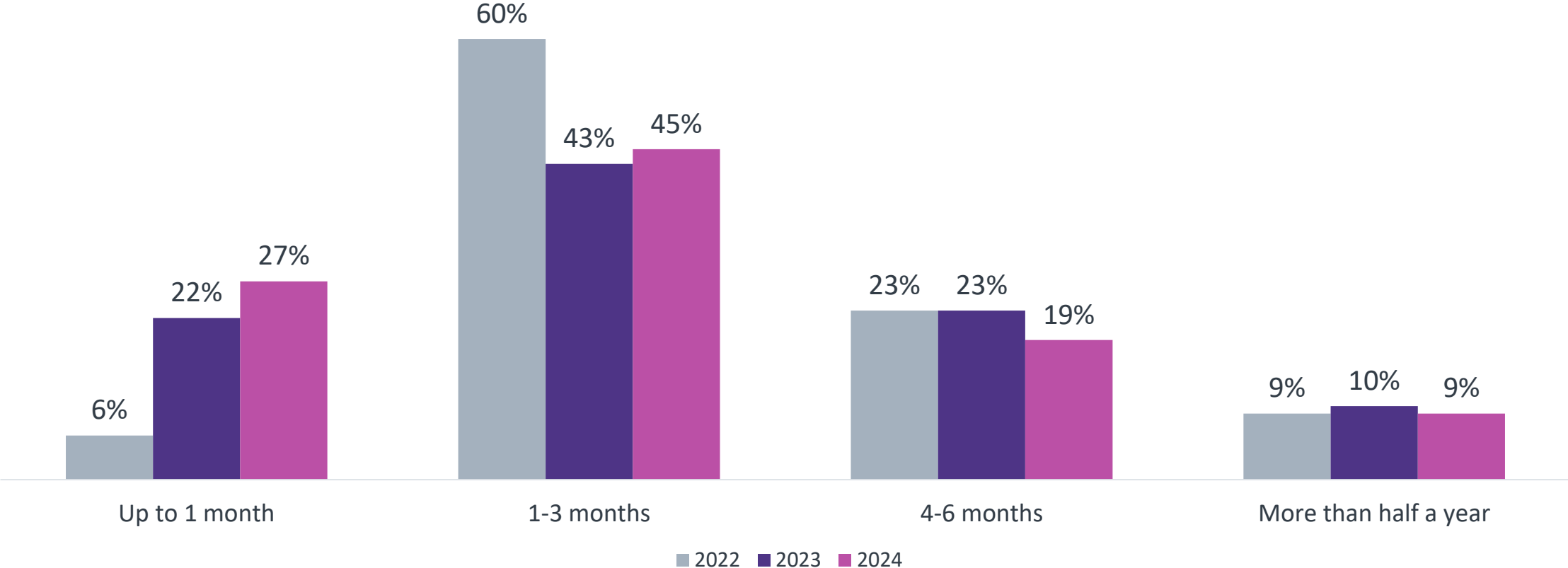




# VACANCY FILL RATE

Average fill rate

**Management**



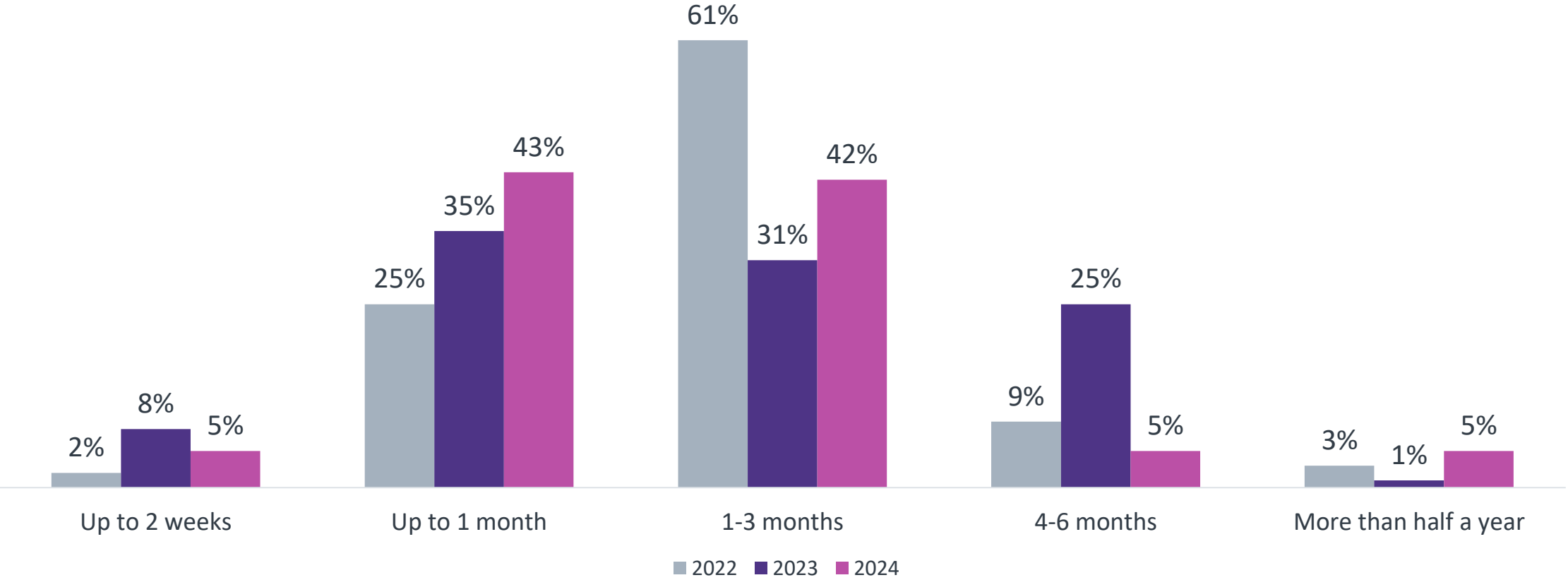




# VACANCY FILL RATE

Average fill rate

Specialists

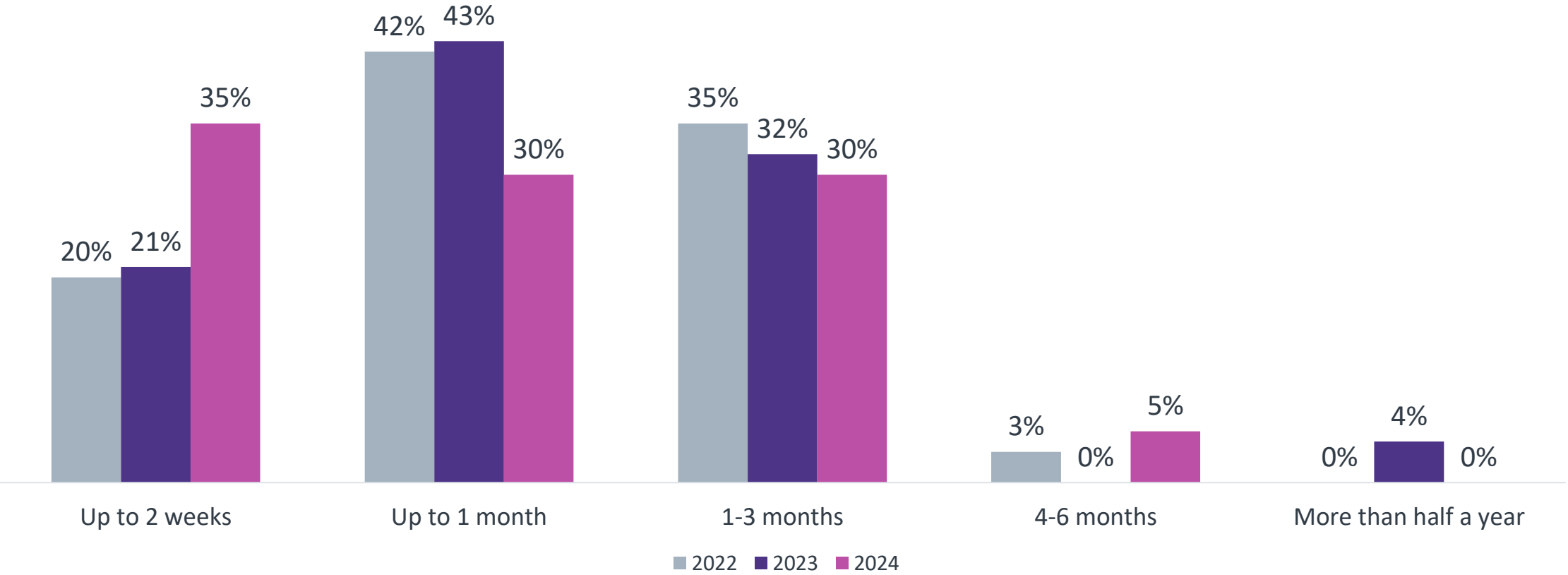




# VACANCY FILL RATE

Average fill rate

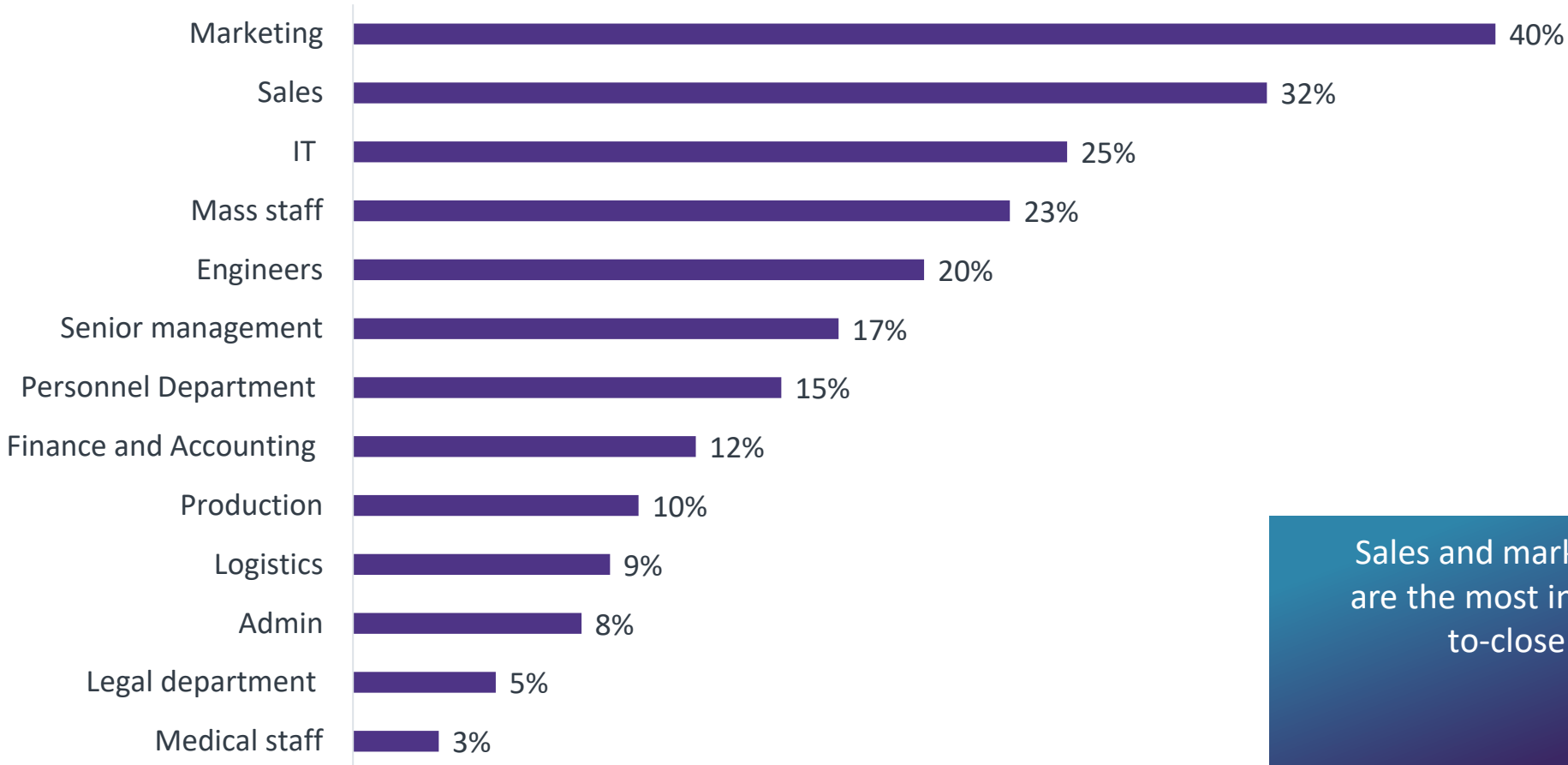
Mass staff





# HIGH DEMAND VACANCIES

Which specialists do you feel the greatest difficulty in finding during 2024?

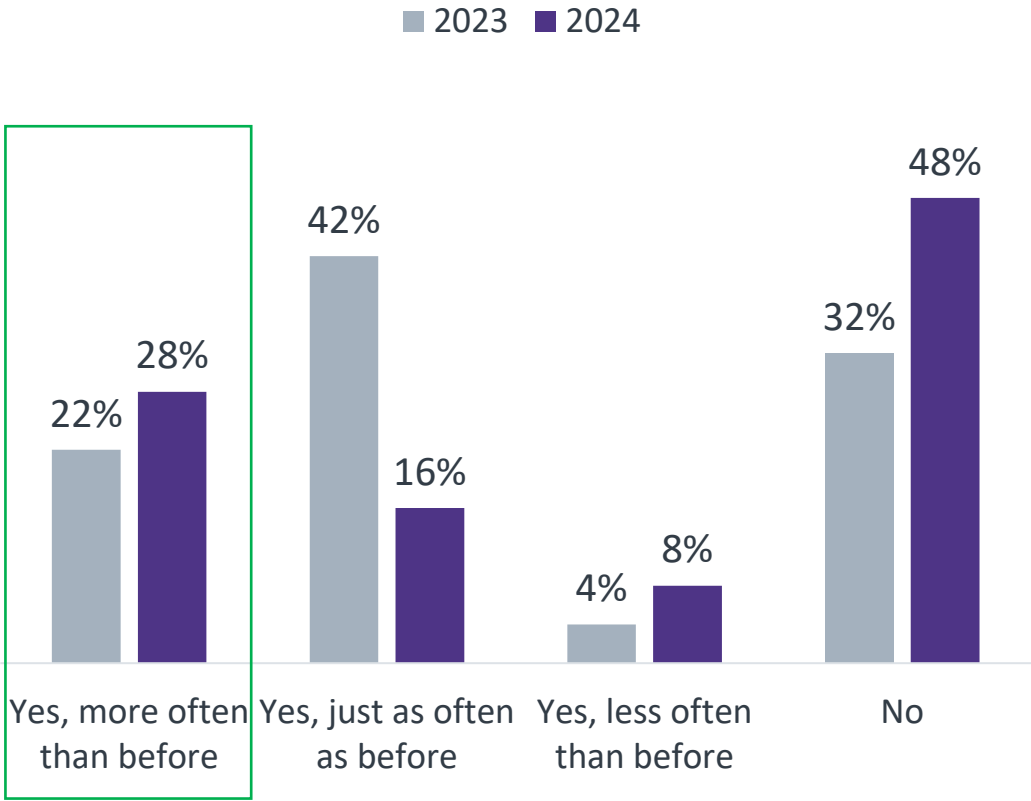


Sales and marketing professionals are the most in-demand and hard-to-close jobs in 2024.



# COUNTEROFFER

Have you had to make a counter offer (counteroffer) more often this year?

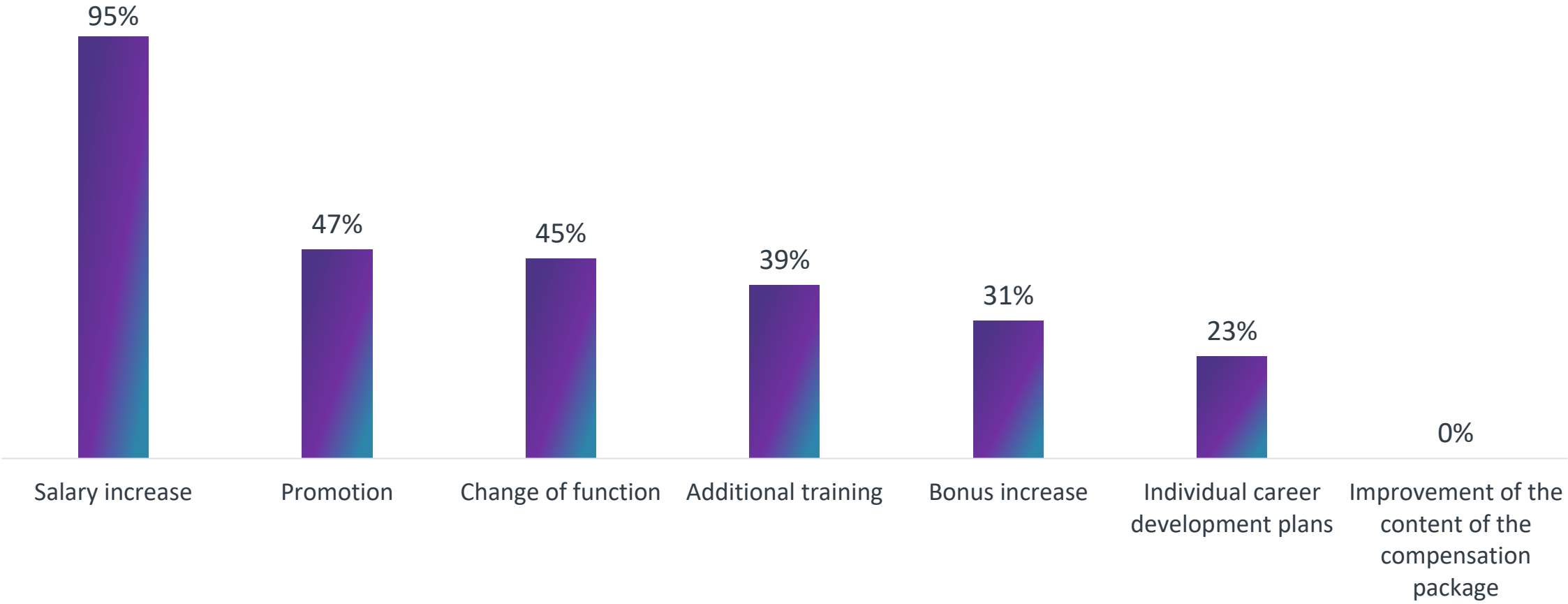


54% - agreed to a counteroffer from the employer  
46% - refused a counteroffer



# COUNTEROFFER

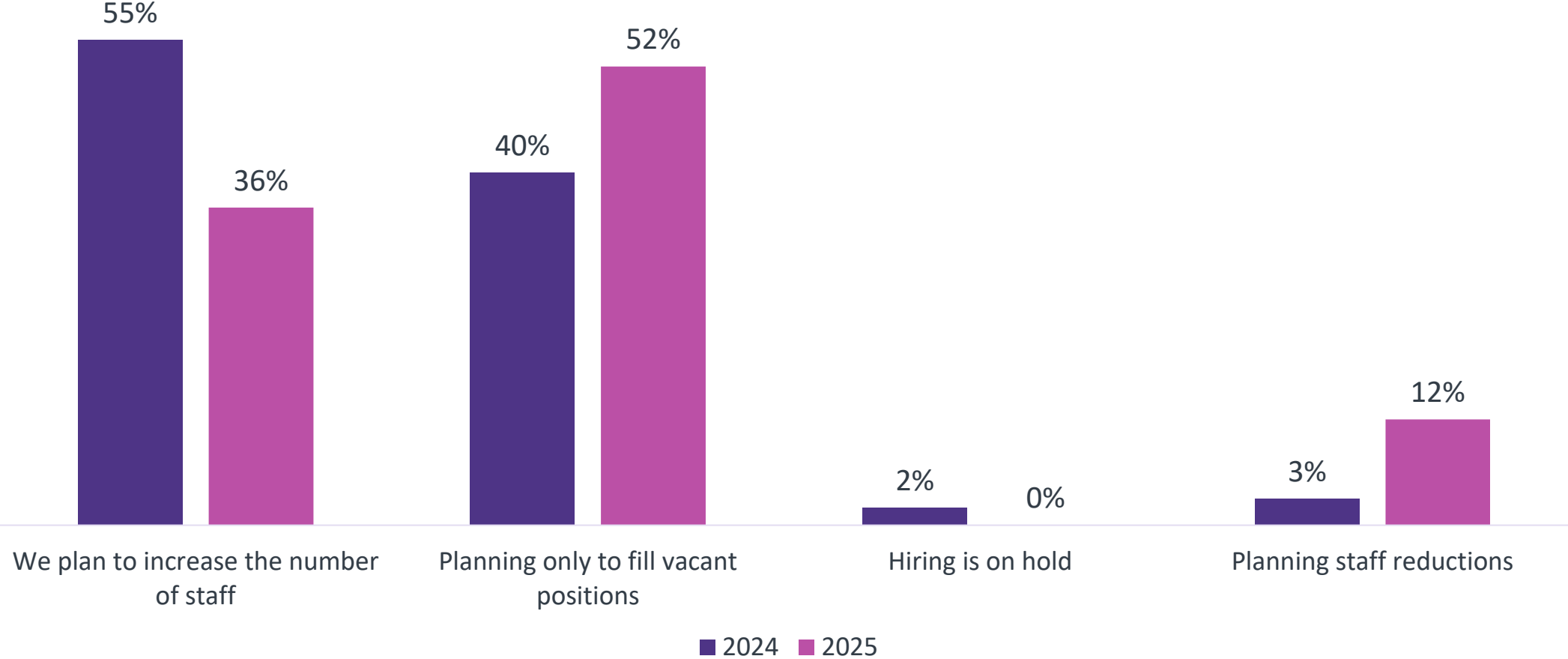
At what expense did you retain employees as part of the counteroffer?





# HIRING

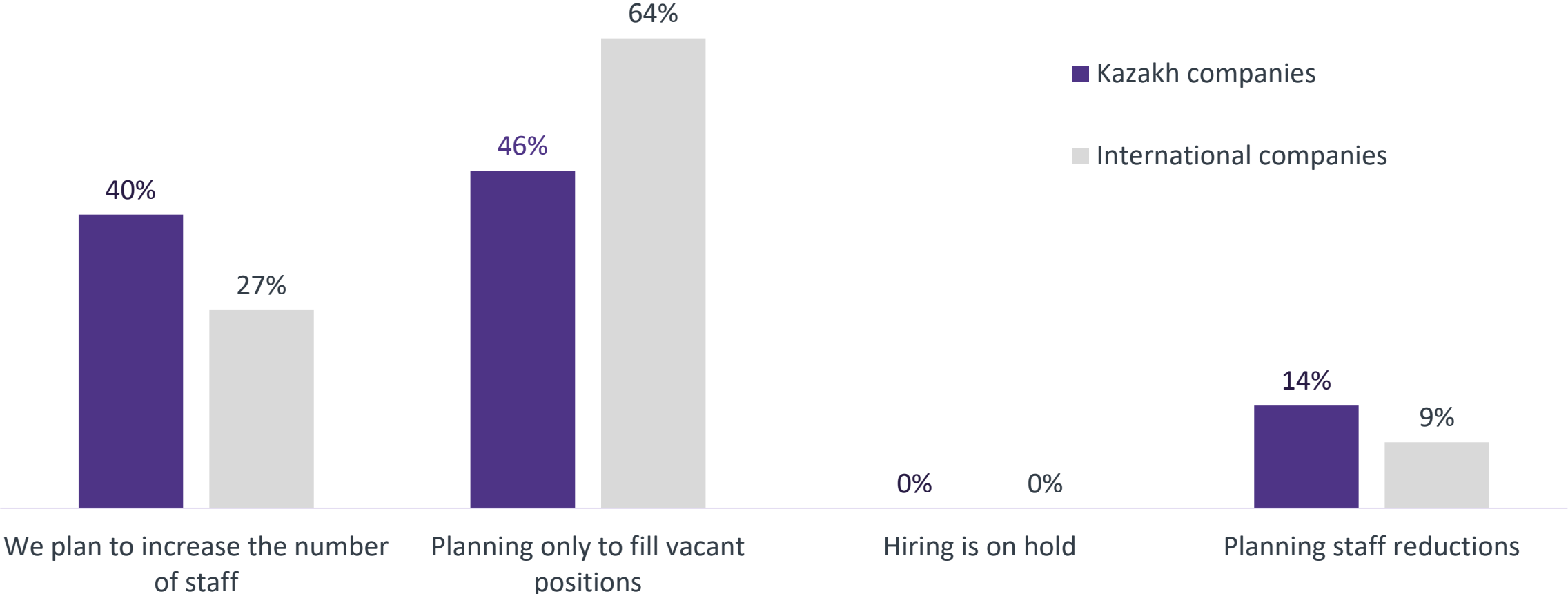
Your plans for recruitment in 2025





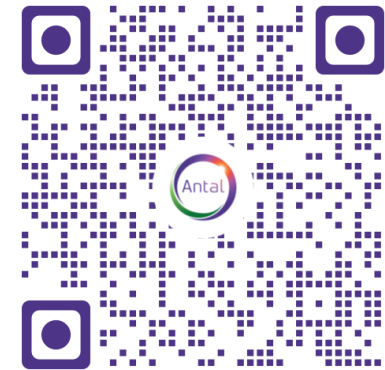
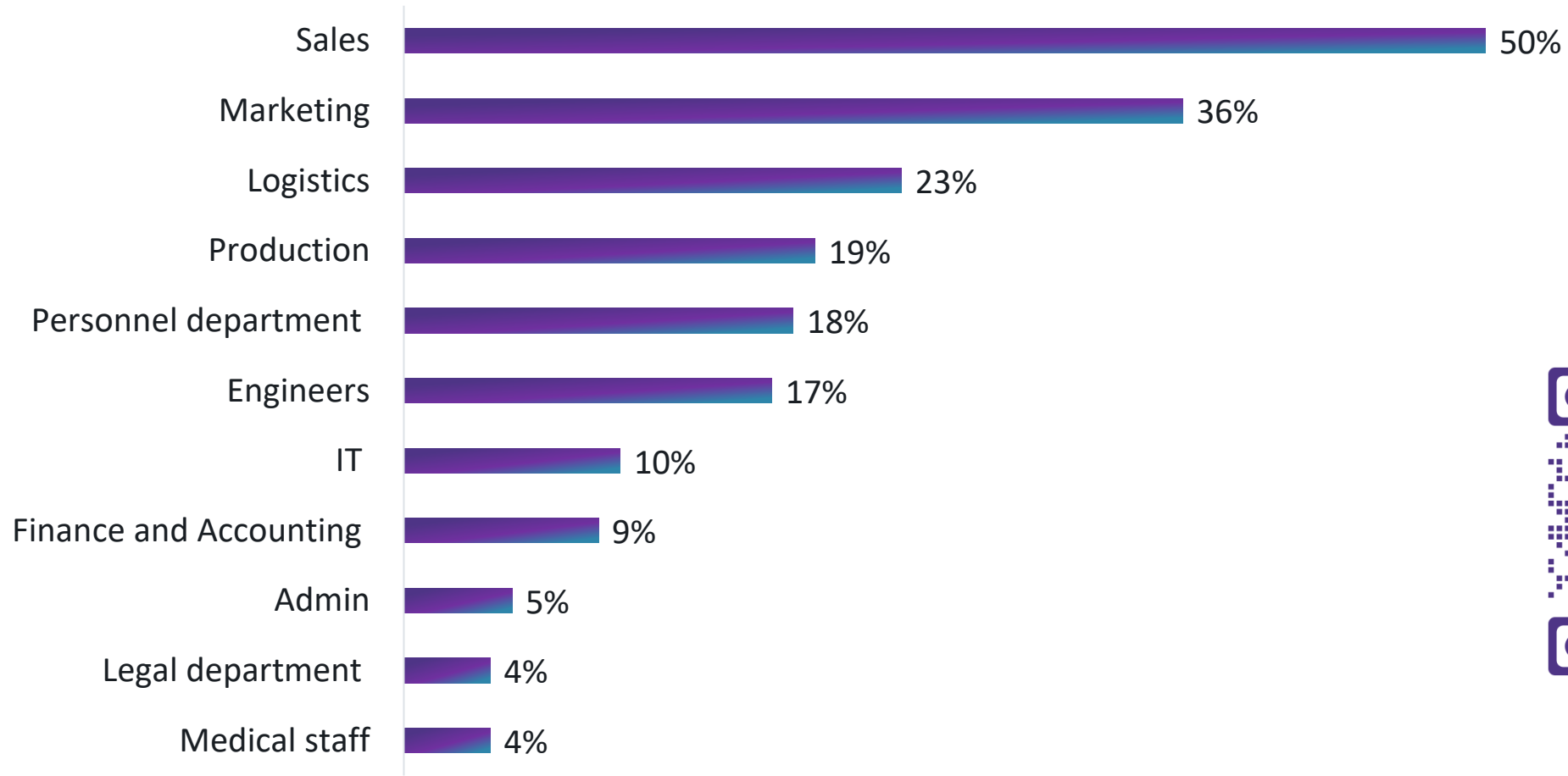
# HIRING

Your plans for recruitment in 2025



# HIRING

What kind of hiring are you planning for 2025?



Antal Kazakhstan

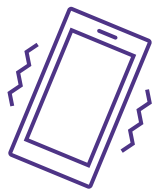




# CANDIDATE COMMUNICATION

How does your company most often communicate with a candidate for the first time?

56%



Phone call

24%



Messenger

8%



Email

8%



Offline

4%



Job boards

0%



Social media



Candidates, answering a similar question within the framework of the annual [“Job Market Overview & Salary Survey”](#), conducted by Antal Kazakhstan, noted that they are most convenient to communicate with the recruiter via messenger (41%), phone call (32%) and e-mail (14%).



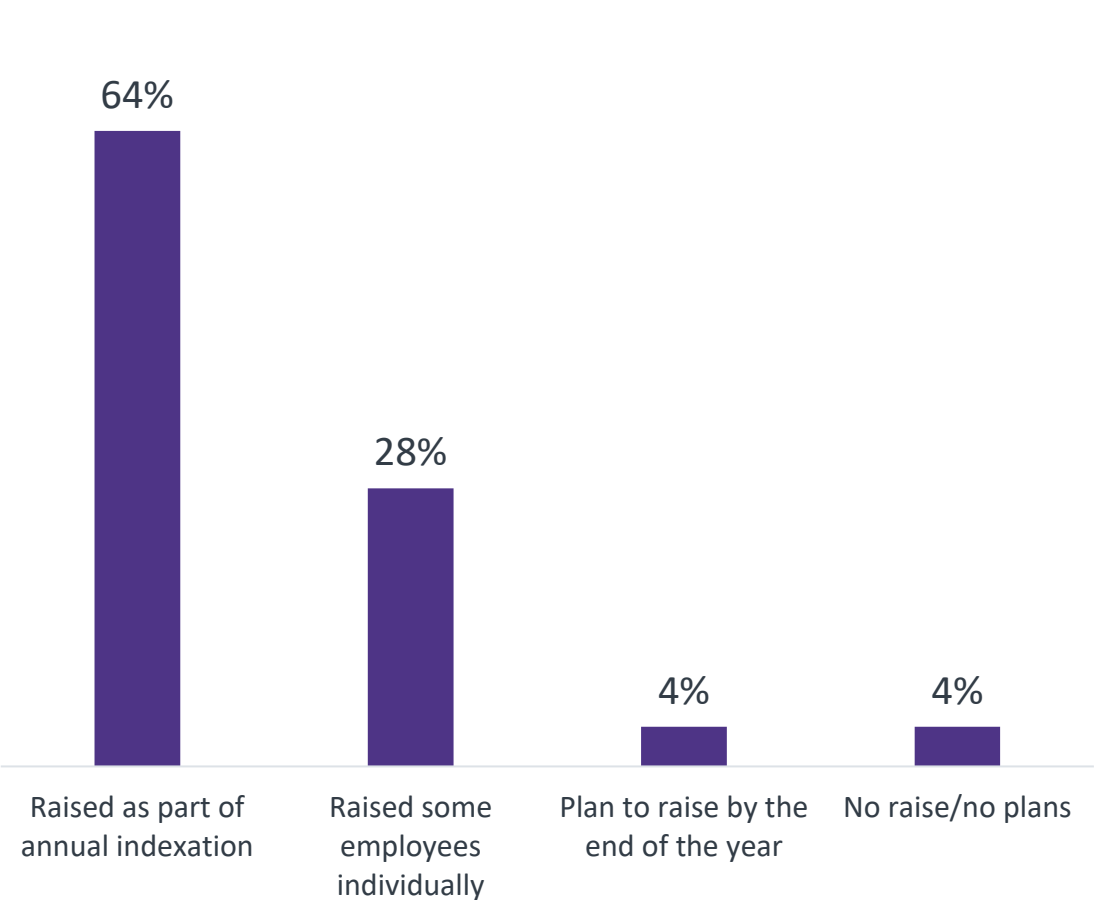
# SALARIES



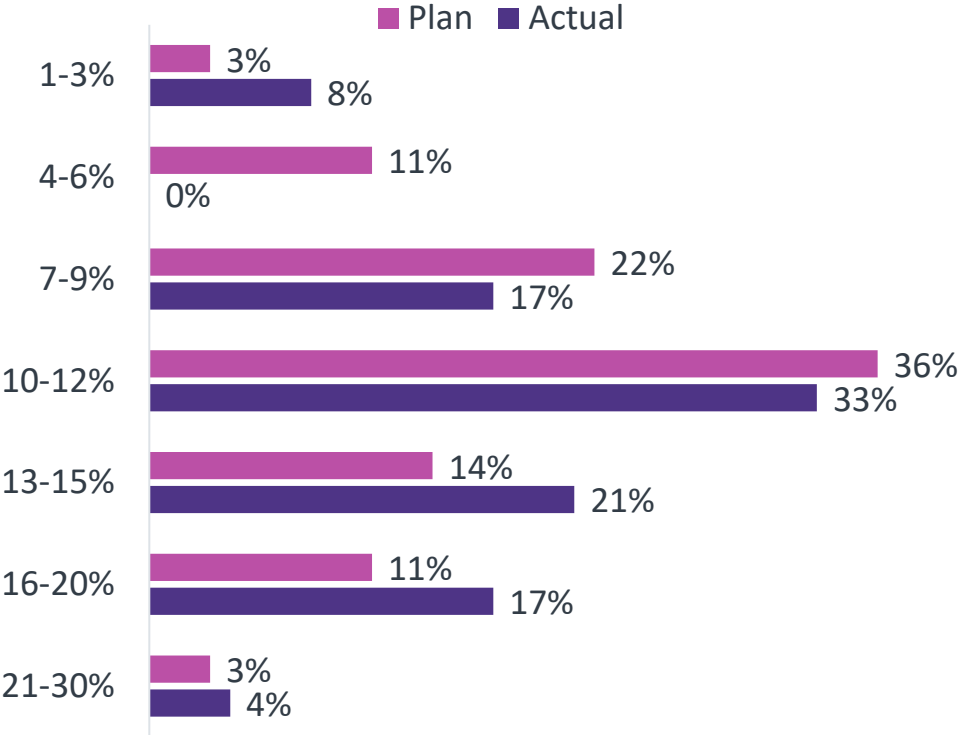


# SALARIES (2024)

How did your employees' salaries change in 2024?



By what percentage on average did you raise salaries this year?



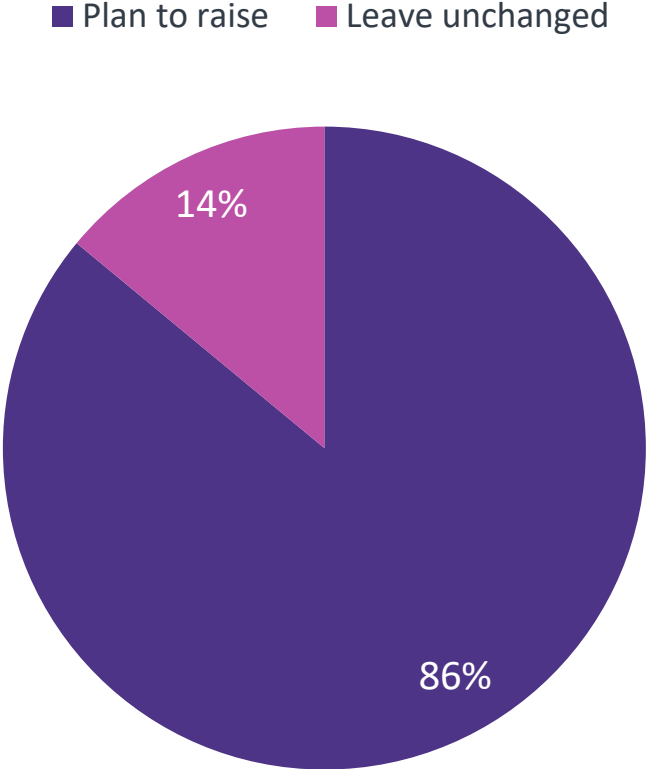
Plan - respondents' answers in December 2023 on plans for the increase for 2024

Actual - respondents' answers in September 2024 on actual increase for 2024

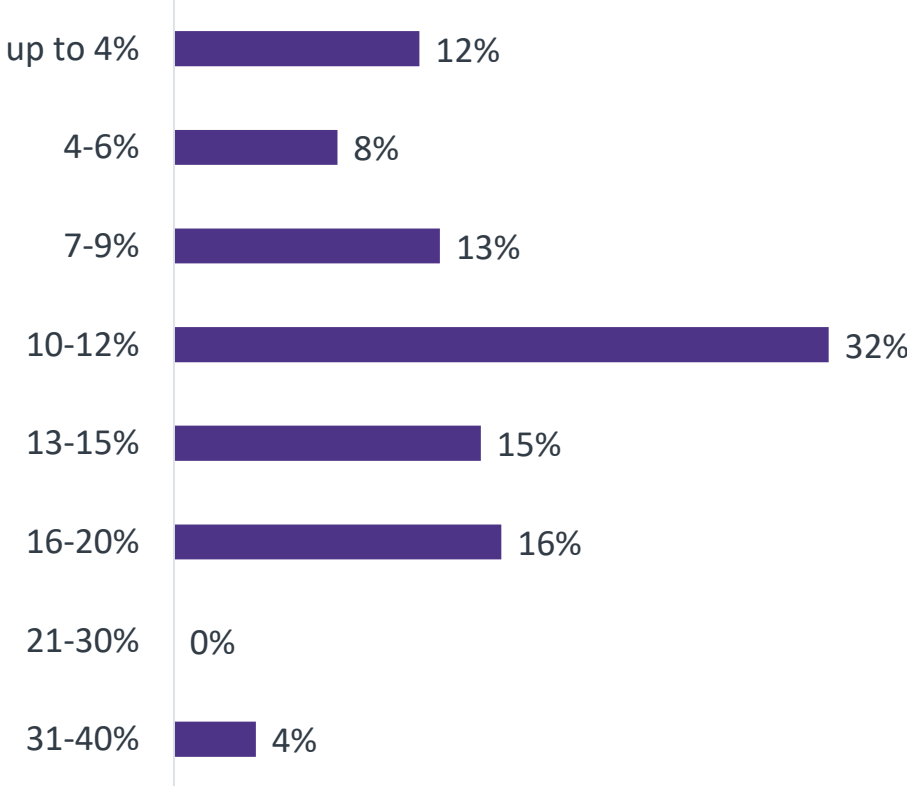


# SALARIES (2025)

Your plans for employee salaries in 2025?



Planned percentage of salary increases for 2025?





# MOTIVATION



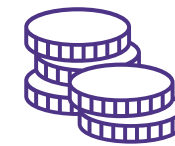


# CHOICE OF EMPLOYER

What are the key criteria by which job seekers choose your company?



## Why do candidates choose a company? (top 5 reasons)



Higher salary



Wide range of responsibilities/new tasks



Best career opportunities



Better work/life balance



Stable company



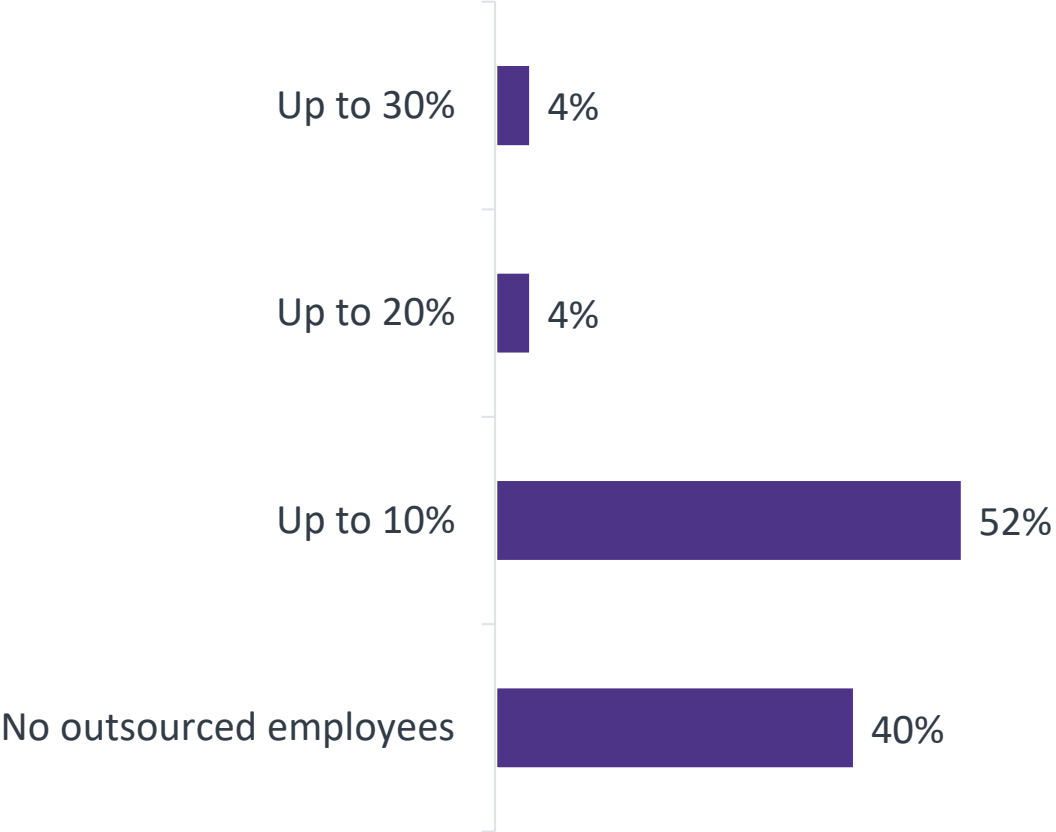
# OUTSOURCED STAFF



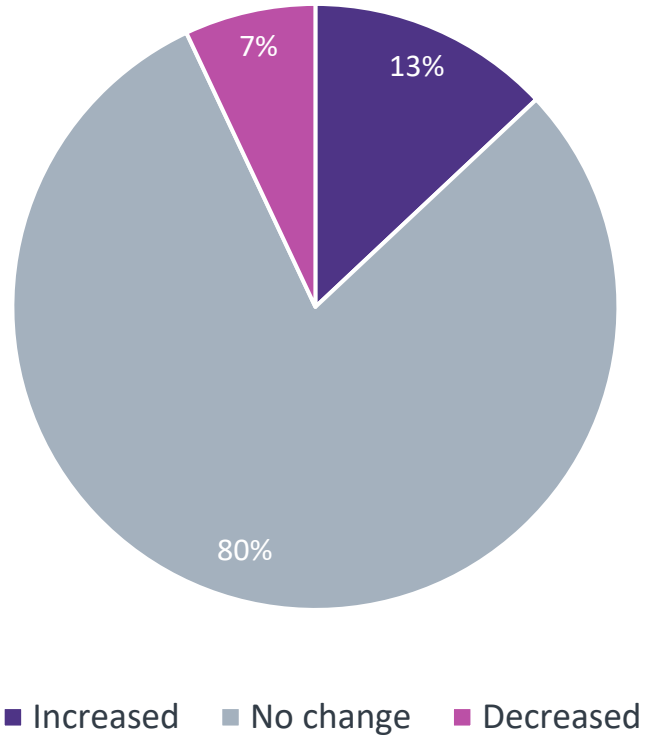


# OUTSOURCED STAFF

What percentage of your employees are outsourced?



How has the number of outsourced employees changed during this year?



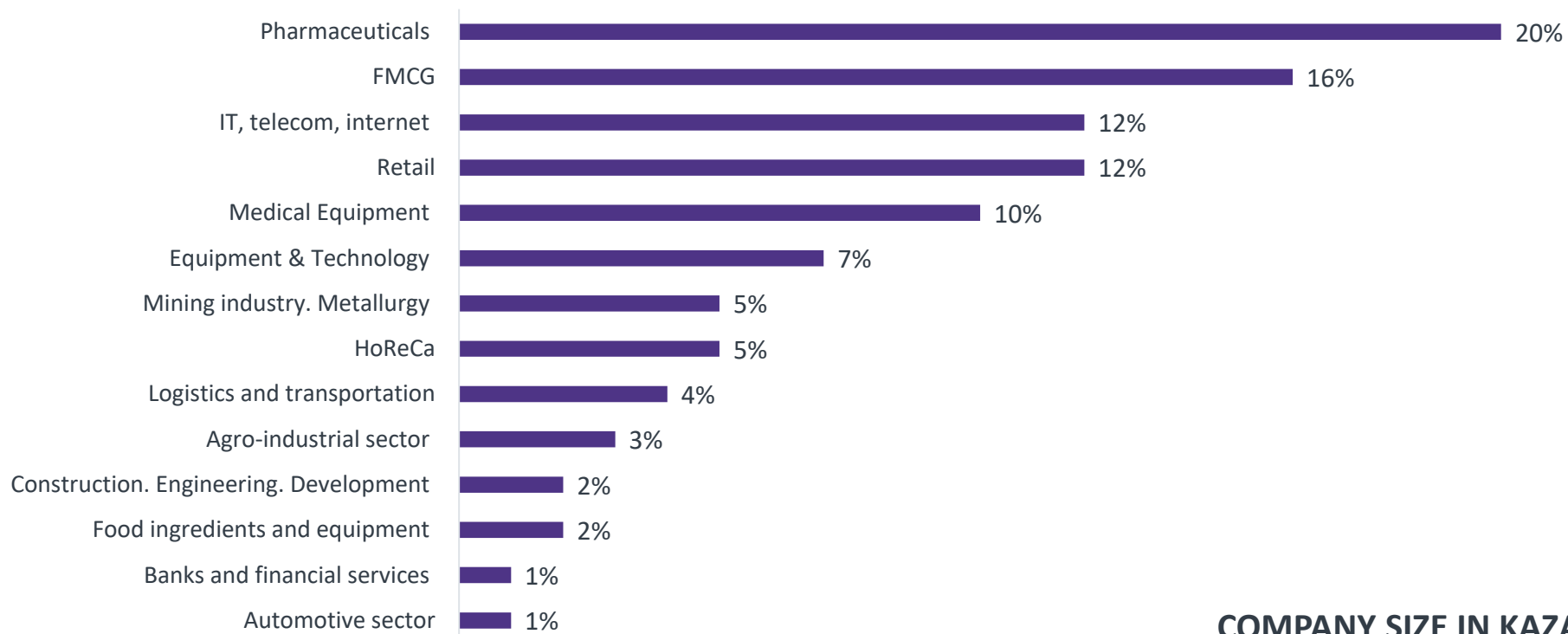




# DEMOGRAPHICS

The survey was conducted from August 27 to September 13, 2024. 75 companies operating in Kazakhstan took part in the survey.

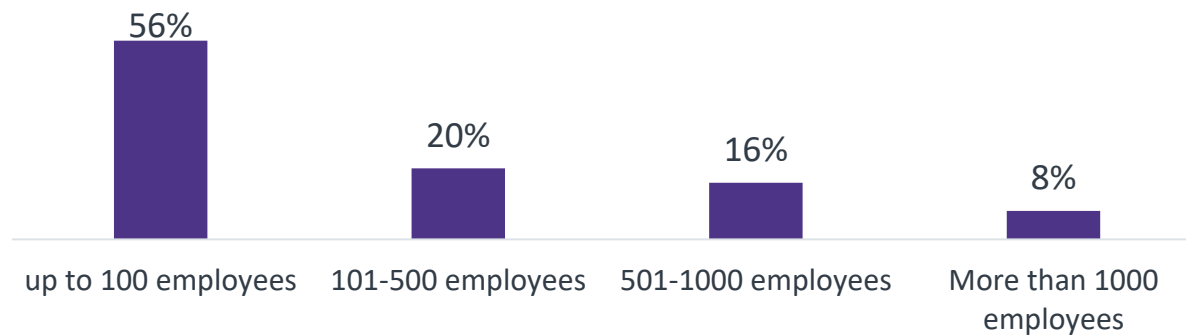
ИНДУСТРИИ



## COMPANY TYPE



## COMPANY SIZE IN KAZAKHSTAN



# ANTAL IN CENTRAL ASIA

Antal is one of the largest recruiting companies in the CIS, specializing in the recruitment of middle and senior managers. We are an important part of the international recruitment company Antal International, with 145 offices worldwide. Antal entered the CIS market in 1994, opened an office in Almaty in 2010 and in 2019 - in Tashkent.



## Antal services in CIS

- Recruitment (middle to top)
- Outsourcing, contracting
- RPO (Recruitment Process Outsourcing)
- Specialized labor market surveys
- Thomas personality analysis
- Outplacement
- Additional services (trainings, etc.)



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