

## Annex 1: Survey for recruitment professionals

1. What is the name of your company?

2. What is the size of your company?

- 0-10 persons
- 10 to 50 persons
- 50 to 200 persons
- More than 200 persons

3. Does your company have offices abroad (out of Belgium)?

- Yes
- No

4. Considering that data analytics is “the science of examining raw data with the purpose of drawing conclusions about that information”, do you use « data analytics » in your business?

- Yes
- No

5. What kind of data analytics do you use? Predictive analytics “that uses historical data in order to build an analytical model which allows determining the future value of a target measure” or descriptive analytics “which aims at summarizing a situation” or descriptive analytics “which aims at summarizing a situation”.

- Predictive analytics
- Descriptive analytics

6. In which part(s) of your business do you apply it?

- Your own market definition
- Your clients’ market definition
- Profile definition for a specific position
- Creation of resumes for non-job seeking workers
- Pre-screening of resumes
- Other(s): which one(s)?

7. What are your sources of data?

- Social media
- Data from governmental organizations
- Data from local communities
- Data given by the individuals themselves
- Other(s): which one(s)?

8. Considering that big data is often characterized by a huge volume of information, made of a variety of data types and generated at high speed. Do you consider you use « big data » in these “data analytics”?

- Yes
- No

9. Why and what for?