AUREOL GLOBAL CONNECTIONS

INTERNATIONAL REACH · LOCAL SERVICE



The link between **job satisfaction** and **retention.**

What Irish workers say about their workplace and their future in their current business.

01 / WHAT MAKES PEOPLE WANT TO STAY?

A stronger workplace. A Reason to stay.

Irish employee survey benchmarks: percentage agreeing with each measure. [1]

01 Want to stay with their employer long term

Irish workforce benchmark	59%
Certified workplaces	62%
Best Workplaces in Ireland	83%

02 Rate their employer as a great workplace

Irish workforce benchmark	60%
Certified workplaces	66%
Best Workplaces in Ireland	88%

03 Would recommend their organisation

Irish workforce benchmark	57%
Certified workplaces	62%
Best Workplaces in Ireland	86%

24 percentage points higher long-term intention to stay: 83% versus 59%.

Shared scale: 0–100%. These are separate survey groups, including selected recognised employers. Intention to stay is not an actual retention rate or proof of causation.

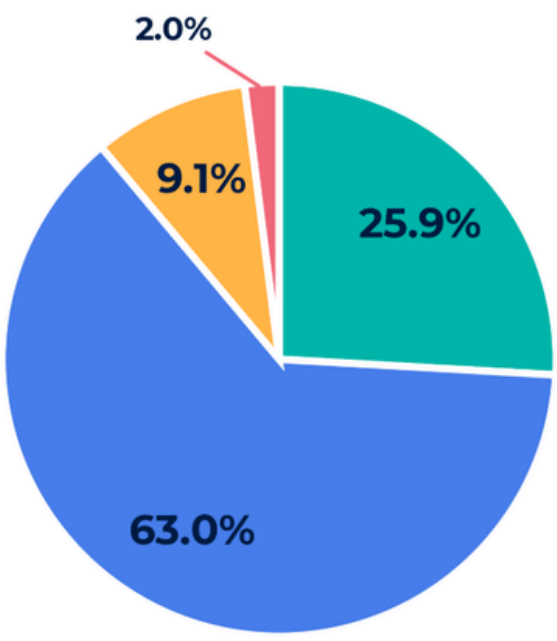
[1] Great Place to Work, Employee Experience in Ireland 2025, p. 6. National benchmark: 1,526 Irish respondents, summer 2024. Certified and Best Workplaces use separate employer surveys.

The bigger picture

Just over 10% would be considered dissatisfied overall.

How satisfied are employees in Ireland?

CSO job satisfaction breakdown | 2021



- Very satisfied 25.9%
- Satisfied 63.0%
- Dissatisfied 9.1%
- Very dissatisfied 2.0%

Source: CSO, Business in Ireland 2025, Figure 5.6 (published May 2026).
Job satisfaction data refer to 2021, not 2025 or 2026.

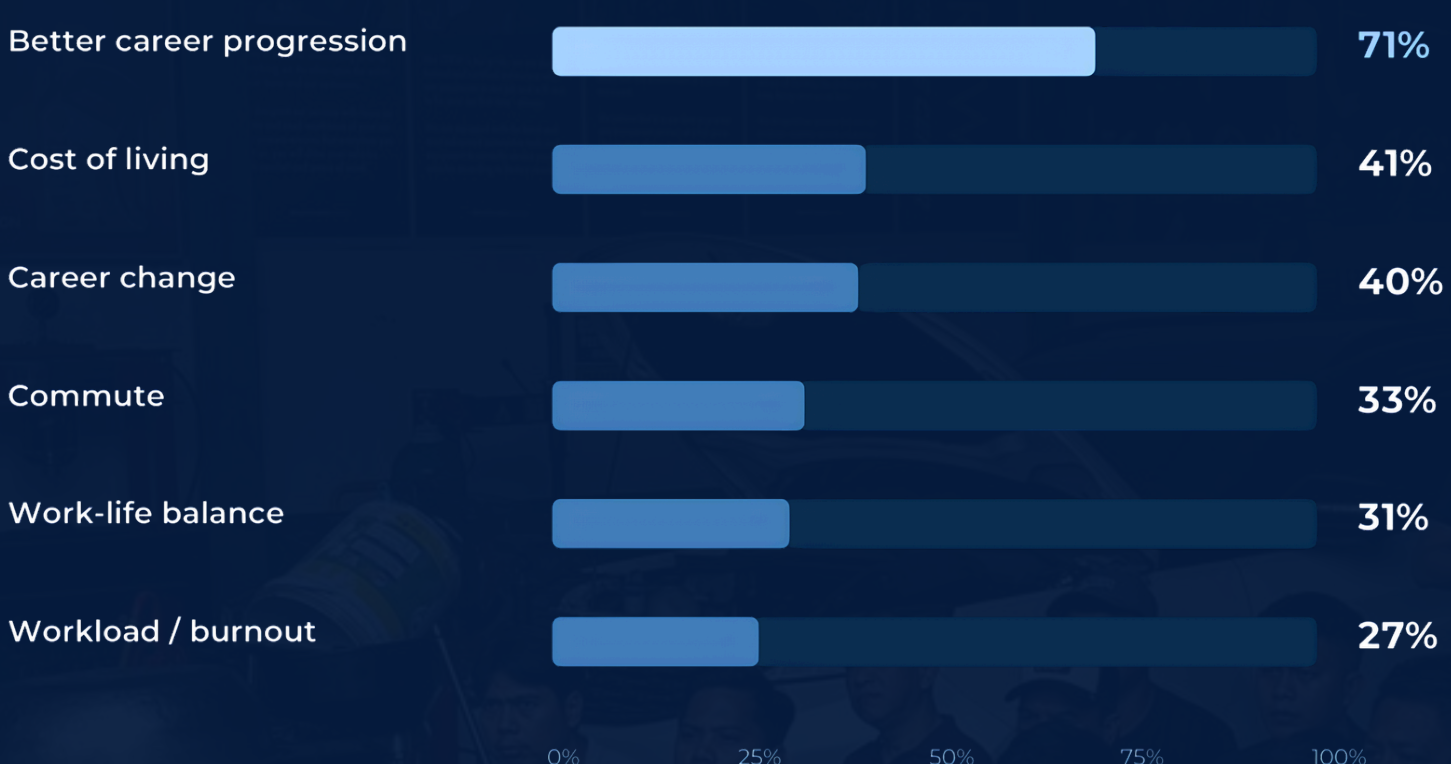
Progression is a retention issue

Irish employers identify the pressures behind voluntary departures.

71% | cited better career progression elsewhere as a driver of voluntary turnover. [2]

What is driving voluntary turnover?

Percentage of survey respondents identifying each driver. [2]



Give Skilled People somewhere to go in your business

Make progression, training and increasing responsibility visible

Almost **1 in 2**
professionals surveyed in Ireland feel there is no scope to progress in their current job. [3]

however...

80% | Of employers believe their staff have ample opportunities to progress [3]

[[2] CIPD HR Practices in Ireland 2026, Figure 12, p. 14; 330 survey responses overall. These are employer-reported drivers, not the percentage of all employees who resigned. Categories overlap.

[3] Hays Ireland, Salary & Recruiting Trends 2026. Research surveyed over 600 employers and professionals across Ireland.

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Measure whether people want to stay. Then Act.

Use evidence to choose your actions, then measure what changes in your workforce.

01

Development

Agree a practical training plan and give people time to use new skills.

02

Progression

Show the next role, the skills it needs and how to reach it.

03

Settling in

For overseas hires, plan housing, transport and support for starting life in Ireland.

Three measures worth tracking...

Job satisfaction

Satisfied or very satisfied responses ÷ all valid responses × 100.

Use the same question quarterly; report the response rate.

90-day new-hire retention

Cohort still employed at day 90 ÷ all starters in that cohort × 100.

Allow 90 days of follow-up for the whole cohort. Include early leavers.

Voluntary turnover

Voluntary leavers in the period ÷ average headcount × 100.

Compare equivalent periods and investigate the reasons for leaving.

Recruit for a lasting fit...

Profile

Define the real technical and behavioural requirements.

Source

Access a large international candidate pool.

Test

Verify practical ability before mobilisation.

Select

Use structured interviews and consistent scoring.

Mobilise

Coordinate permits, relocation and onboarding.

Don’t just read what candidates say they can do. See them do it.

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Work with Aureol Global Connections

100% | **Success Rate**
If we're given a role to source for, we find highly qualified candidates every time.

4,000 | **Workers Placed**
in Irish businesses since 2022 in hard to fill roles

4 | **Offices Worldwide**
with testing facilities in Philippines, Dubai and South Africa

Some of our clients

LIEBHERR
Aurivo
Glanua For a cleaner planet
Applus+
Hertz
King & Moffatt BUILDING SERVICES
Bus Éireann
WRIGHT

Practical testing.
International sourcing.
End-to-end mobilisation.

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