

**JAKA
LOUNGE**

Uncover the Insights
Driving the Serbian IT Market
in 2024



Are hybrid work models dominating the Serbian IT sector?

Understand the latest trends in work preferences
and how employees are responding.

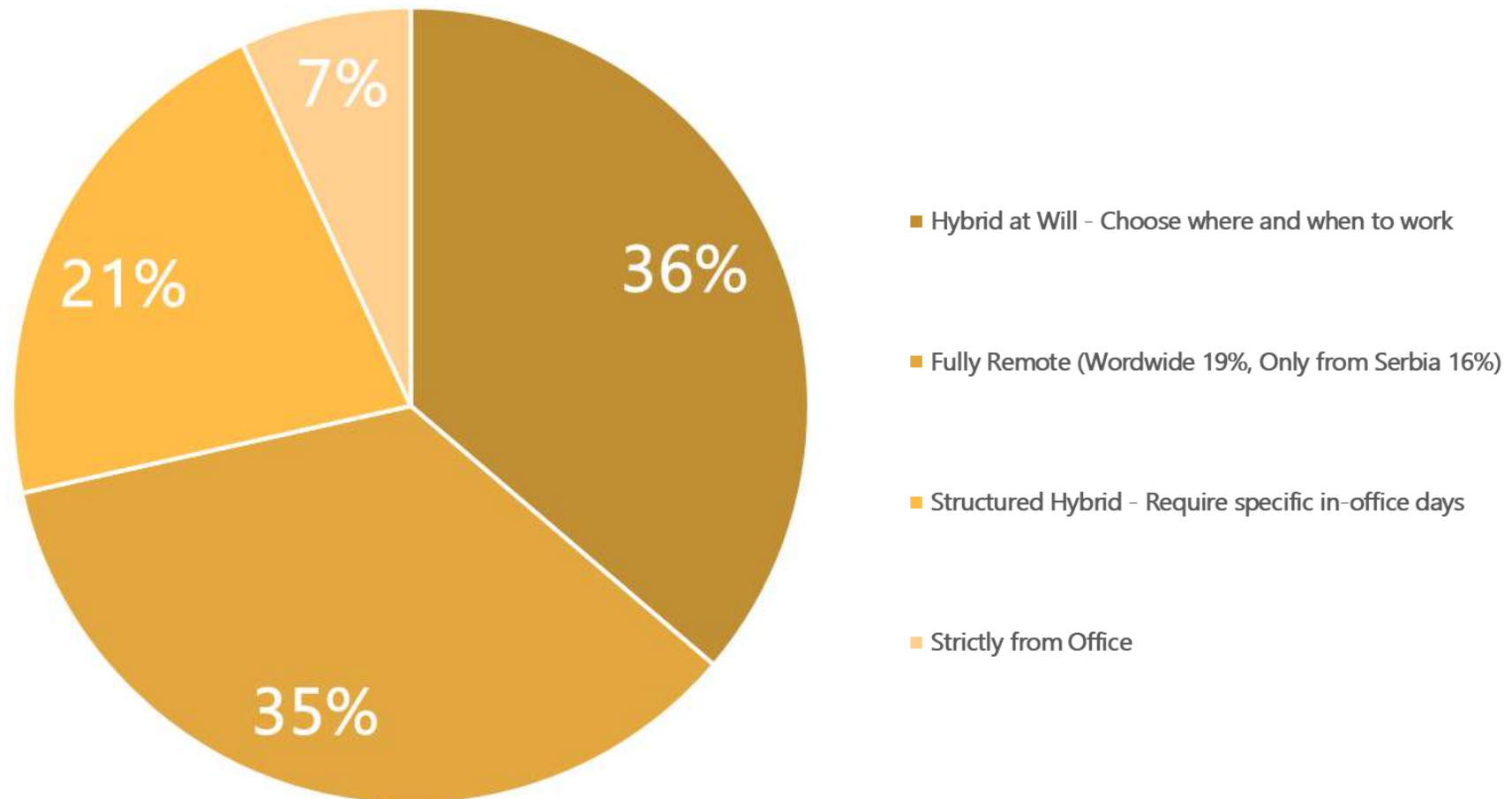


Are hybrid work models dominating the Serbian IT sector?

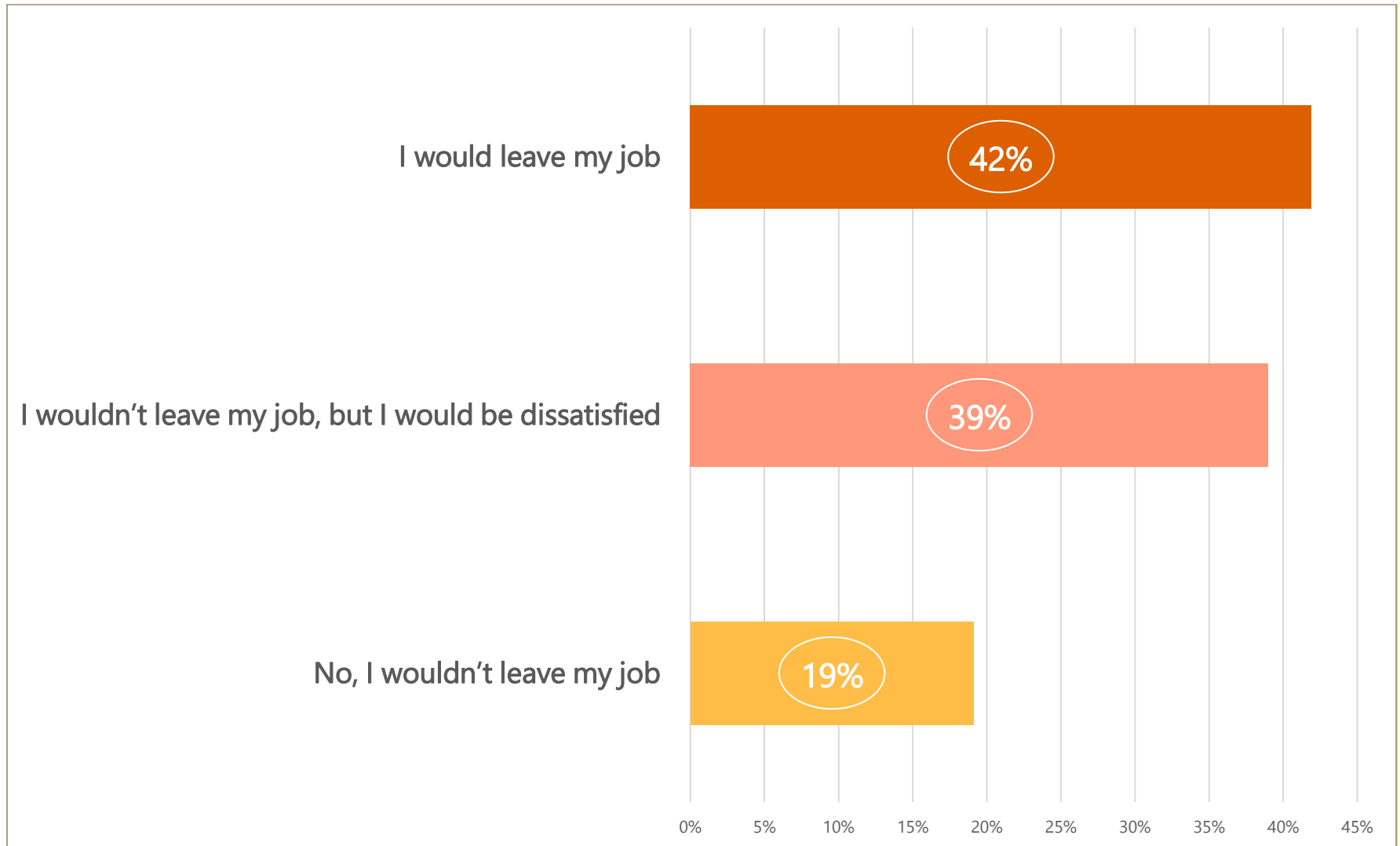
Yes, the Serbian IT market currently operates with flexibility, with 36% adopting a hybrid-at-will model and only 7% adhering to strict office setups, demonstrating a high level of workplace autonomy.



Flexible Work Models Dominate the Serbian IT Market



How Would Employees Respond to a Strict Return to Office?



RECAP

The Serbian IT Market Compensation & Benefits Report offers insights from over 1,000 employees across 400 companies.

Built on comprehensive research and diverse methodologies—Direct Surveys, Industry Leads, Semi-Structured Interviews, and Focus Groups—the report delivers a detailed analysis. It includes:

- Key Insights on Market Trends
- Comprehensive Overview of Benefits
- Detailed Compensation Data



How is the Serbian IT sector responding to the crisis?

Discover how companies are adjusting salaries, managing layoffs, and how employee satisfaction and dissatisfaction are shifting.

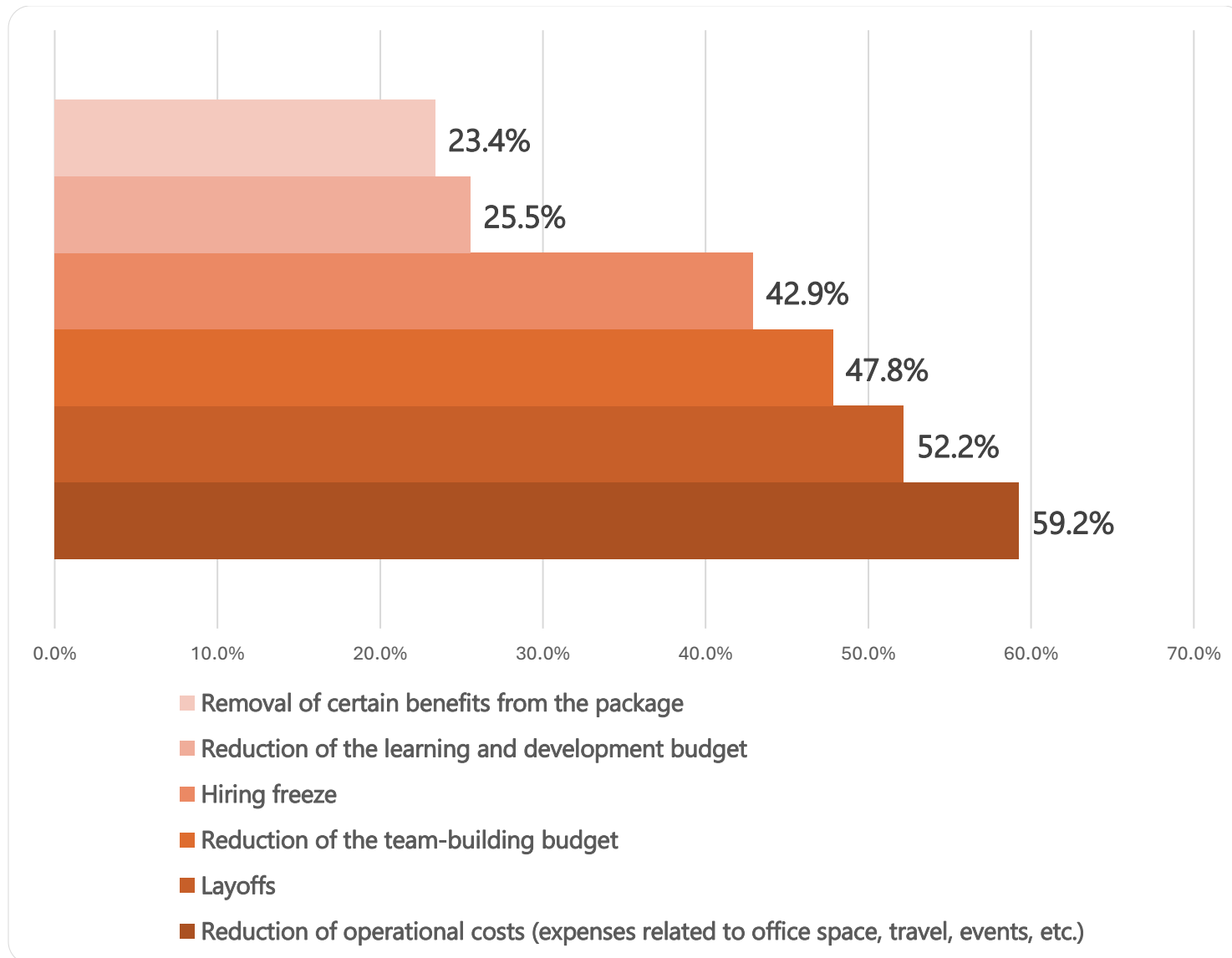


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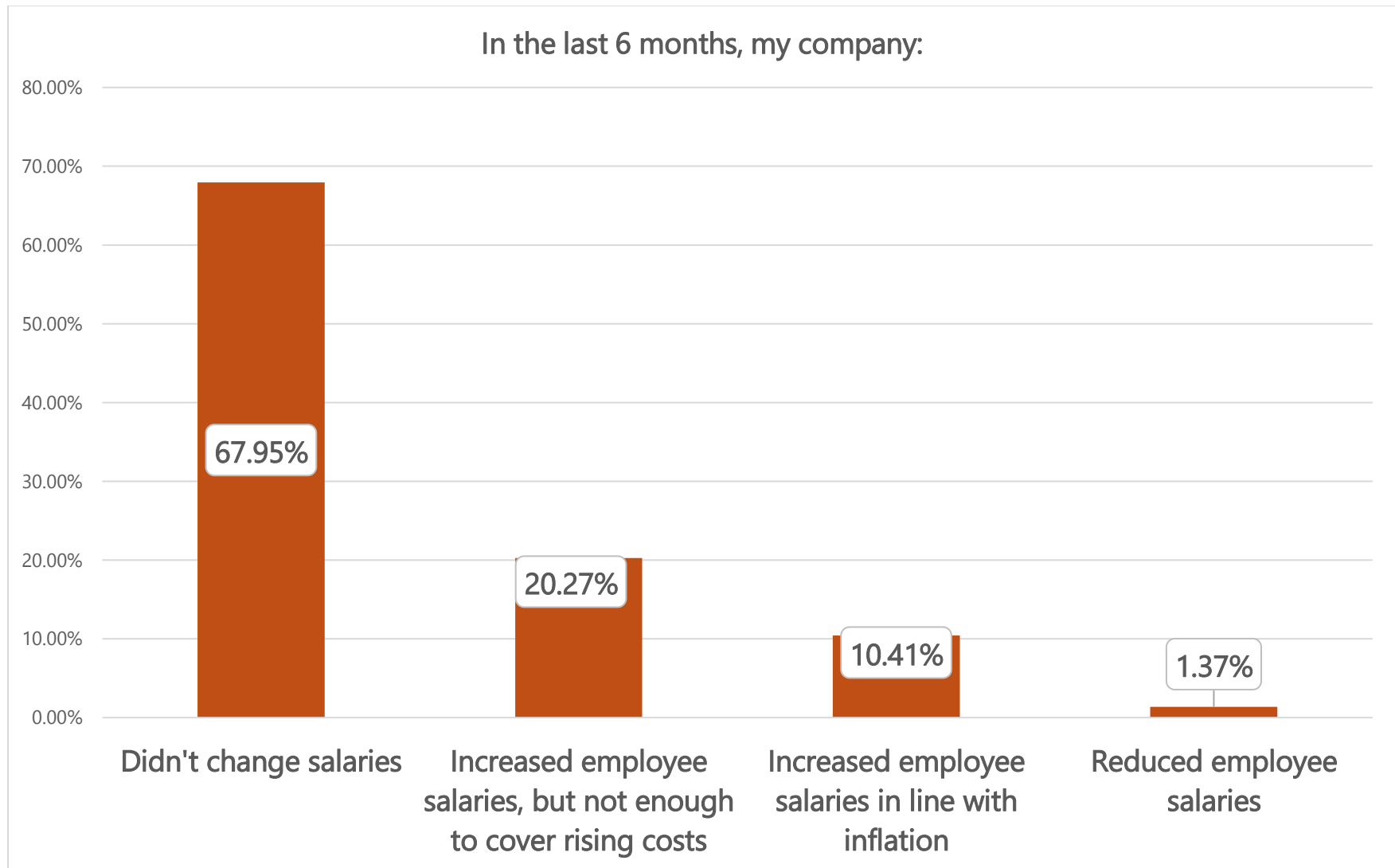
Almost half of employees are considering leaving their current company, and only 35% see themselves staying with their employer over the next two years.



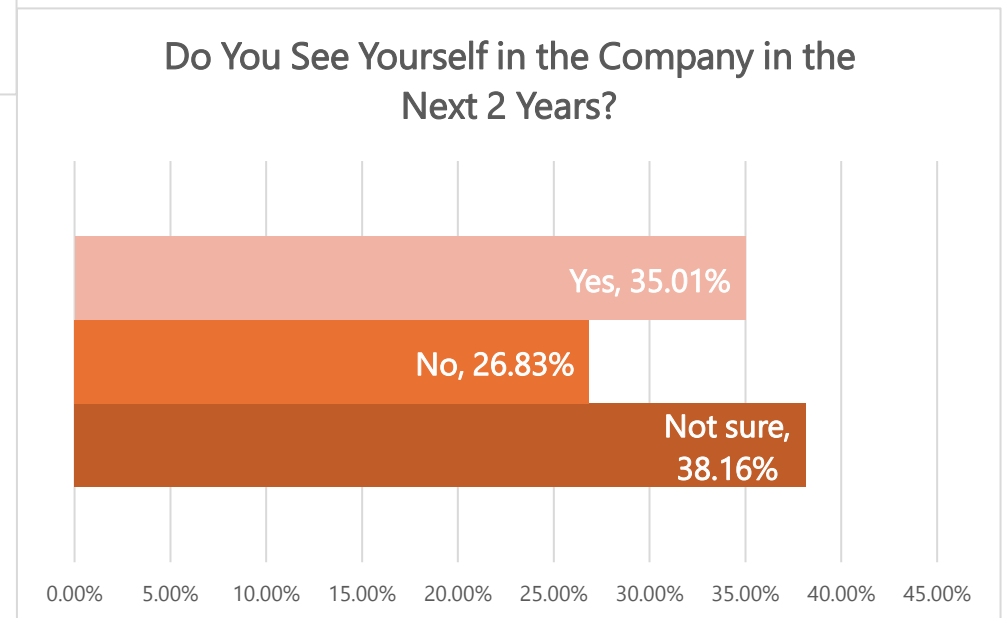
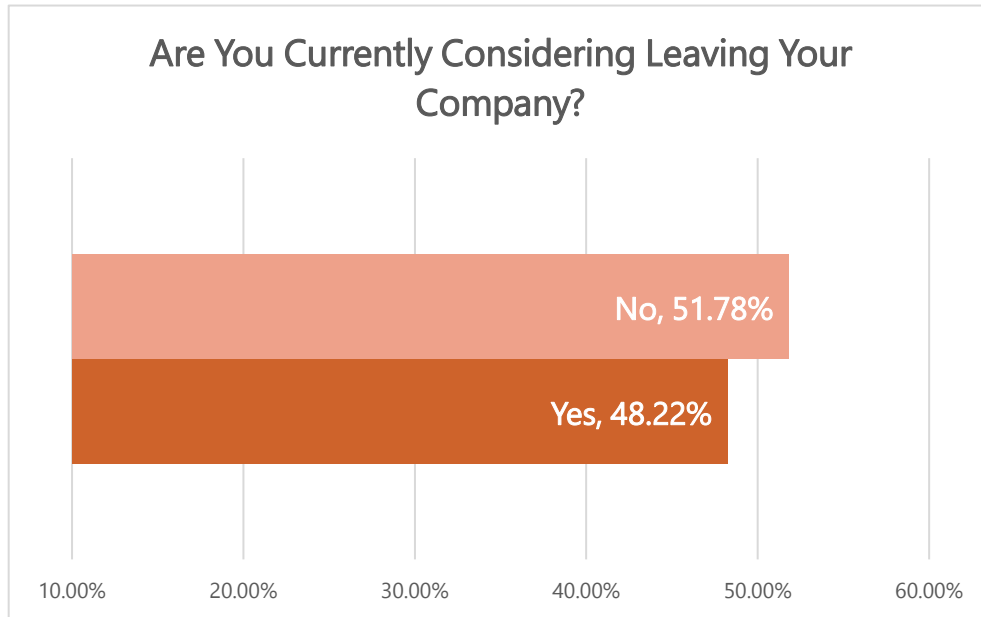
Response to Crisis – Implemented Measures



Salary Adjustments



Employee Turnover Trends



Benefits

Discover which benefits employees value the most and align your offerings with market expectations. Explore the range of services covered by private health insurance and learn about the distribution of vacation days.

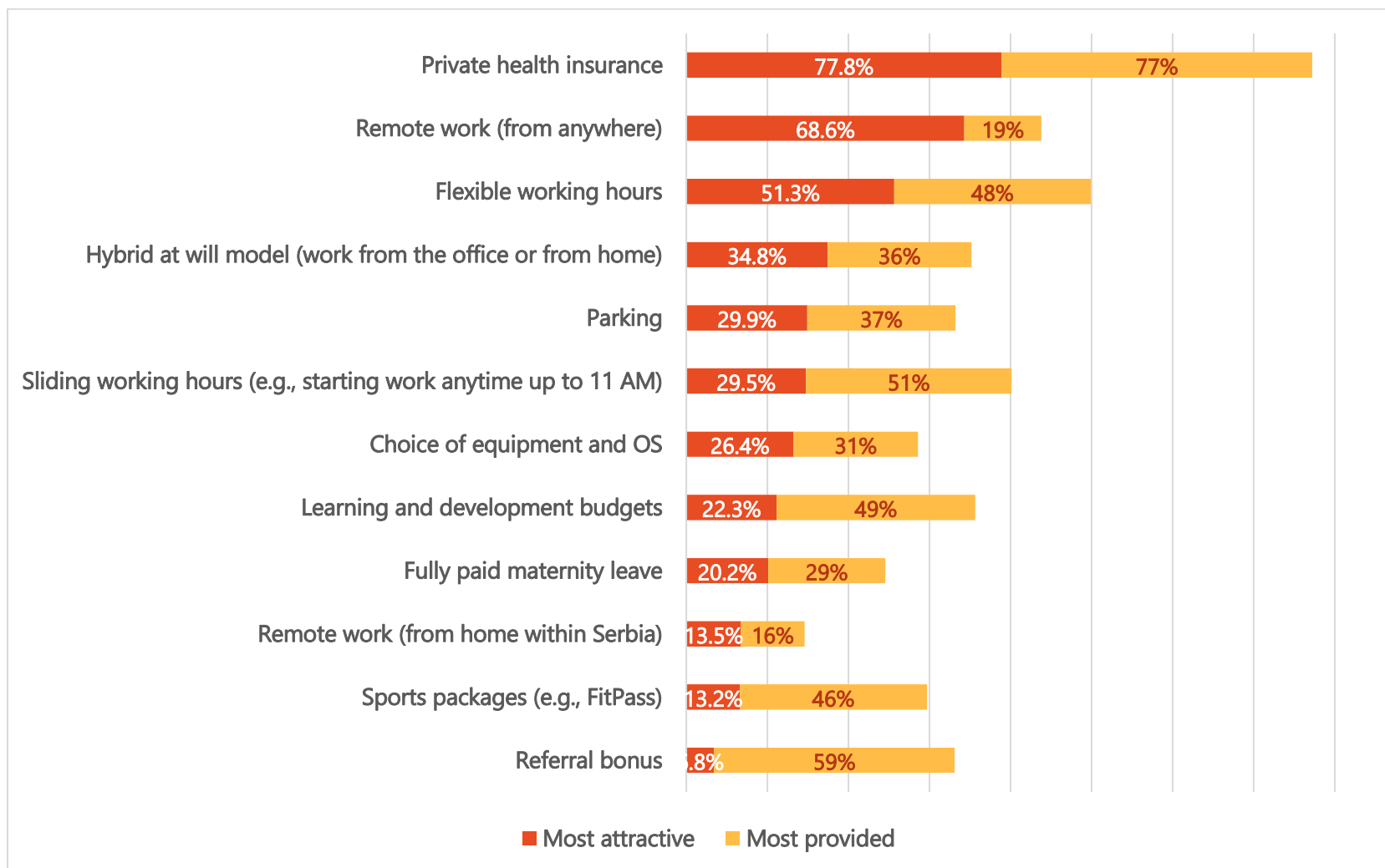


Benefits

Private health insurance stands out as both highly valued and widely provided, with 77.8% of employees who have it ranking it as a top benefit, closely aligning with the 77% of companies offering it.



What Employees Value vs. What Companies Offer



Optimize Your Compensation Strategies

Ensure your compensation strategy attracts, retains, and motivates top talent with insights from our detailed Compensation & Benefits Report.



What is the Jaka Lounge Compensation & Benefit Report?

The Jaka Lounge Compensation & Benefits Report is a comprehensive analysis of the Serbian IT market, offering detailed insights into salaries, benefits, and workforce trends.

Tailored for company leaders, IT professionals, HR departments, and investors, the report serves as a valuable resource—whether you're benchmarking your compensation strategies, enhancing employee engagement, or analyzing market trends.

Jaka Lounge, a leading HR consulting company on the Serbian market since 2015, proudly presents the 6th edition of its Compensation & Benefits Report. With an innovative direct-to-employee methodology and validation from industry leaders, this report sets a new standard for transparency and actionable insights, addressing the rising demand for reliable market data.



Get the Full Report and Discover

- **Why Employees Quit or Stay:** Uncover the key reasons driving employees' decisions when companies shift to office-only policies—and how your company can influence them.
- **Which Companies Are Most at Risk:** Learn whether outsource or product companies face the greatest backlash to return-to-office mandates.
- **Who Reacts the Strongest:** Find out which age groups and locations in Serbia show the strongest reactions to office-only work models.
- **How Companies Are Cutting Costs:** Learn which cost-saving measures, including layoffs and operational cuts, are most common in the Serbian IT sector.
- **Employee Turnover Insights:** Discover the key reasons why employees are considering job changes and the main factors driving job satisfaction.
- **Impact of Layoffs and Cost-Saving Measures:** Understand how layoffs and cost-saving initiatives influence employee turnover and satisfaction.
- **Ad-Hoc Bonuses:** Find out which ad-hoc bonuses companies are offering to attract and retain talent.
- **Criteria for Additional Vacation Days:** Understand the policies behind allocating extra vacation days and how they differ across companies.



Whether you're adjusting your policies to retain talent or looking to attract employees, this report equips you with the insights needed to stay competitive.

Understand the trends shaping the future of work in Serbian IT.
Request the full report today!





**JAKA
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HAVE AN IDEA?

Let's talk!



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