

Candidate Salary Expectations and Market Research





Dear Partners,

Every day we search and select employees and consult clients on various HR issues, doing that we look for ways to create as much added value as possible at every step.

I am glad that we are one of the largest recruitment companies in Lithuania and we can share with you the results of the analysis of quite a lot of data.

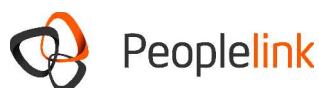
In this quarterly report, we present a systematized data on the financial expectations of candidates in different sectors for Q1 2022 and the results of our most recent survey, "How the Most Effective Employees Choose the Employers".

I hope this report will help you generate new insights and continue to grow your business.

Feel free to contact me or my colleagues if you have any further questions.

Best regards

Jurgita Lemešiūtė
Managing Partner



How Most Effective Employees Choose the Employers

We aim to be one team with our clients, to be your eyes and ears in the market, therefore we have been conducting various surveys for a number of years. We want our clients not to be distracted by shaping their employer brand and sometimes it is difficult to navigate among the sea of information on what employers should do to be attractive.

This time we looked at how successful candidates choose an employer, using a more sophisticated field study method. We asked our interviewed candidates about the criteria they apply and what based they take a decision on when choosing an employer.



Survey started

2021 11



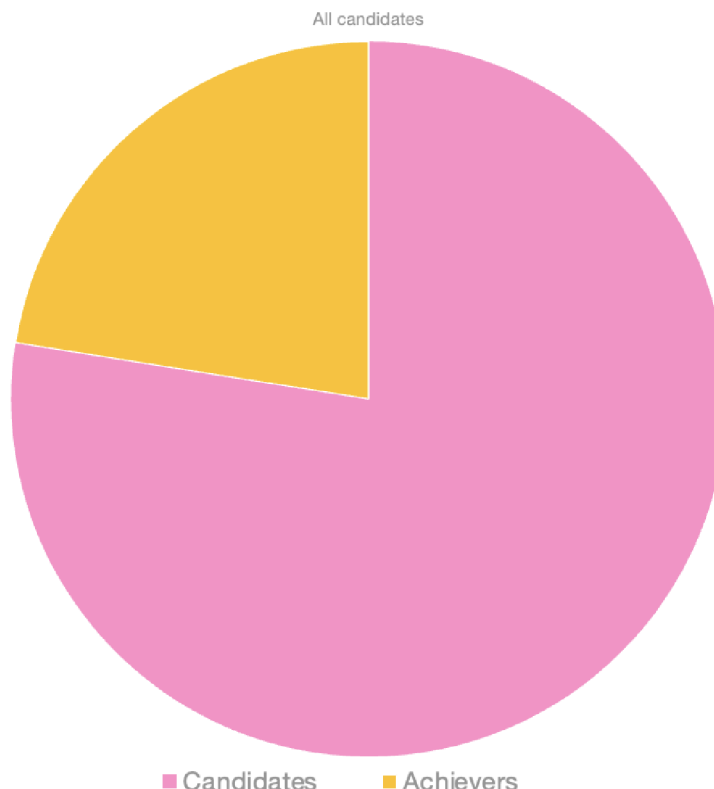
During that time we conducted more then

**1800
interviews**



We selected only successful candidates that reached their goals

411 candidates



■ Candidates ■ Achievers

Survey Results

"What is the main reason you are looking for a job?"

29%

of successful candidates are unsatisfied with their work situation;

12%

because of financial reasons;

49%

because of the attractive company's (employer) culture;

52%

because of better career and growth possibilities.

These survey findings show that working conditions and compensation meet employee expectations at most companies . Their overall work environment is good and employees pay more attention to less intangible criteria as employer brand, career opportunities, and organizational culture.

It's both good and bad news for executives and HR professionals – such intangible criteria may cost less, but are difficult to manage and predict, requiring stronger leadership skills.

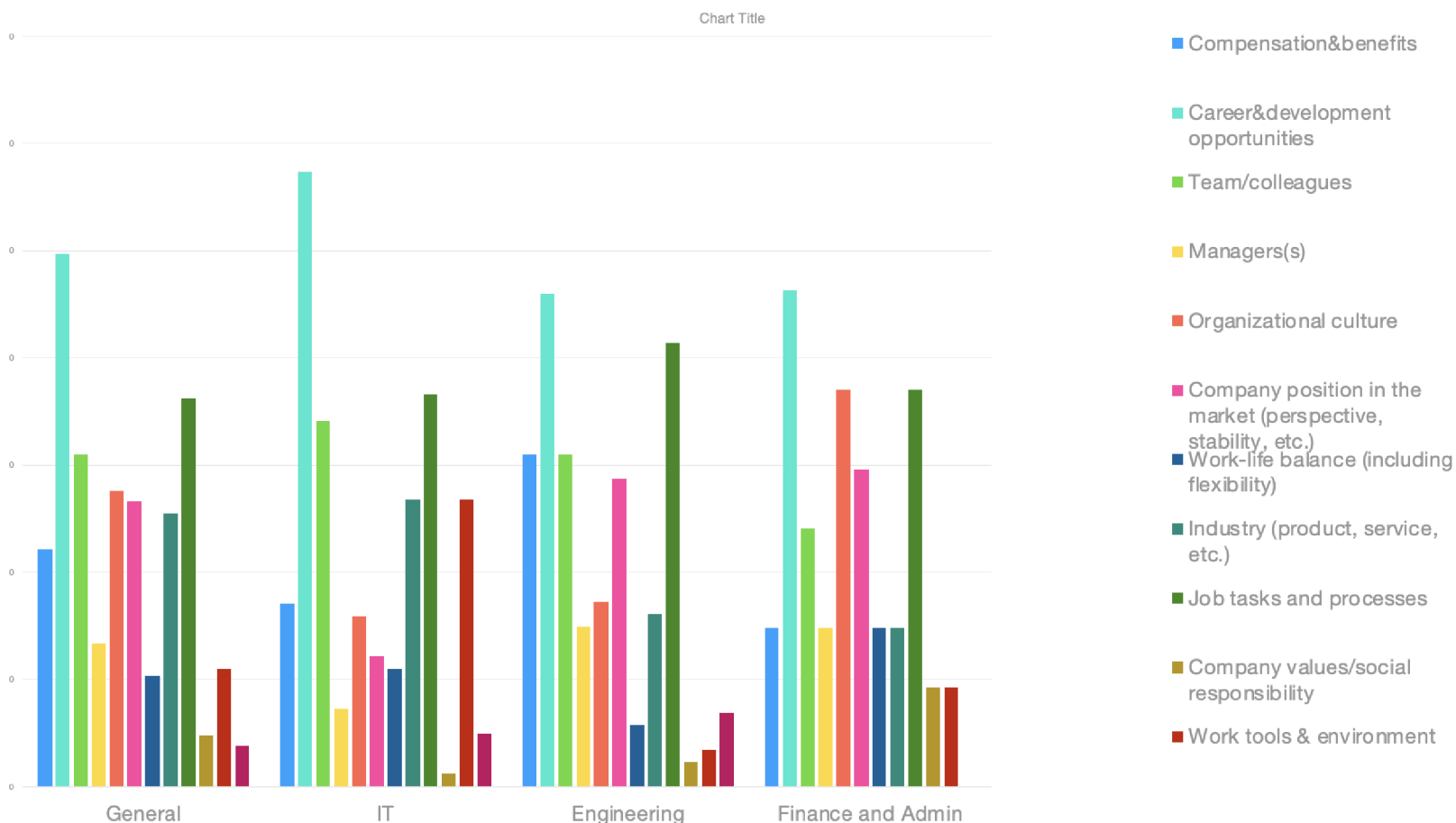
Motivation while choosing an employer

"What aspects are the most important for you while choosing an employer?"

Here several aspects emerge:

- work tasks and processes;
- career opportunities;
- team, colleagues;
- learning opportunities;
- organizational culture;
- company's prospects and stability;
- role itself;
- company's product/service.

What is new compared to our previous research is that the company's reputation and organizational culture are on the list of top criteria. In the past, candidate criteria were more focused on their personal needs.



What proposals do successful candidates accept?

"What determined your decision to take the offer? "

We were surprised that the successful candidates who accepted the offers stated that their decision was determined by (in priority order):

1. work tasks and processes;
 2. organizational culture;
 3. team, colleagues;
 4. equal points scored:
- career opportunities;
 - remuneration and benefits;
 - company results, reputation.

Summarizing the results of the survey, we observe that one of the most important things for successful employees when choosing an employer is the organizational culture. Candidates strive to get to know the organization as well as possible during the selection process, apparently in the same way as managers try to get to know candidates. So it is important for an employer to think about how they will present your organization and the team. In order not to miss important things when preparing job offers for selected candidates, we have developed a three-value pole model.

Three Atraction Pillars



Which of your pillars are the strongest and which needs strngtening?



Overview of industries and candidate's salary expectations



Financial and Management Professionals

The Finance and Management Selection Team at Peoplelink works with the selection of Finance, Accounting, Legal, Compliance, HR and administration positions, as well as other positions in business support functions. **Deimantė Mikalauskė**, the Head of Sector, shares her insights.



In the last quarter, we have seen a strong increase in the need for **HR management and compliance positions**, so this growth trend is worth commenting on.

Although the pandemic seems to be gradually receding, it has had unpleasant consequences for businesses, one of which is 'The Great Resignation', that has prompted companies not only to rethink their employer branding, but also their organizational culture. And with this trend, organizations are facing a struggle both with increased staff turnover and with difficulties in attracting new candidates.

As a result, we have been looking for HR managers and Recruiters more than ever before. Not so long ago, a HR manager was the person who manages relatively tangible personnel issues like selection, training, performance appraisal, remuneration policy, and so on. And now, in addition to these competencies, there has been a greater focus on managing cultural change, implementing employee well-being strategy, and researching the organizational climate. And no, it's not just about organizing events for employees or other "entertainment", as long as it doesn't affect the organization's performance, such as change, productivity, job satisfaction, engagement, and nurturing the organization's performance!

And how to be an attractive organization for such a versatile personnel expert? The answer is quite simple - to give freedom and a good environment to experiment and create. Interesting job assignments and empowering managers to work for effective HR employees are one of the key criteria when choosing an employer, according to our survey conducted this year.

Another topic is personnel selection specialists. Did you know that there are more job proposals for IT Recruiters than for programmers? But let's not just concentrate only on IT selection professionals, let's discuss general trends in Recruiter's market. It is really very fashionable to be a selection specialist at the moment (I smile when writing this sentence). But after analyzing the market and proposals it suggests, we see that employers have a common position on the issue of wages (information on this is provided in the salary table), benefits, training, the possibility of hybrid work. So why if you offer the same one you still don't attract a selection specialist? The answer is in the question "... and you suggest the same thing". There are so many opportunities, but everything is so similar that it is difficult for candidates to choose and change. Consider how you can enrich and at the same time "facilitate" the selection of a specialist for your future staff, for example by handing over employer image projects. Better image of the employer = easier attraction of candidates, and at the same time something new and interesting for the recruitment specialist.

And now let's move from staff to compliance. I would be lying if I would say that the selection of these professionals has not been popular before. On the contrary, since 2018, with the onset of the Fintech industry leap in Lithuania, we have been actively looking for compliance professionals of various levels. However, due to the changed geopolitical situation, searches have intensified recently, especially in the area of sanctions. And judging by the fact that candidates for compliance and anti-money laundering usually choose from 3-4 proposals, the leaders of the banking sector have to turn their heads a lot, how to stand out from others. And the cost of time here is relentless, because if e.g. a long search for an administrator's position costs discomfort to the company's employees, and the long search cost for a compliance or money laundering officer is a much more expensive measure.

Some tips to positively stand out from the rest of the memory of these other professionals:

- Specifically and clearly without curtains, answer all the questions that concern them, because as representatives of the control-oriented function, they usually have a lot of them.
- Present your story, further goals
- Explain the culture of compliance in the company, add ways in which the candidate will be able to contribute, the values and principles that guide the company.
- In the final stages, if possible, schedule a candidate's meeting with the company's top management, as this is where the compliance culture begins.
- And don't forget that decision in both in your and candidate's side. Create a professional, cozy atmosphere, present the main values offered by the organization and what makes it worth working in the company (if it's hard to come up with, the best question is always in preparation for a motivational interview with a candidate - "why did I come / work here?"

If you are interested or want to discuss more, we invite you to apply not only for market insights or searches in the field of HR or compliance, but also for financial, legal and other business support roles.

Candidate salary expectations EUR month/gross									
Position	Junior - 1-2 y			Mid - 2-5 y			Senior - 5+ y		
	MIN	MAX	MID	MIN	MAX	MID	MIN	MAX	MID
Accounting	1400	1900	1700	1700	2000	1900	1900	2400	2100
Accounting Officer	1500	2100	1900	2400	3300	3000	3300	5000	4100
Financial Analyst	1700	2400	1900	2600	3600	3300	3300	5000	4100
Financial Controller	N/A	N/A	N/A	3300	4100	3800	4100	5000	4600
Head of Finance	N/A	N/A	N/A	5000	5800	5400	6600	8000	7400
Credit Analyst	1900	2400	2200	2400	3000	2700	3100	3600	3400
Risk Analyst	N/A	N/A	N/A	3300	4600	4100	N/A	N/A	N/A
Senior Risk Officer	N/A	N/A	N/A	3300	5000	4100	5000	8000	6600
Reporting Analyst	1900	2400	2100	3000	4100	3600	3600	5000	4100
Compliance Specialist (KYC)	1700	2100	1900	2400	3000	3000	3000	4100	3600
Money Laundering Prevention Specialist	1700	2100	1900	2400	3000	3000	3000	4100	3600
Money Laundering Prevention Reporting Officer	3000	3600	3300	3000	5000	4100	5000	5800	5400
Compliance Officer	N/A	N/A	N/A	3000	5000	4100	5000	6600	5800
Lawyer (in the company)	1500	2400	2100	2600	3900	3300	3900	5800	4600
Lawyer (in the law firm)	1900	2600	2300	2600	4100	3300	4100	6600	5400
Administrator	1400	1700	1500	1900	2400	2100	2100	2600	2400
Personal assistant	1400	1700	1500	1900	2400	2100	2300	3000	2600
Personnel management (selection)	1500	1700	1900	3000	3600	3300	3300	5000	4100
Personnel management (administration)	1400	1700	1500	1900	2400	2100	2100	2600	2400
Personnel management (remuneration and allowances)	1900	2600	2300	2600	4600	3600	4600	7900	6300
Personnel management (employee training)	1400	1900	1660	1900	3000	2400	3000	3600	3300
Personnel Business Partner	1500	1700	1900	2100	3300	3000	3300	4100	3600
Head of HR	N/A	N/A	N/A	3300	5000	4100	5000	8000	6600
Operations Manager	N/A	N/A	N/A	4100	5000	4600	5000	8000	6600

Business Development Professionals

The business development selection team works with the sourcing and selection of marketing, sales, commercial / purchasing and customer service positions. **Rūta Ratavičiūtė**, the Head of Sector, shares her insights.

When choosing a future employer, the most effective specialists and managers in marketing, sales, commerce and customer service functions pay special attention to the company's image, culture, and company's business activity. Because of their function, they become representatives of the product, and in order to make it easier for them to sell the product of a company who's vision and strategy they trust. More often than other professionals, these professionals look for new opportunities not because they are dissatisfied with their current company or position, but because they are very ambitious and care about their professional and career growth. Here's an important insight for employers that even seemingly satisfied and highly successful marketing / sales / commercial professionals and executives can take an adventurous approach and from time to time look elsewhere.



If such a candidate is already participating in your selection process, you need to be vigilant and take a good look at their motivation and current position, not to be later taken by surprise if the candidate decides to stay in their current job (often also getting a salary increase). Demonstrating a very specific way in which their career path can be different / faster / more exciting than at their existing company can help manage risks and attract these candidates more easily.

Marketing Function

For the second year in a row, marketing is the hottest and most desired function, as employers' demands for marketers' competencies are higher than the market can offer. Therefore, strong marketing strategists and experts of digital marketing (performance/SEM/SEO, or other technical functions) are in great demand, and it is not easy to get them interested, unless you can offer them to work with an exceptional and innovative, especially a B2C product.

It is easier to find marketers with social network background because they do not need as much specific and technical skills as performance/SEM/SEO, so their expectations are not as high, but they also are more motivated by a product they'll represent.

Attracting extremely strong B2B marketer may require paying more than the market price, or alternatively, raising a younger, truly motivated professional.

Sales / Business Development Function

The need for sales and business development specialists and executives has slightly declined compared to pre-war times but still remains in demand. Job-seeking sales business development professionals and executives often choose their next employer having at least a few offers on a table, so they have a strong bargaining power (and good skills to do so). A common feature of the sales function experts is that they are happy to hear all the offers, but their participation in the selection process does not mean that they will necessarily change jobs and can drop out from the process at any time. A particularly attractive offer for a sales / business development person is a career opportunity, i.e., starting at a sales role which has a clear prospect of having one or more subordinates.

Purchasing / Commerce / Product Management Function

Due to the challenges of global supply chains over the last couple of years, the need for these professionals remains. However, they themselves, as professionals, have also grown significantly in their positions and there's a good number of strong candidates in the market. One of the most important aspects in attracting the best talents of this function is product and a good employer brand.

Customer Service Function

This is a function that people "grow out off" the fastest, since it is often the first step in their career. So the most motivated candidates often lack experience, while well experienced often lack motivation. However, there is an opportunity to attract strong candidates by offering them to work in a highly stable, well-known company with a strong product. Another way is to ensure clear career prospects, such as the opportunity to learn and grow into a leadership role.

Candidate salary expectations

EUR month/gross

	Junior specialist - 1-2 y			Specialist - 2-5 y			Senior specialist - 5+ y		
Position	MIN	MAX	MID	MIN	MAX	MID	MIN	MAX	MID
Marketing									
Marketing Manager	-	-	-	4100	5600	5000	5600	9000	6600
Brand Manager	1600	2100	1900	1900	3300	2500	3300	5000	4100
Marketing Specialist	1200	2100	1750	1900	3300	2500	3300	5000	4100
Digital Marketing Specialist (PPC, performance)	1750	2500	2200	2500	4100	3800	4100	5000	4100
Digital Marketing Specialist (Social Networks)	1200	2100	1750	1900	3300	2500	3300	5000	3800
Sales / Business Development									
Sales Manager	-	-	-	4100	5600	5000	5600	9000	6600
Sales Specialist	1600	2100	1900	1900	3300	2500	3300	5000	4100
Key Account Manager	1600	2100	1900	1900	3300	2500	3300	5000	4100
Business Development Manager (Strategic Active Sales)	-	-	-	4100	5600	5000	5600	9000	6600
Business Development Specialist (Active Sales)	1600	2100	1900	1900	3300	2500	3300	5000	4100
Sales Assistant / Administrator	1200	2100	1750	2100	2500	2300	-	-	-
Commerce / Purchasing									
Commerce / Purchasing Manager	-	-	-	4100	5600	5000	5600	9000	6600
Category Manager	1200	2100	1750	1900	3300	2500	3300	5000	4100
Product Manager	1200	2100	1750	1900	3300	2500	3300	5000	4100
Commerce / Purchasing Specialist	1200	2100	1750	1900	3300	2500	3300	4100	3800
E-commerce									
E-Commerce Manager	-	-	-	4100	5600	5000	5600	9000	6600
E-Commerce Specialist	1600	2100	1900	1900	3300	2500	3300	5000	4100
Customer Service									
Customer Service Manager	-	-	-	1600	2500	2200	2200	2800	2500
Customer Service Specialist	1200	1600	1400	1600	1900	1700	-	-	-

Technology Professionals



The technology selection team at People Link works with the selection of positions for professionals and executives in manufacturing, construction, engineering, data management, project and process management. **Dovilė Baltramiejūnaitė**, the Head of Sector, shares her insights.

The general market trend - the need for technology professionals is growing. The tendency - specialists in technology sector receive several different offers each week. If a year ago the candidates can increase their salary with each new opportunity, (that was the driving force in deciding whether or not to come to a job interview). Now most companies offer very similar terms. This means that candidates expect a lot more from the job offer than before. If the candidate sees the same or very similar conditions in the proposals as now he/she is having then why should he or she come to talk or consider the proposal at all? Employer Value Proposition (EVP) becomes important here. Some observations that help attract technology candidates:

Construction Project Managers:

- Be very specific about the project he/she will be working on when he/she starts working for you.
- If you use a project management standard that you have created or any other - talk about it and do it loudly.
- If you have feedback sessions in your company - this is a very strong selling point for you, emphasize it. This is one of the ways to reduce the turnover of employees in the construction sector. Reason - the employees want it, but the construction sector in Lithuania is probably the only one left that does not ensure it.

Production Specialists (electronics / mechanics, R&D engineers):

- The product and the technology used have remained one of the key "hooks" for attracting candidates in this field. Share the value of why you create such a product, what it means for the community/field etc. Tell them what he/she will be able to learn and what decisions he/she will be able to make.
- The Team leader or direct Manager - it is especially important for engineering candidates that their immediate Team Leader is also a professional in a particular engineering field. During the job interview, it is important to show it to the candidate.

Data Specialists:

- New product - if they can contribute to the development of a new product/service – it is one of the biggest selling points. A common mistake is made by the companies when too little emphasis is placed on the value that is potentially created by the product or solution.
- Share what kind of analytical tools you are looking for but do not search data Analysts based on analytical tools. Most of them work with more than one analytical tool and are fast learners, it will not take more than 3 months for him/her to work independently.

Candidate salary expectations

EUR month/gross

	Junior	Mid	Senior
Engineering			
Maintenance Engineer	1509	2279	3000
Mechanical Engineer	1600	2675	2975
Electronics Engineer	1600	2806	3800
Automation Engineer	1600	2850	3800
Electrical Engineer	1600	2500	3000
Energy (heat, etc.) Engineer	1600	2500	3000
Chemical Engineer	1300	2100	2800
Production			
CNC Operator	1300	2100	2128
CAM Programmer	1500	2500	2645
CAD Engineer	1700	2500	3306
Planning Specialist	1600	2500	2975
Technologist	2100	3300	4200
Quality Engineer	1500	2100	2500
Management (production)			
Master	2100	2300	2500
Shift Supervisor	2300	2400	2800
Production Manager	-	4300	8200
Engineering Team Leader	2745	3706	4732
Project Manager	2600	2800	3300
Quality Manager	2800	3406	4200
Technical Manager	3000	3400	4200
R&D Manager	-	4900	6200

Candidate salary expectations

EUR month/gross

	Junior	Mid	Senior
Project team			
Project Engineer	1509	2000	2500
Preparation Engineer	1600	2675	2975
Work Manager	2100	2500	3000
Construction Manager	3300	3800	4100
Project Development Manager	4200	5000	7000
Project Manager (Construction / Real Estate)	-	4400	5000
Project manager (design)	3400	4200	5000
Designing			
The Draftsman	1300	2100	2128
Constructor	1900	2900	4200
PDV	2500	3000	3500
Designer (engineering part)	2500	2800	3000
Management			
Project Director	-	5700	8200
Construction Director	-	5700	8200
Project Team Leader	3500	4000	5000
Project Team (Data)			
Data Analyst	2500	3300	4000
Data Engineer	3000	5000	6600
Data Scientist	2800	4800	6500
Management (Data)			
Team Leader (data)	-	3500	4500
Senior Data Officer	-	4900	6500

IT Professionals

The searches we work with are IT managers, IT project and product managers, infrastructure specialists, quality assurance engineers, IT support staff and, of course, programmers of various technologies. **Danas Venclovas**, the Head of Sector, shares his insights.

Recently, especially in the context of both a pandemic and the geopolitical situation in the market, we are noticing that IT professionals are increasingly choosing new positions not based on what and how much a company offers, but more and more on a **company's values, team and the problem addressed by the product or project**. Most companies in the market offer quite similar financial terms, so the main variable in the choice is what and with whom I will do, not for how much.



The second trend is that with the growing burnout of people and the continuing phenomenon of The Great Resignation, more and more companies are not only focusing on team development, but are also significantly more focused on **retaining existing people and ensuring their well-being**. So people will almost always get a better counter-offer when discussing new offers and discussing it with their existing employer than the new company offers. We see that this can only be controlled if a sincere and open relationship with the candidate is established in the selection process.

Well, the third trend is one that is gaining momentum in recent years, but it started much earlier on a global scale - **distance and contract work**. Quarantine has helped most organizations to adopt new working methods and models, so people are more in favor of employers who can offer the opportunity to work remotely or work under an individual activity certificate. This method not only helps people to earn more, work with more diverse projects or products, but also saves companies money.

Candidate salary expectations

EUR month/gross

Position	Junior - 1-2 y			Mid - 2-5 y			Senior - 5+ y		
	LOW	HIGH	MODE	LOW	HIGH	MODE	LOW	HIGH	MODE
PHP	1200	2300	2000	2300	4100	3800	4100	5800	5300
Java	1200	2300	2000	2500	4300	3800	4300	6600	5800
Go	1200	2300	2100	2300	4300	4100	4300	5800	5500
.NET	1200	2300	2000	2500	4300	3800	4300	6600	5800
JavaScript	1600	2500	2300	2500	4500	4200	4700	6600	5800
React Native	1600	2500	2500	2500	4500	4500	4700	6600	5800
Python	1200	2300	2100	2300	4300	4100	4300	5800	5500
Mobile	2000	3000	2700	3000	5000	4800	4700	7000	6600
C++	1200	2300	2000	2300	4100	3800	4100	5300	4500
SQL	1200	2100	1800	2300	4100	3600	4100	5000	4800
Data Engineer	1500	2300	2100	2300	4800	4600	4900	6600	6000
Data Scientist	-	-	-	3300	5000	4800	5000	7400	6600
Database Admin	1200	2300	1800	2300	4100	3600	4100	5300	4500
Linux Admin	1600	2500	2300	2500	4300	3800	4300	5800	5300
DevOps	-	-	-	2300	4500	4100	4700	6600	6300
QA Manual	1000	1800	1200	1600	2500	2300	2500	3300	2800
QA Automated	1600	2500	2500	2500	4500	4500	4700	6600	5800
PenTester	1200	2300	2100	2300	4300	4000	4300	5500	5100
Business Analyst	1200	2300	1800	2500	4100	3800	4100	5300	5000
Architect	-	-	-	3300	4800	4300	4800	6300	5800
BI Developer	1200	2300	2000	2500	4300	3800	4300	5800	5300
Scrum Manager	-	-	-	2500	4300	3800	4300	6600	5800
Project Manager	1900	2800	2300	2900	3900	3500	3600	4900	4500
Product Owner	-	-	-	3300	4500	4100	4500	6000	5100
Team Manager	-	-	-	3300	5300	5100	5300	7100	6600
CTO	-	-	-	5300	6100	5600	6600	9000	8200
CIO	-	-	-	4500	5100	5000	5100	7000	6600

Top Management

The selection of top managers in our team is carried out by consultants with the most experience, who already have management experience. Peoplelink partner **Matas Martinkėnas** shares his insights on executive selection.



As in the case with professionals, **the turnover rate has increased among managers**. Recently, we have seen a trend that a significant proportion of senior executives tend to consider new career offers. One of the reasons for this is the general market situation and uncertainty in their current companies / fields. Additionally, some executives had a year of career break during the COVID-19 period due to emotional fatigue related to work. It is very important to assess in the selection process what specific causes contributed to fatigue and the candidate would be able to cope stress that is likely to arouse in your company.

Importance of industry and company reputation. Both the global health crisis and the current geopolitical and economic situation have severely affected some sectors, undermining investor confidence. Most of the successful and active managers were interested in the offers that came from international companies and had a good reputation in the market. We have repeatedly observed a situation where companies without a clear image or working in unattractive markets did not attract the best candidates and had to choose "Plan B" in the selection. In such situations, we always recommend looking back at your existing middle managers and evaluating which of them could take over the roles of top managers. In this case, these managers can be given a career opportunity to grow into a higher roles, thus managing the risk of hiring mistakes. The selection of top managers begins with the development of middle managers.

Assessment of people skills competence. In recent times, most companies have been able to implement their plans and achieve record results. According to research, more than 70% of companies believe that further growth can only be achieved by hiring more employees. It is for these reasons that, almost always when looking for top executives, one of the essential selection criteria becomes the ability to build a team, attract new talent and shape the employer brand. When selecting managers, it is very important to find out how well the candidates we are evaluating have handled these tasks. The experience of achieving record sales / profits does not always reflect the person's ability to work with the team on strategical level. It is important to include in the selection the assessment of leadership, collaboration, communication and personal image-building competencies.

Candidate salary expectations

Trends in executive compensation

- In addition to the salary specified in the employment contract, the package of top managers consists of a number of other motivational measures that can make up a large part of the annual salary. The package usually includes:
- Fixed monthly remuneration (the most common types of remuneration are listed in the table)
 - Annual bonus (from 3 monthly salaries to an unlimited amount according to the agreed goals)
 - Health Insurance
 - Self-development budget (often companies fully or partially fund MBA studies for executives)
 - Options / Stock sharing (usually not applicable in the first year)
 - Contributions to the 3rd pillar pension fund (by agreement)
 - Car, business travel, etc. reimbursement of work-related expenses.

Executive Salary Expectations (EUR month/gross)	Strip	
Position	Low	Top
Chief Executive Officer (CEO)	7000	12000
Chief Financial Officer (CFO)	4500	8500
Chief Commercial Officer (CCO)	5000	7500
Chief Operations Officer (COO)	4500	7500
Chief Human Resource Officer (CHRO)	3500	6500
Chief Technology Officer (CTO)	6600	9000
Chief Information Officer (CIO)	5100	7000

HR Consulting

More and more of our clients are also enjoying the help of our HR consultants in implementing performance management systems, surveys regarding employer brand, development of onboarding systems and consultations regarding other parts of employee's journey. **Rimgailė Butkuvienė**, our Head of Insights and Consulting, shares her insights in the field of HR consulting.



Through our research on candidates' motivation, we see how important career, development opportunities, organizational culture and colleagues are for choosing an employer. Assurance of these aspects while also satisfying **the candidates need for freedom and flexibility**, which foreign observers are emphasizing, can only be achieved with the implementation of suitable HR management practices. For example, in some organizations, with the implementation of performance management system, which gives an employee clarity on his goals, responsibilities and career path, we can give more flexibility in terms of working schedule or location. Ensuring that values in an organization are clear, strong and alive can not only strengthen the culture, but also **give more freedom in making decisions independently**.

HR management systems and processes also have other benefits that are relevant to all organizations - growth in productivity, engagement, job satisfaction, and more.

We monitor the best practices of companies in the world and in Lithuania on a daily basis, and based on this information and our practice, we have created a self-assessment questionnaire for the organization's personnel management systems, which will help you to better evaluate your personnel management systems and gain insights. And if you would like our consultation on the subject, feel free to contact us.

Rimgailė and the team have built a self-assessment questionnaire on personnel management systems, which consists of evaluation of the following aspects in the organization:

- Organizational culture and values
- Performance management system
- Talent attraction and selection system
- Employee retention system
- Onboarding system
- Employee well-being system
- Continuity planning system

If you are interested in the questionnaire, please write to us and we will send it to you. Please contact rimgaile@peoplelink.lt

Let's be one team!

If you have any questions about selection or need help with self-assessment or staff development processes, feel free to contact us!

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