

Tire Industry Employee Survey Results for 2025



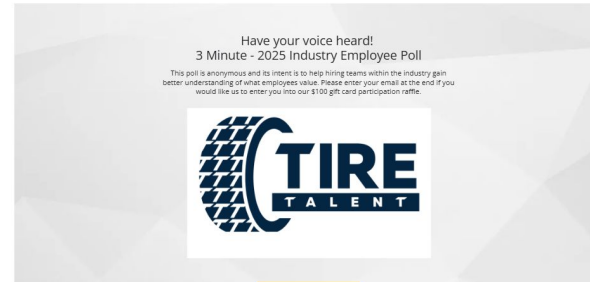
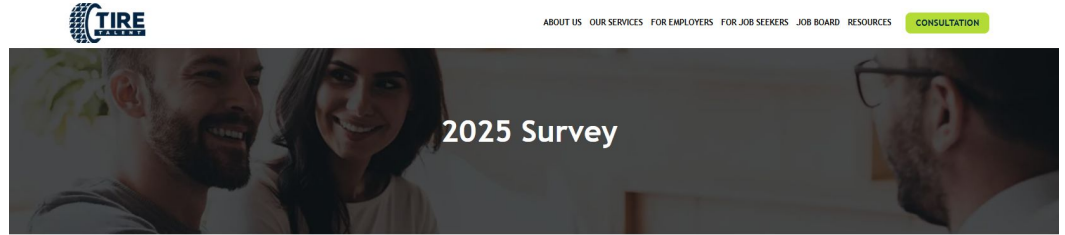
Survey Objective

Purpose:

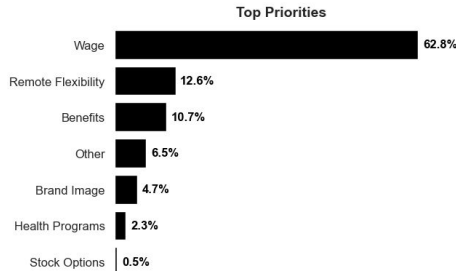
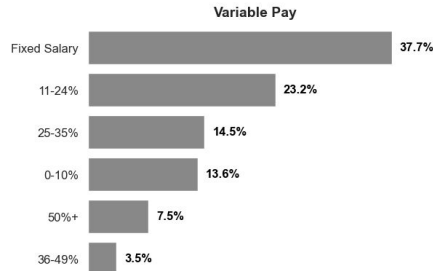
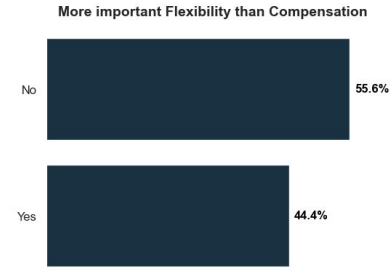
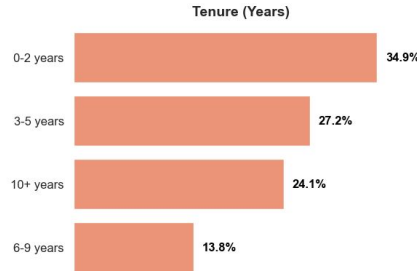
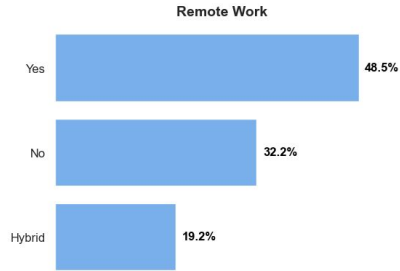
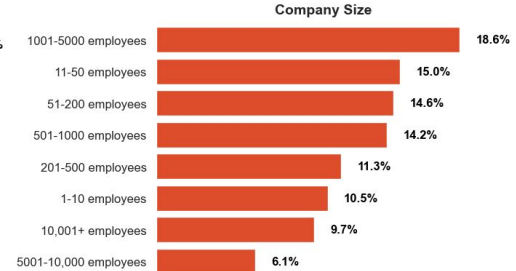
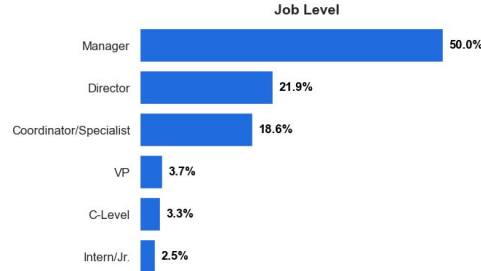
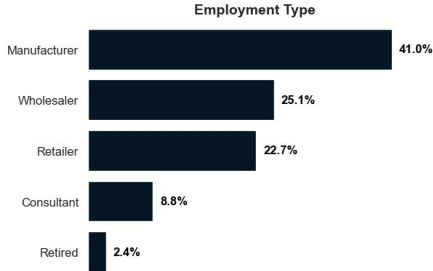
- Understand **what employees prioritize** in their workplace.
- Analyze **trends in salary, growth opportunities, and work flexibility.**
- Provide actionable insights for companies to **improve retention.**

Overview:

- 25 question survey
- 343 responses collected by employees from **C-Level to interns.**
- Industries: **Tire & Rubber sector.**
- Work Modalities: **Hybrid, Remote, On-site.**



Big Picture: Workforce & Priorities Overview



Employee Retention & Satisfaction




In one word why do you choose to stay with your company?

- 💡 **Loyalty, Security and Stability** are the top retention drivers.
- 💡 **Salary and flexibility** - Fair pay signals long-term opportunity, while flexibility improves work-life balance and satisfaction.
- 💡 **Career growth and strong leadership**- enhance employee satisfaction.

Does KPI and job clarity affect retention?



 **Insights Found:** Uncertainty about KPIs and job clarity is a retention risk.

 **Takeaway:** Structured career development plans and regular reviews can enhance employee retention through job satisfaction.

Can you Grow? Does Leadership listen?



Limited growth opportunities (3/5)



Takeaways:

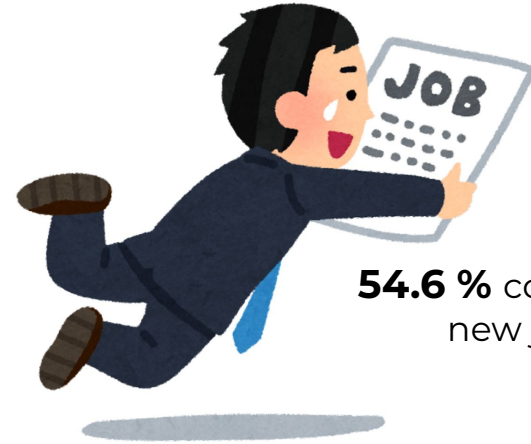
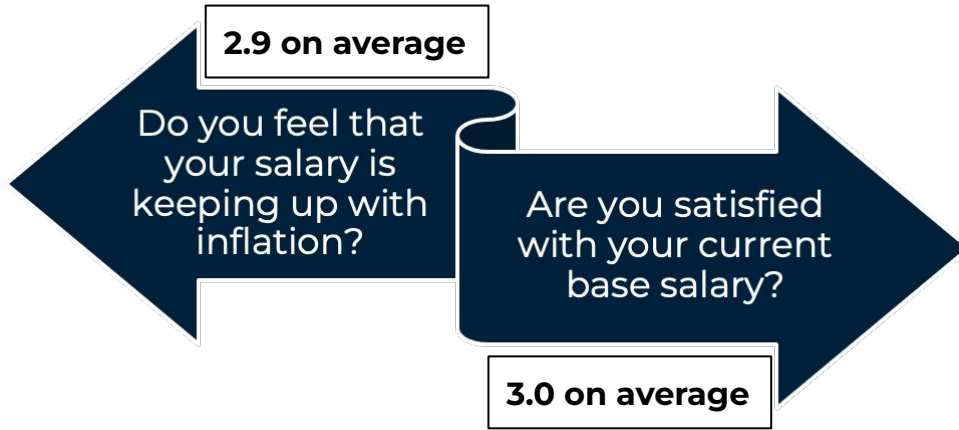
Transparent communication and frequent feedback.

Mentorship and coaching for career development.

Recognition and milestones celebration.

3.1 Average

Salary Satisfaction & Retention Risks



54.6 % consider a new job.

Employee retention takeaways:

Fair pay signals long-term opportunity-
Salary reviews + benefits packages.

Development support.

Regularly benchmark salaries against
industry standards.

Key Survey Takeaways

- ✓ **Retaining Talent:** Clear job expectations, career growth, competitive compensation and good work - life balance.
- ✓ **Attracting:** Employee Reviews on social media, competitive comp, growth plan.
- ✓ **Stronger Leadership:** Strong leadership, improved communication and accurately representing company culture in the hiring process leads to long-term retention.



Survey for Reference



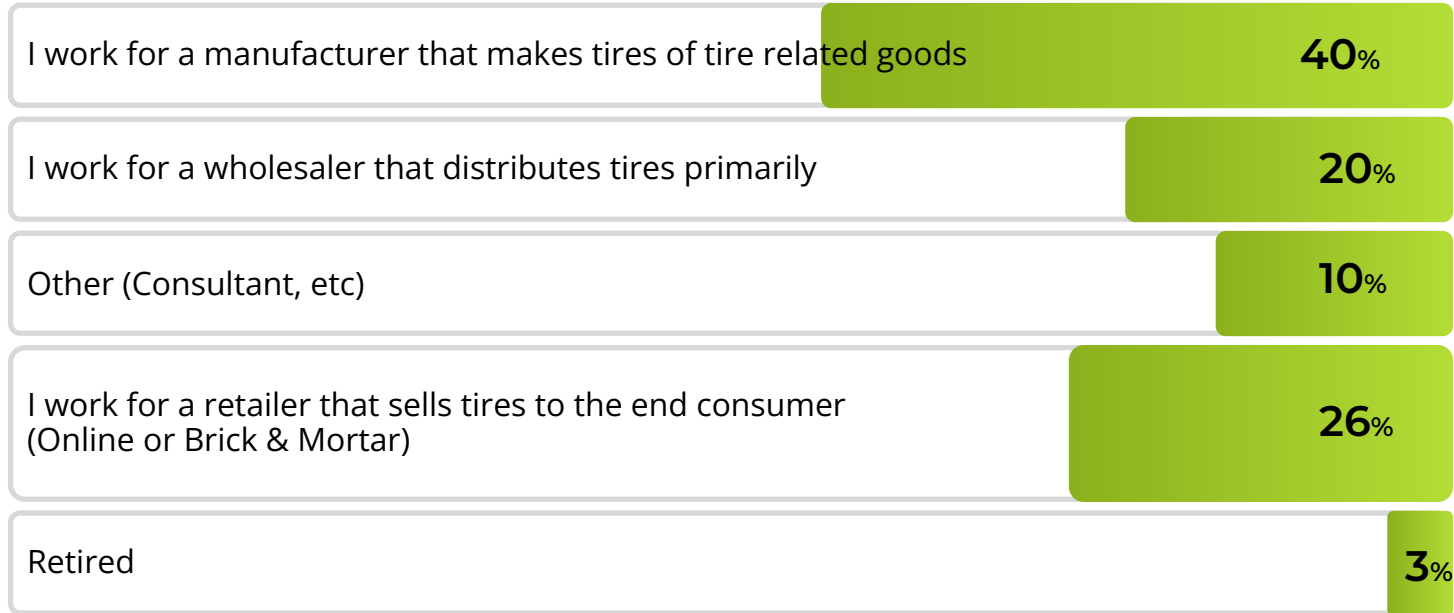


3 Minute — Tire Industry Employee Poll

362 polled

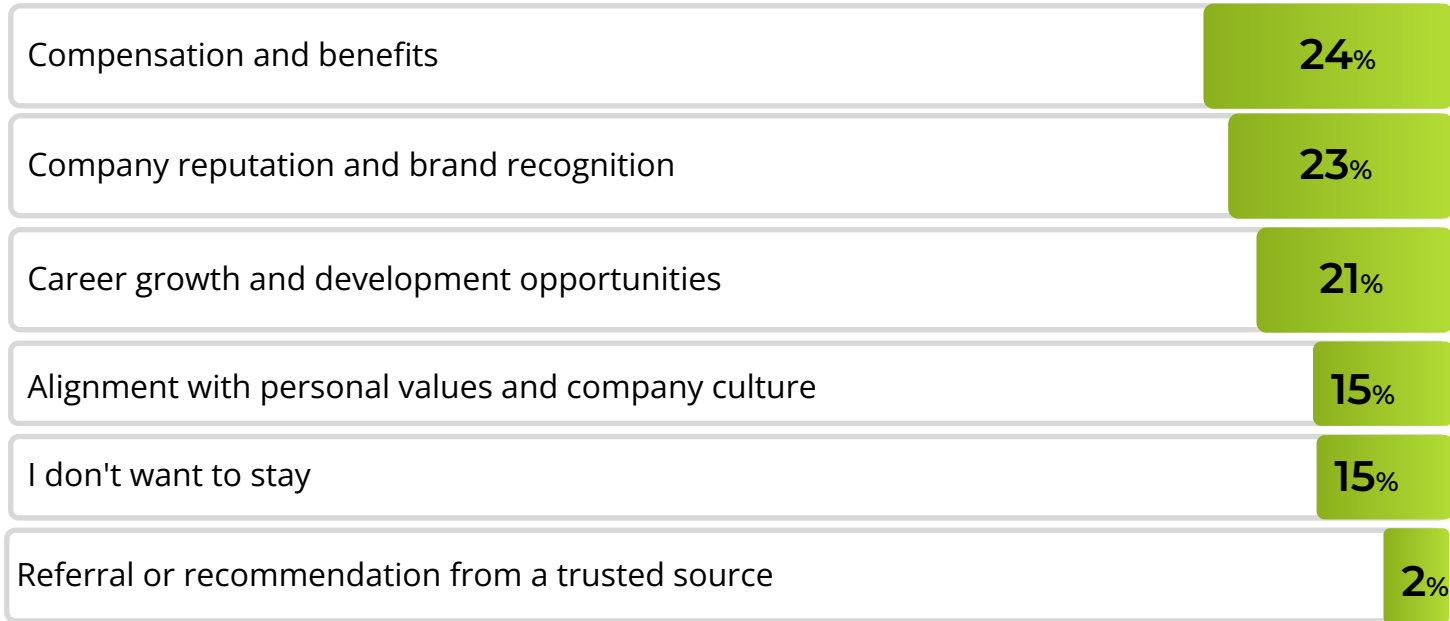
This poll is anonymous and its intent is to help hiring teams within the industry gain better understanding of what employees value

Which below best describes you?



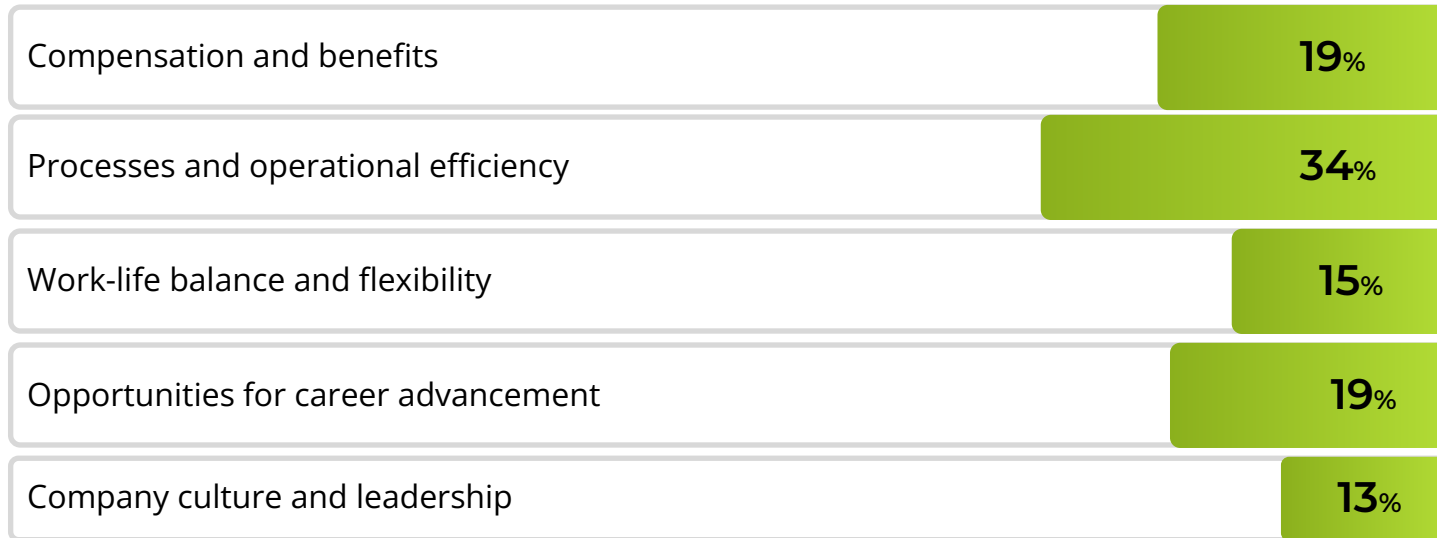
What makes you stay with your company?

(Multiple answers allowed in this question)

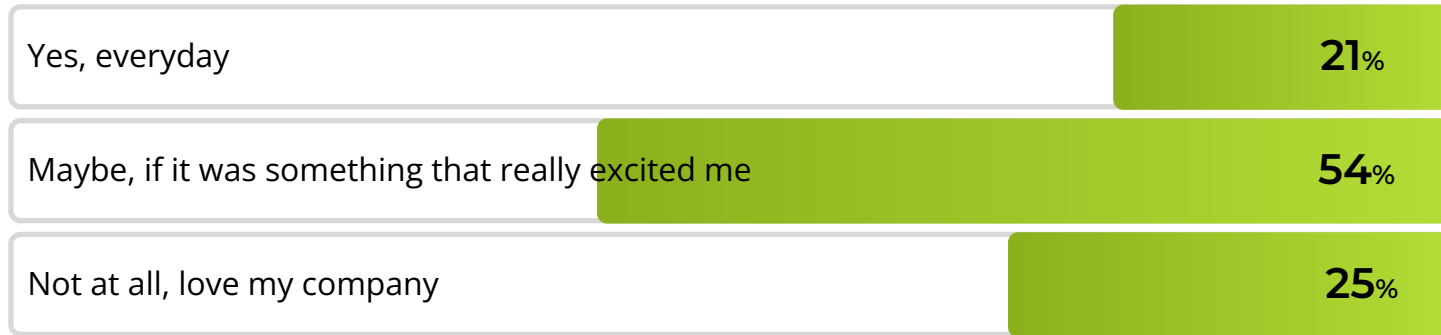


If there's something you can change about your current company, what would it be?

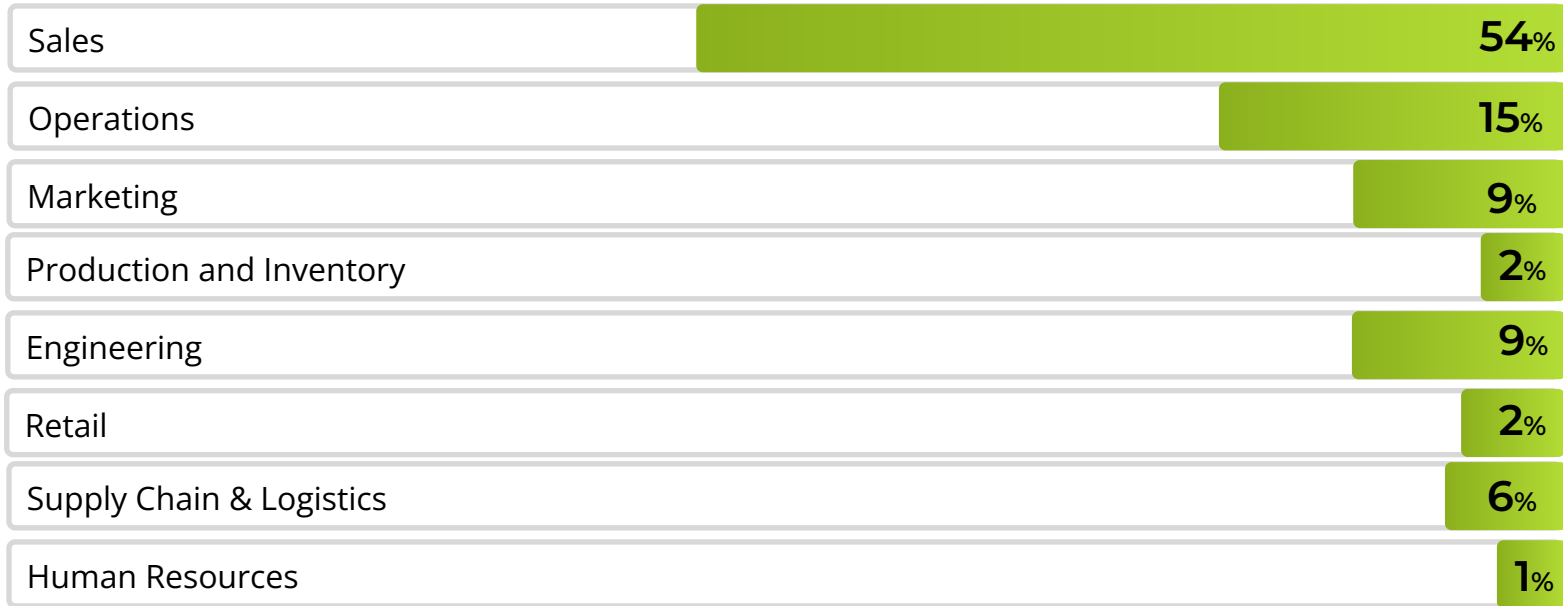
(Multiple answers allowed in this question)



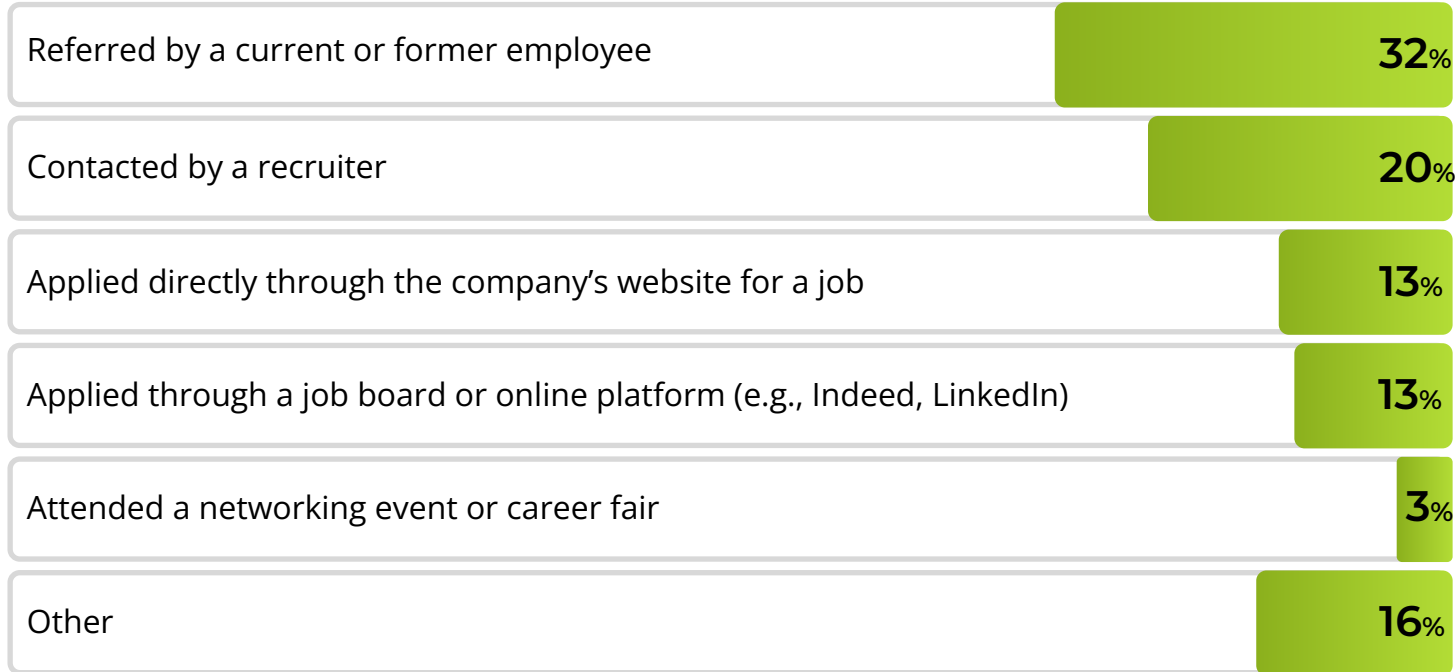
Are you currently looking for employment with another employer?



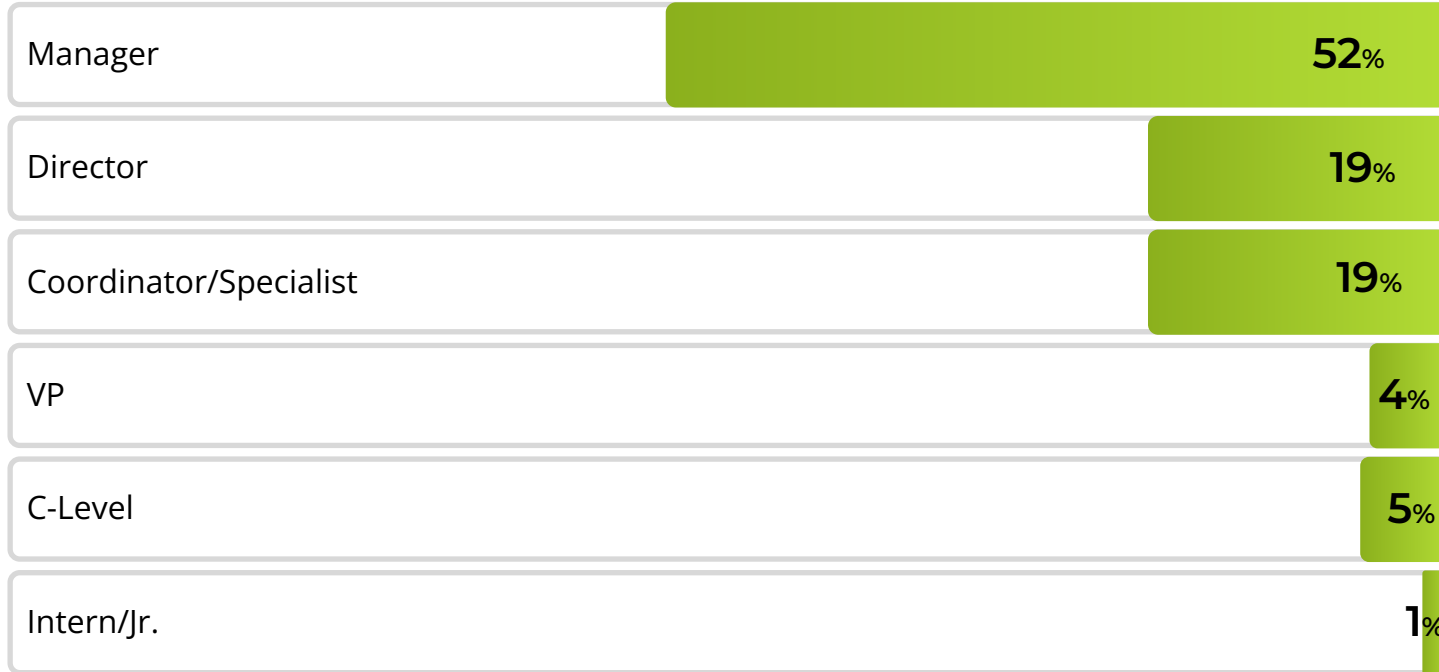
What department do you work in?



How did you originally get to your current company?



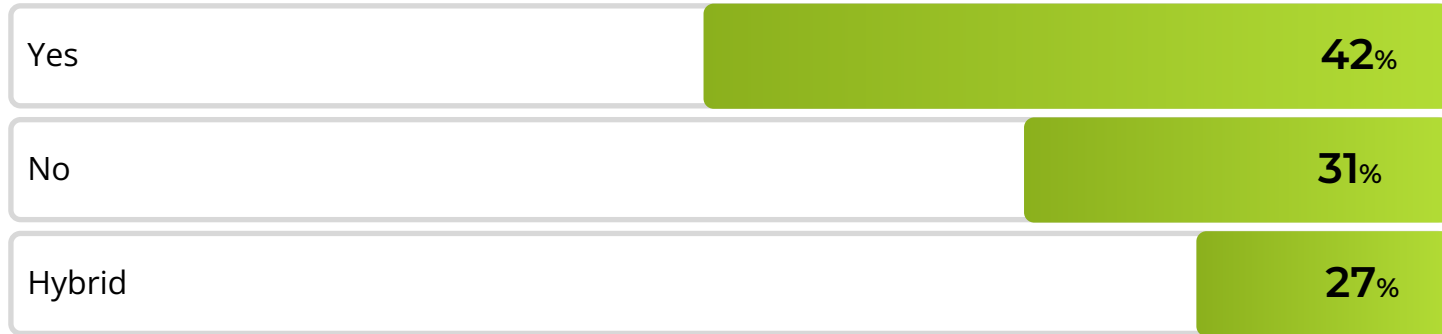
What is your current title level?



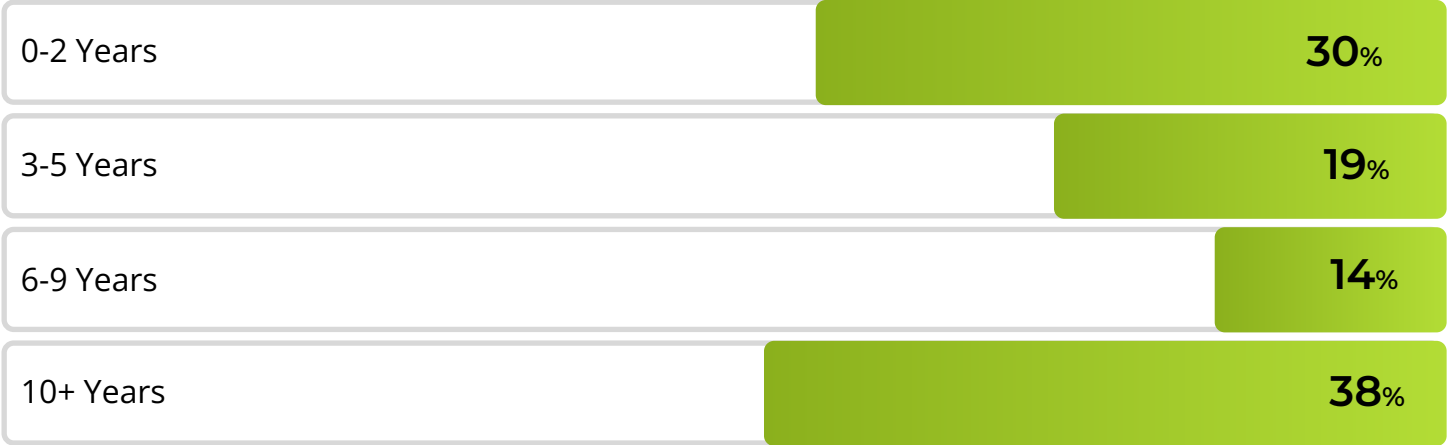
How many USA based employees does your company have approximately?



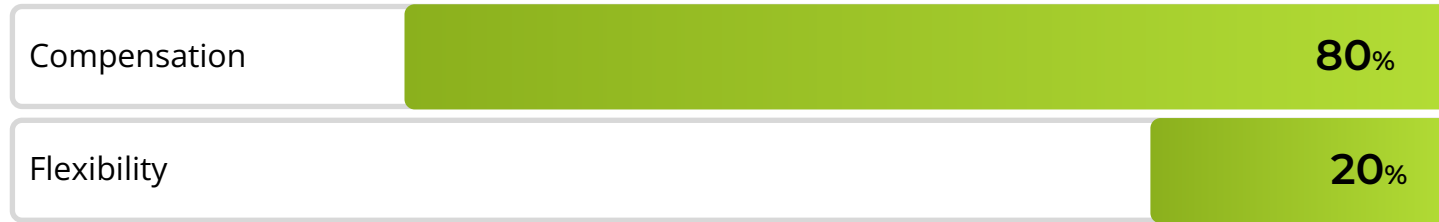
Do you currently work remote?



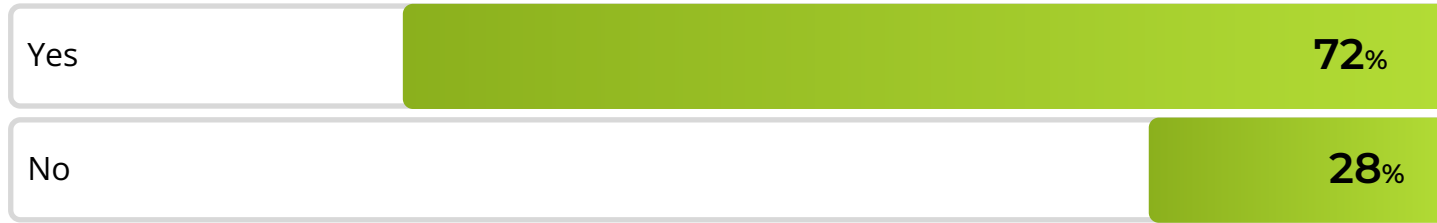
How long have you been with your current company?



In your current position, would you prefer more compensation or more flexibility?



Do you have the needed resources, training, and support to do your job efficiently and effectively?



Do you feel you have good work life balance?



Do you feel that your salary is keeping up with inflation?



Are you satisfied with your current base salary?



Do you feel that your company listens to you and values your opinions?



Does your job have well-defined, concise, and clear goals/objectives?



Do you feel you can grow within your current company?



Do you have concerns about the potential impact of Artificial Intelligence (A I) and your job security?



Have you used A I to be more efficient at your work?



Do you feel your company is keeping up with technology?



Rate how accurately the hiring process reflected the company's environment, culture, and work upon your actual employment experience.



Do your leaders live the values of the organization?



Thank You



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