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Future World of Work

What nowadays students want...



We asked ...

App. 80% of students in economic sciences studies



App. 90% with work experience

- 35% full-time
- 27% part-time
- 32% student jobs
- 6% other jobs



- App. 55% in their master's
- App. 41% in their bachelor's
- 4% other programs



App. 70% native German speakers



350 students
Mean age: 25



App. 80% currently living in Vienna





... what they want





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Dream Job

02

Office Characteristics

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04

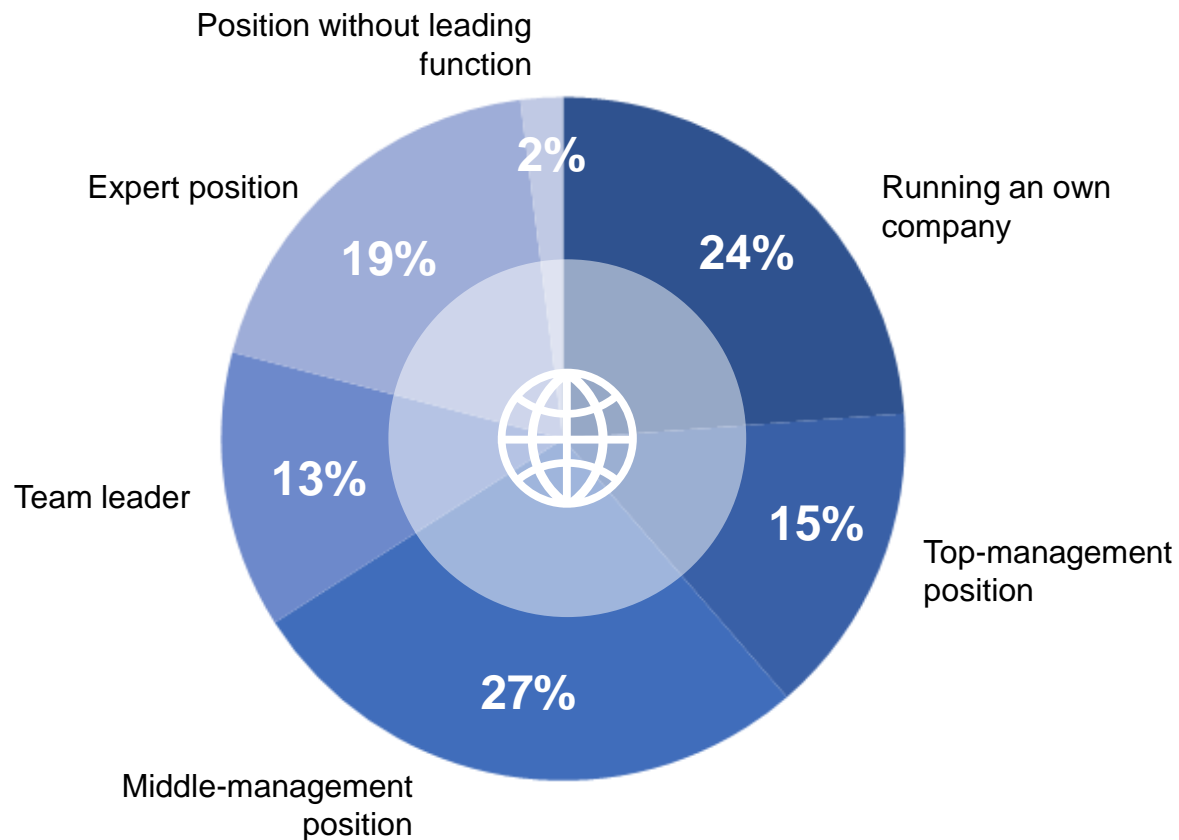
Company Characteristics

05

Company Culture



Dream Job





In 15 years from now, participants want to be in positions with responsibility

≥ 25 years & men:
running an **own company** is most attractive

With work experience:
middle-management
or **own company**

Economics students
rather want **top management**



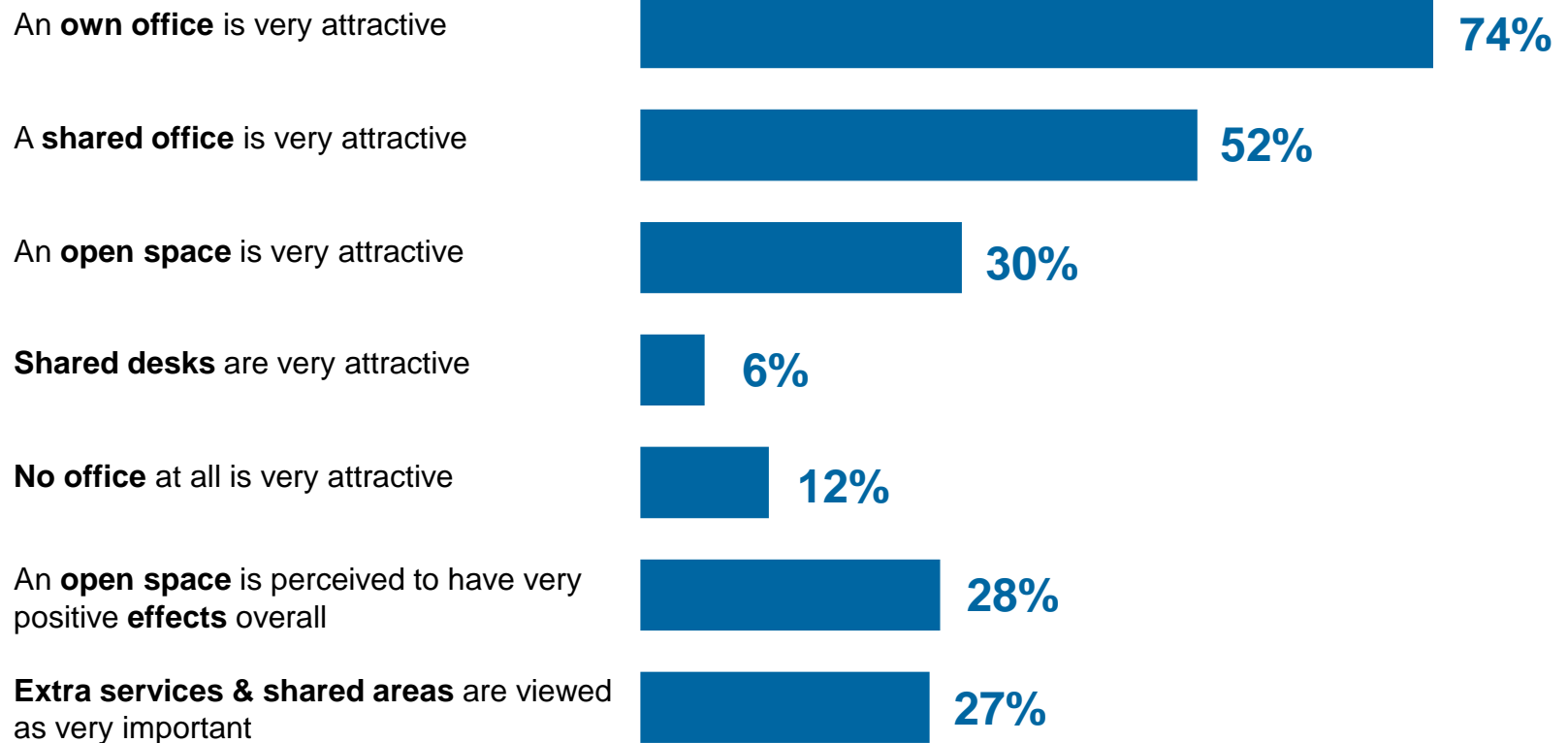
< 25 years & women:
middle-management is
most attractive

Without work
experience: **expert** or
top-management

Others increased want
to become **experts**



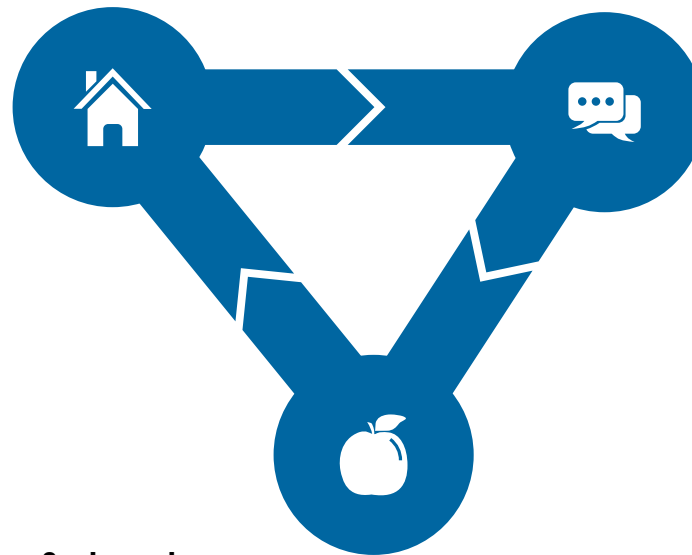
Office Characteristics





With work experience, a shared office gets more attractive, open space viewed as two-sided

People with work experience increased want a **shared office** instead of an own office, younger students have a stronger preference for an **own office** but are also more open for **open spaces** as they attribute them more positive effects



An **open space** is perceived to be beneficial for **communication, motivation & work atmosphere** but unfavorable for **concentration & stress level**

Extra services & shared areas

Dos: coffee corner, kitchen, cafeteria, indoor & outdoor break areas

Don'ts: laundry service, wellness area

Could dos: playgrounds, gym, kindergarten

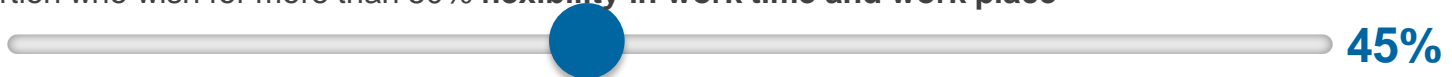


Job Characteristics

Amount of people who opt for a **30 – 34 hours week**



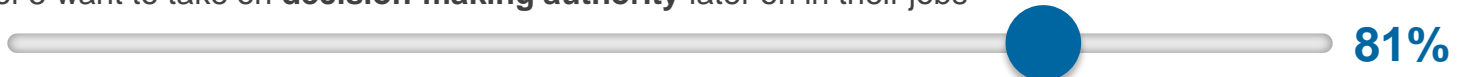
Proportion who wish for more than 50% **flexibility in work time and work place**



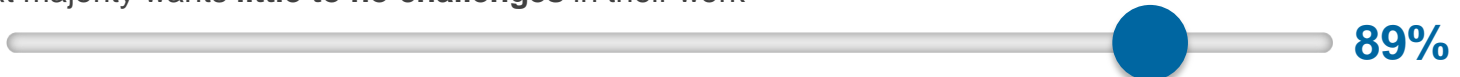
About half the work time should consist of **team projects**



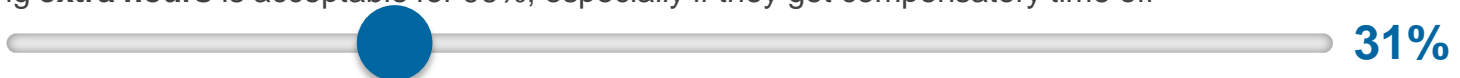
4 out of 5 want to take on **decision-making authority** later on in their jobs



A great majority wants **little to no challenges** in their work



Working **extra hours** is acceptable for 96%, especially if they get compensatory time off



App. 2/3 desire a **starting monthly net salary** of more than € 2.000





A flexible 6 hour day with few challenges and responsibility later on is in trend

30 - 34 hour week is as popular as **35 - 40 hour week**, more women desire a 6 hour day, more men an 8 hour day



Vocational adjustment is vital before **taking on responsibility**, only 4% never want to take on decision-making authority, 15% right from the beginning



Flexible work arrangements are essential to many, flexibility in work time is even more important than in work place



Women and younger students want more task variety in their jobs; generally, **routine jobs** are very desired





Men, master's students, students with work experience and German native speakers ask for a higher salary

Men perceive **career advancements** as more motivating than women



Women perceive a good **work climate** as more motivating than men



Compensation is less motivating for German native speakers – as they ask for a higher salary to start out with

Economics students perceive **compensation** and **career advancements** as more motivating than others



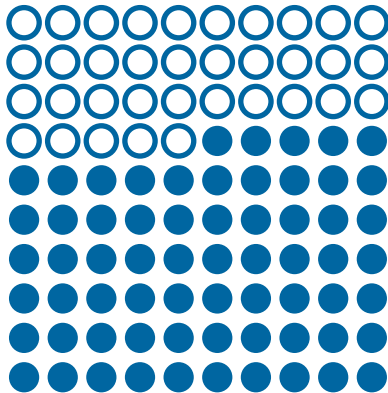
With work experience, **career** and **skill development** are most motivating, without experience, **skill development** and **compensation**





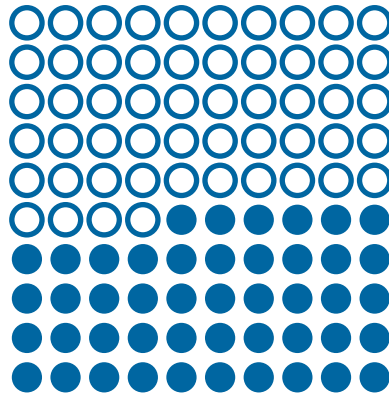
Company Characteristics

65%



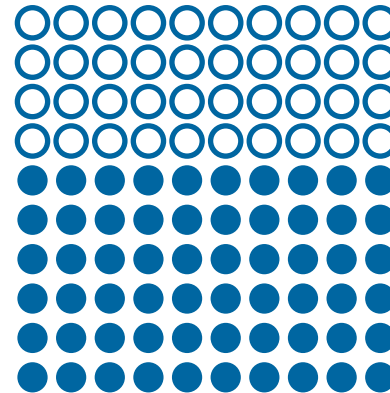
2/3 want to work for **international companies**, only 4% explicitly want to work for nationally-oriented companies

46%



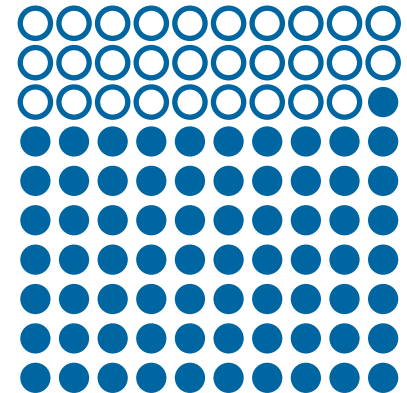
Almost half want to be employed by medium-sized companies with between **50 and 500 employees**

60%



The company structure should definitely not be **too steep but not too flat either**

71%



A company that promises a **safe job** is quite attractive as this is seen as a priority



International companies with safe jobs are most attractive, trend to flatter hierarchies



Females, economics students and students younger than 25 years want to work increased for **international companies**



For women, **job security** is even more important than for men



Older students in master's programs and those with work experience desire **flatter hierarchies**



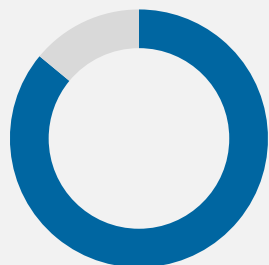


Company Culture



47%

The mindset to clearly **separate work from private life** is of great importance



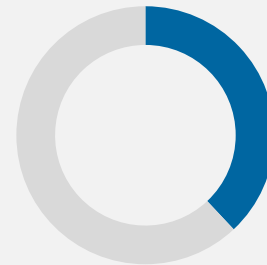
86%

A company that provides and supports **learning & development opportunities** is vital



56%

More than half wish for a **very cooperative work environment**



38%

Very **frequent feedback** up to every day is desired by 38% of the sample



61%

Being provided with a **mentoring program** is well appreciated by a majority



Professional development opportunities are most essential

Learning & development
opportunities are more vital to
master's students



Women have higher scores for all
areas (**professional, personal,**
leadership, language courses)



Economics students put more
focus on **personal and leadership**
development



Women and master's students desire
a higher **feedback frequency**, women
also more strongly ask for **mentoring**
programs



Older students and women want a
more **cooperative environment**





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