

CTHRR Confidential Survey

December 2004—Connecticut HR Reports has been conducting surveys of personnel practices in Connecticut since 1950. We publish the information in our *Connecticut HR Reports Newsletter*, and use the results to update pages in our reference service, *What to Do about Personnel Problems in Connecticut*. Only statistics—no company names—are reported in the results. **Please** take a moment to fill out and return this form.

PLEASE COMPLETE AND RETURN AT YOUR EARLIEST OPPORTUNITY

SECTION A

<1> Your ZIP Code is: _____ (first 5 numbers only)

<2> Total Employees in CT: 1-99 100-499 Over 499

<3> Your Industry: Manufacturing Finance/Insurance Education Health
 Government Retail/Wholesale Utility Services/Other

<4> Private or public sector: Private Public (government)

<5> What types of employees do you have in Connecticut? (Check all that apply)

Top Executives Exempt Salaried Nonexempt Office Unionized Plant/Blue-Collar Nonunion Plant/Blue-Collar

SECTION B

2005 Hiring Forecast

<6> (A) **EXPECTED HIRING NEEDS**—For each category of worker, please indicate what you expect your needs will be in 2005 as compared to 2004.

(B) **RECRUITING**—Please check under "Currently Seeking" if you are now recruiting for open positions in that category, and under "Hard to Find" if you are having difficulty filling those jobs.

(A) **EXPECTED HIRING NEEDS IN 2005
AS COMPARED TO 2004**

(B) **RECRUITING**

	(A) EXPECTED HIRING NEEDS IN 2005 AS COMPARED TO 2004					(B) RECRUITING	
	Much Lower	Lower	No Change	Higher	Much Higher	Currently Seeking	Hard to Find
<u>NON-EXEMPT/OFFICE</u>							
Secretaries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General Clerical	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accounting Clerical	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Data Processing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u>PLANT/BLUE COLLAR</u>							
Unskilled	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Semi-Skilled	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Skilled/Crafts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Technicians	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u>EXEMPT</u>							
<u>Executives</u>							
Top Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Middle Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lower Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u>Professionals</u>							
Accounting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Allied Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
EDP/MIS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Engineering	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manufacturing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sales/Marketing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

—please continue on other side—

SECTION C**Looking Back at 2004...**

- <7> Did your organization experience a reduction in force in CT during 2004? Yes No
 <7a> If yes, did any of these reductions trip the notification requirements of the WARN Act? Yes No
- <8> Did you close any plants (branches, divisions) in CT during 2004? Yes No
- <9> Did your organization have a hiring freeze in effect in CT at any time during 2004? Yes No
- <10> Did your organization have a wage freeze in effect in CT at any time during 2004? Yes No
- <11> Did you offer early retirement incentives to any CT employees during 2004? Yes No
- <12> Do you currently have any CT employees on layoff? Yes No
- <13> At this time, is your organization actively recruiting employees for any positions? Yes No
 <13a> If yes, are you having difficulty filling any of the open jobs? Yes No
- <14> Please check one box indicating how easy or difficult you find the market for recruiting to be:
 Extremely easy Easy Neither easy nor difficult Difficult Extremely difficult

SECTION D**Employment Forecast**

- <15> During the next 12 months your organization's number of employees in Connecticut will:
 Rise significantly Rise slightly Stay about the same Fall Slightly Fall significantly

SECTION E**Business Conditions**

- <16> In describing the business and economic conditions currently faced by your organization, would you say they were:
 Extremely favorable Reasonably good Neither good nor bad Difficult Extremely difficult

SECTION F**Survey Results**

<17> Subscribers to *What to Do about Personnel Problems in Connecticut* and *Employee Compensation in Connecticut* automatically receive the results of this (and other) surveys as part of their subscription.

Not a subscriber? Simply provide your name, organization, and mailing address and we'll send you a copy of the survey results.

Name, Company, & Address: _____

THANK YOU: CTHRR Subscribers automatically receive a copy of the results and need not indicate name/address.

Please return to: **CTHRR Survey Center** • P.O. Box 982 • Orange, CT 06477-6028

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