

WORK

A MANAGER IN THE EVALUATIONS OF HIS EMPLOYEES

The Kazakhstan Institute for Strategic Studies under the President of the Republic of Kazakhstan presents the answers of working Kazakhstani citizens about their executives.

One of the significant factors determining both the effectiveness of employees and their job satisfaction is the manager. Remembering the phrase «For the most part, employees leave their bosses, not their companies» let's look through the prism of public opinion survey results at what Kazakhstani people say about their managers.

Working respondents living in all regions of the country, both urban and rural settlements, as well as in the cities of Nur-Sultan, Almaty and Shymkent took part in the sociological survey.

«Good management» takes one of the leading places among factors of job attractiveness for Kazakhstanis. **For 27.5% of respondents, a job is attractive because of good management** (Figure 1).

91.4% of respondents answered that they receive their wages on time and their employers have no arrears in wages or other payments.

In case of need, **34.7% of respondents will appeal to the management to protect their labor rights and interests**. It should be noted that the proportion of respondents who chose the answer option «appeal to the management» is the highest among other ways to protect labor rights (Figure 2).



Figure 1. What attracts you most to your current job?



Figure 2. What opportunities do you have to protect your labor rights and interests?

34.6% of respondents never stay at work at their employer's request (Figure 4).

And among those respondents who stayed at work at the employer's request, 40.2% were compensated for it (Figure 5).

Thus, about **one in three respondents in the case of protection of their rights and interests, first of all, to appeal to their supervisor, and it is «good management» is considered one of the leading factors of attractiveness of work for Kazakhstanis!**

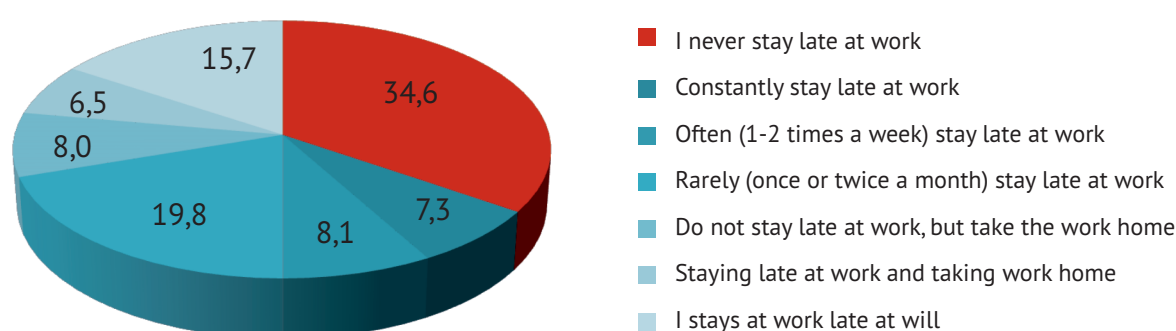


Figure 3. Do you have to stay late at work at your employer's request?

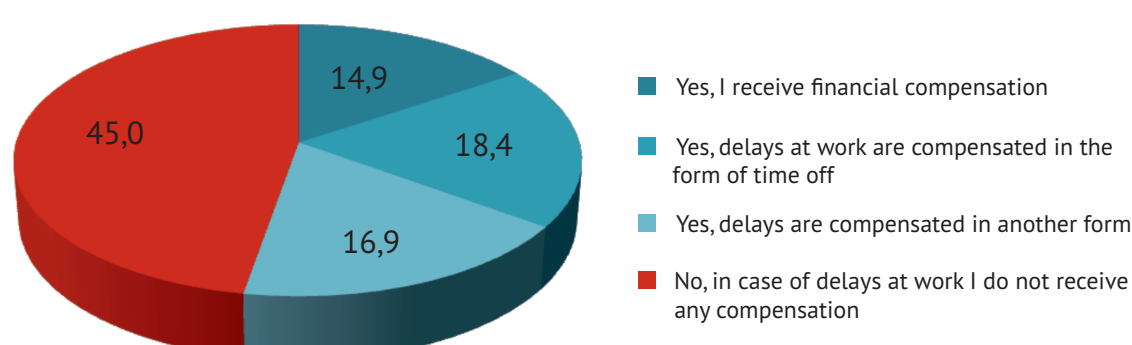


Figure 4. Are your delays at work compensated by your employer?
(only those respondents who stay late at work answer this question – 484 respondents (65.4%))

Research methodology:

The survey method is an interview of a respondent at the place of residence using a route quota selection.

Selection – 1200 respondents aged 18 and over in 59 settlements of urban and rural areas in 14 regions and 3 cities of republican significance. The statistical error does not exceed 2.95%.

Duration – May 2019.