

Press release
September 2018

Survey finds majority of jobseekers would quit a new job during the first month

- 35% of Australian jobseekers decide whether to take a job after the first communication or early during the interview process.
- Even after accepting a position, 88% are willing to quit within the first month and 90% during the probation period if the job doesn't match their expectations.

Sydney, 27 September 2018 – One-third of Australian jobseekers make a decision about a job within the first five minutes – or even sooner – according to independent research commissioned by specialist recruiter [Robert Half](#). However, even after making a fast decision and landing the job, 88% say they would consider leaving a job within their first month, the research reveals.

First impressions count

In a study of 1,000 jobseekers in Australia, just over half (51%) admit they decide whether they would or wouldn't accept a position straight after the initial meeting. Highlighting that first impressions count, 14% know if they are interested after the first communication (call/email), while 21% typically decide within the first five minutes of the interview. Less than one in 10 (9%) wait until they have completed subsequent interviews to decide and merely 5% decide during contractual negotiations.

David Jones, Senior Managing Director of Robert Half Asia Pacific said: *"In today's market, top candidates are receiving multiple job offers and therefore have a host of criteria beyond basic remuneration. Companies need to sell the job, the company culture, benefits and reasons why they are a great place to work to prospective employees."*

"While candidates need to put their best foot forward, so do hiring managers. Recruitment is a two-way street. It starts with providing candidates an efficient and timely recruitment experience and extends throughout the onboarding process to ensure new hires are motivated, engaged and quickly contributing to the business."

Even once candidates have accepted a role, 88% admit they would consider leaving a job within their first month and 90% during their probation period.

Reasons for leaving during the first month include poor management (55%) and a discrepancy between the job in practice and how it was advertised (48%). One in three (35%) would consider leaving because of a mismatch with corporate culture, a lack of proper onboarding (32%) or they received a more attractive job offer (27%).

"Organisations must think of their attraction, recruitment and retention practices holistically. Long drawn out recruitment processes magnify the opportunity for a candidate to change their mind – which in turn costs the company time and money. Businesses that are serious about finding the best talent need to commit to providing an efficient and engaging experience at every stage – from initial contact through onboarding and beyond," concluded **David Jones**.

Robert Half has provided a list of recommendations for hiring managers to streamline the hiring process. To find out more, visit our [recruitment process hub](#).

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Notes to editors

About the research

The study was developed by Robert Half and conducted in December 2017-January 2018 by an independent research company among 1000 jobseekers in Australia.

About Robert Half

Robert Half is the world's first and largest specialised recruitment consultancy and member of the S&P 500. Founded in 1948, the company has more than 300 offices worldwide providing temporary, interim and permanent recruitment solutions for accounting and finance, financial services, technology, and administrative professionals. Robert Half Australia has offices in Brisbane, Melbourne, Mount Waverley, Perth and Sydney. More information on roberthalf.com.au.

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