

Demographic Factors Influencing Employees' Salary Expectations and Labor Turnover

Authors : M. Osipova

Abstract : Thanks to informational technologies development every sphere of economics is becoming more and more data-centralized as people are generating huge datasets containing information on any aspect of their life. Applying research of such data to human resources management allows getting scarce statistics on labor market state including salary expectations and potential employees' typical career behavior, and this information can become a reliable basis for management decisions. The following article presents results of career behavior research based on freely accessible resume data. Information used for study is much wider than one usually uses in human resources surveys. That is why there is enough data for statistically significant results even for subgroups analysis.

Keywords : human resources management, salary expectations, statistics, turnover

Conference Title : ICEMBIT 2014 : International Conference on Economics, Management of Business, Innovation and Technology

Conference Location : London, United Kingdom

Conference Dates : December 22-23, 2014