

The background of the slide is a photograph of a group of people at a social gathering, possibly a conference or networking event. The image is dimmed and has a blue overlay. People are seen in the background, some standing and talking, others sitting. The setting appears to be an indoor space with a bar or reception area in the background.

ELMO Employee Sentiment Index – June Quarter

Australian Information Technology | April – June 2021

The relationship between employer and employee is comprised of many variables that can influence an individual's productivity, wellbeing and overall outlook. Aspects such as burnout, leave entitlements and recognition are instrumental in understanding how an employee feels in the workplace.

The ELMO Employee Sentiment Index offers an insight into the actions, attitudes and behaviours of Australian workers. The report provides a quarterly analysis of the prevailing sentiment within the workforce to track changes in perceived job security and the employment landscape.

This snapshot report of the 2021 June Quarter ELMO Employee Sentiment Index contrasts the information technology (IT) sector against the national response on key areas of job security, worker wellbeing and attitudes towards vaccination. Key findings for the IT sector include:

- Workers in the IT sector are more confident in the economy than the rest of the nation with 33% feeling the economy is secure (19% nationally).
- IT sector workers are less likely to feel burnt out but are more likely to feel bored at work compared to the rest of the nation
- While IT workers are less likely to consider changing careers (17% v. 26%), they are more likely to be actively searching for a new role in another company (28% v. 19%).

The nationwide Employee Sentiment Index report can be downloaded [here](#).

The ELMO Employee Sentiment Report was initiated to gain data and insights into the attitudes, actions and concerns of employees. Respondents were asked to reflect on their actions in the three month period of April 2021 to June 2021.

The research was commissioned by ELMO Software and conducted by Lonergan Research in accordance with the ISO 20252 standard.

Lonergan Research surveyed 1,039 Australian workers aged 18 years and over between 17 June and 27 June, 2021. The research was conducted through a 17-question online survey. Respondents were members of a permission-based panel, geographically disbursed throughout Australia including both capital city and non-capital city areas. There were 47 respondents who reported as working in the IT sector.

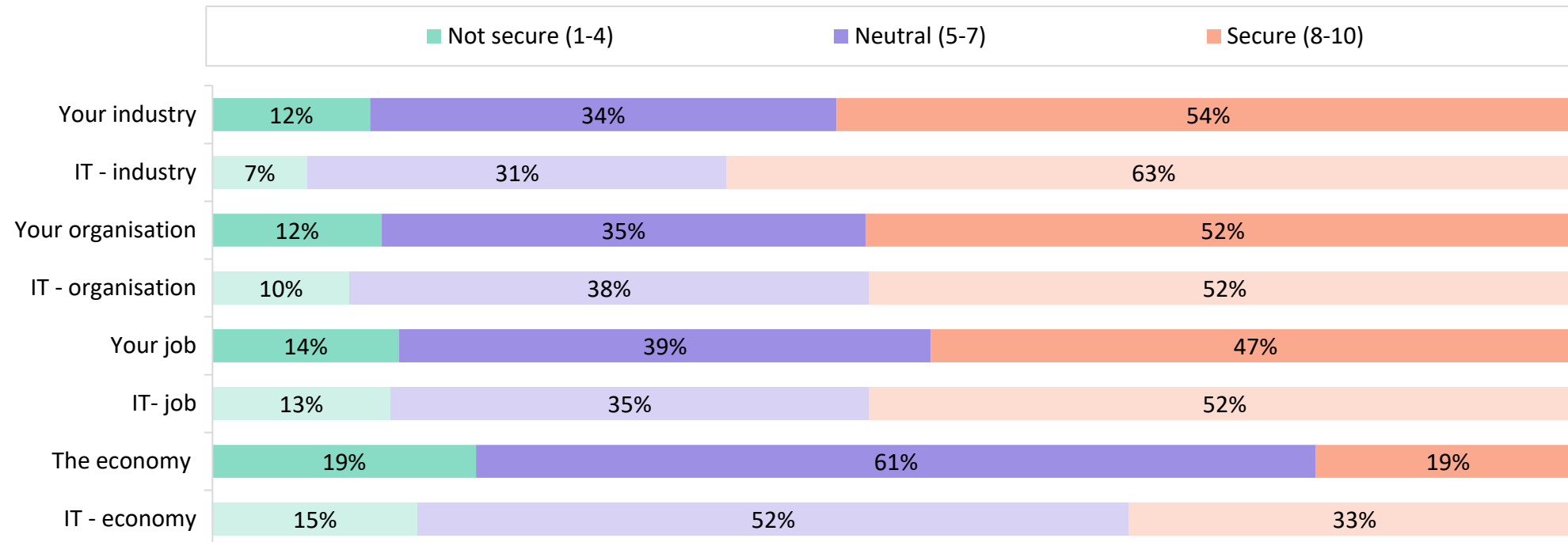
After surveying, data was weighted to the latest population estimates sourced from the Australian Bureau of Statistics.



Employee Sentiment Index – IT sector snapshot

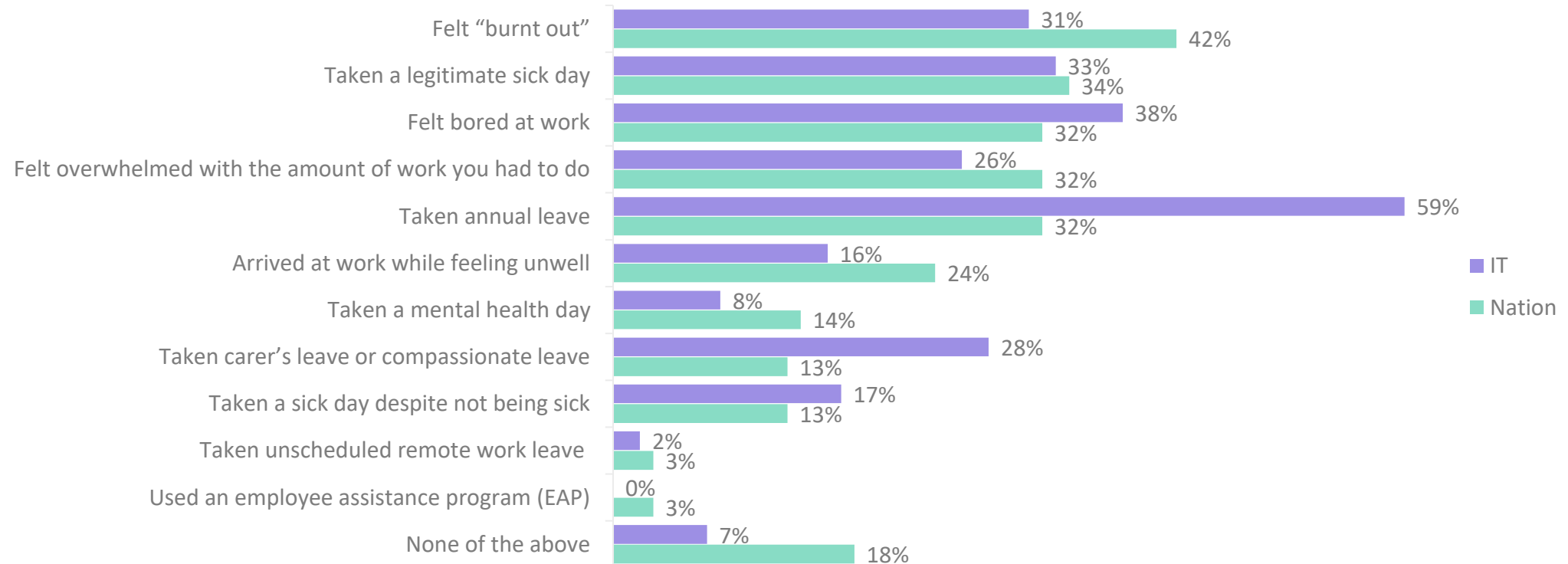


Perceived security



- Workers in the IT sector are more confident in the economy than the rest of the nation with 33% feeling the economy is secure (19% nationally).
- Perceived industry and job security is also likely to be higher in the IT sector.

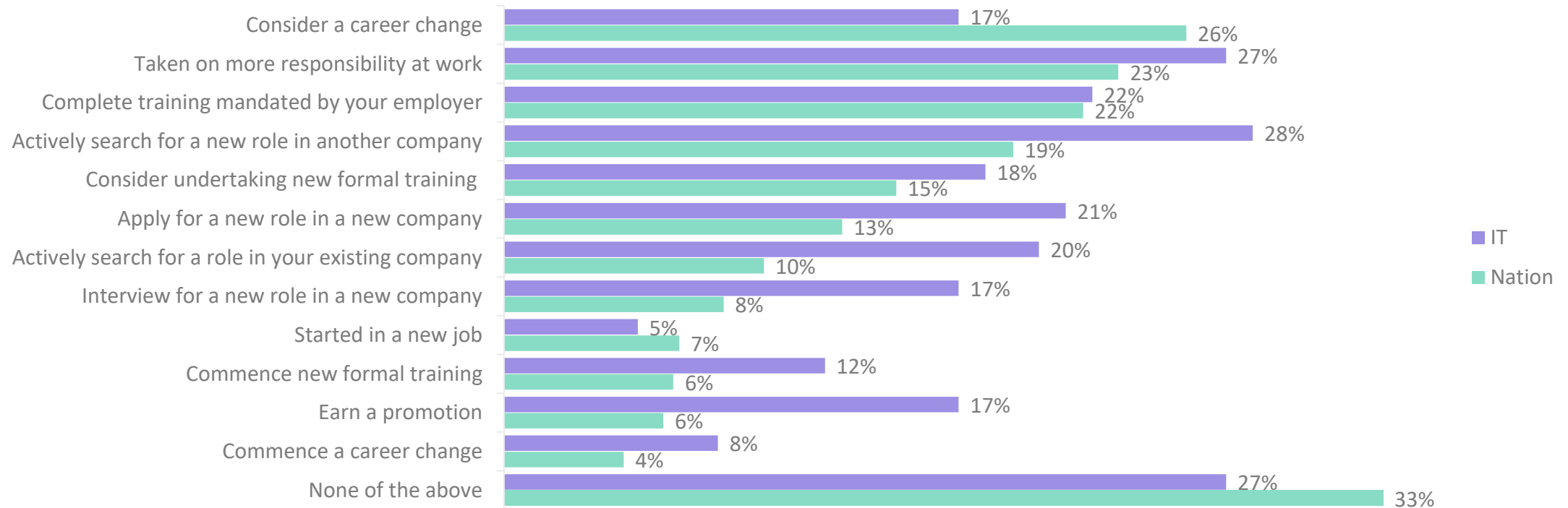
Q4. On a scale of 1 - 10, where 1 is not at all secure and 10 is extremely secure, how would you rate your feelings of security with each of the following? Australian Workers (n = 1039)



- IT sector workers are using leave entitlements more than the national average. Annual leave and carers/compassionate leave entitlements are almost twice as likely to be used by IT sector workers. They are also more likely to fake a sick day.
- IT sector workers are less likely to feel burnt out but are more likely to feel bored at work compared to the rest of the nation.

Q3. Over the past three months (April to June 2021) have you...? Australian Workers (n = 1039)

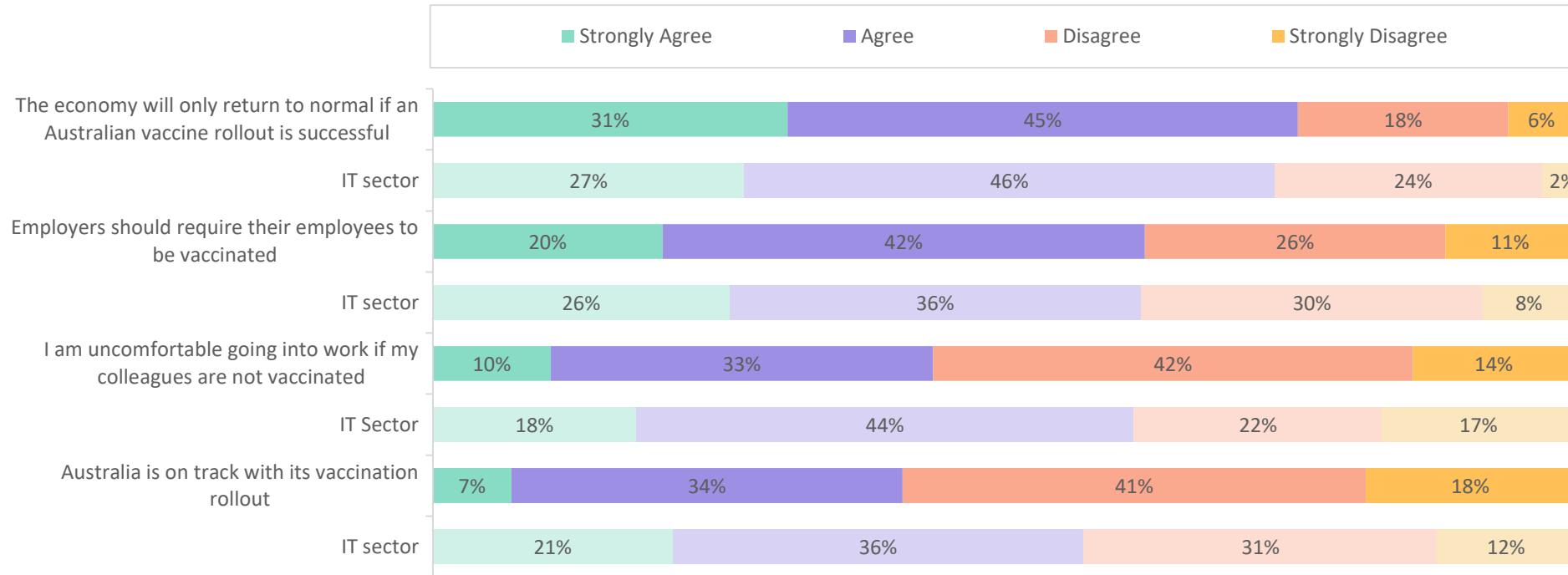
Workplace behaviours



- While IT workers are less likely to consider changing careers (17% v. 26%), they are more likely to be actively searching for a new role in another company (28% v. 19%).
- IT workers are eager to progress their careers in their current workplace with 20% reporting they actively searched for a new role with their current employer.

Q6. In the past three months (April to June 2021), did you...? Australian Workers (n = 1039)

Worker vaccine sentiment



- IT sector workers are more likely to view the vaccine rollout as on track than the rest of the nation with 57% reporting it on track compared to 41% nationally.
- Workers in the IT sector are more concerned about working alongside unvaccinated colleagues compared to the rest of the nation.

Q13. Thinking about the vaccines for COVID-19, to what extent do you agree or disagree with each of the following statements? Australian Workers (n = 1039)