

Mutiny Monday set to catch businesses out

~ NorthgateArinso warns firms to prepare now for resignation D-Day ~

May 10, 2010 or 'Mutiny Monday' will see the largest number of resignations since the recession, according to NorthgateArinso. The HR software and services supplier is warning employers and human resources managers that they should be checking on succession plans and talent management policies now, in preparation.

NorthgateArinso has received a record number of enquiries around recruitment processes in 2010. The firm's recruitment experts believe that many disgruntled employees will use the long Easter weekend to hone their CVs and apply for jobs.

In addition, at the end of the financial year for many companies, there is often little money left for HR initiatives, and therefore employees who have been waiting for a pay rise or promotion for some time may run out of patience. The combination of all of these factors has led NorthgateArinso to conclude that employers may be hit with a deluge of resignations on May 10 – given the average recruitment cycle takes six weeks.

"We've had more enquiries than ever around recruitment, which suggests that the recruitment market is springing back into life," said Phill Brown, service director at NorthgateArinso. "At the same time, many employees have been waiting a long time for the pay rises and promotions they believe they are due, and the end of Q1 could be the end of the line for employers."

Brown is urging employers to ensure they are prepared for 'Mutiny Monday' by managing their best talent as effectively as possible – carrying out appraisals and increasing employee engagement, even if funds aren't immediately available.

"If the worst happens and employers see a rise in resignations in May, they need to be prepared and should look at their succession planning now," Brown continued. "Businesses must get the support they need, either in-house or from an outside source, to ensure they can manage recruitment and retention as effectively as possible."

About NorthgateArinso

www.northgearinso.co.uk

NorthgateArinso is a leading global Human Resources software & services provider offering innovative HR business solutions to employers of all sizes, including Global Fortune 500 companies and many Public Sector organisations. We help HR executives optimize their HR service delivery through smarter process and more efficient technology, supporting key HR areas like workforce administration, payroll, benefits, recruitment, learning, and talent management.



www.northgearinso.com/uk

The logo for NorthgateArinso, featuring the company name in a sans-serif font. 'Northgate' is in blue and 'Arinso' is in red. A blue curved line arches over the text.

Our 4,500 employees are dedicated to HR excellence through strategic business consulting, outsourcing services, systems integration and best-of-breed software solutions. We are one of the 5 largest HR service providers world wide and have offices in 31 countries on 5 continents.

The Northgate Group is owned by private equity company Kohlberg Kravis Roberts (KKR) and currently employs over 6,500 staff and operates in 46 countries across 5 continents.