



Irish Workers Seek More Innovative Employers, Auxilion Survey Finds

September 12, 2025

Dublin, IE - September 12, 2025 - PRESSADVANTAGE -

Dublin - One in three workers in Ireland are applying for roles in more innovative companies, according to new research released today by Auxilion, the Irish IT managed services provider.

The survey, conducted by Censuswide among 1,000 office workers, revealed that 33% of respondents are actively seeking employment in organisations they view as more innovative. A lack of innovation was cited by 19% as a reason for leaving their current role. However, poor salary (54%), limited career progression (40%), and lack of opportunity (35%) were more frequently given as driving factors.

A significant proportion of employees remain unconvinced about the innovative culture of their workplace. One third (33%) said their organisation is not innovative, despite 57% stating that their company asks for staff feedback on innovation projects. Sixty-two per cent of workers reported that innovation is encouraged in their workplace, while the same percentage described their employer as forward thinking on technology. Almost two thirds (65%) said their company regularly updates or adopts new technologies.

The findings also highlight the challenges organisations face when undergoing change. Nearly half (49%) of businesses undertook a transformation programme in the past year, such as restructuring or large-scale technology rollouts. Forty-one per cent are currently in the midst of such a programme, yet 49% of workers described these processes as disruptive.

Job security remains a key concern. More than a third (34%) of respondents said their company had announced redundancies in the last year. Forty per cent identified job security as their biggest fear when organisational change takes place, followed by increased workload (29%) and loss of autonomy (13%).

Only half of employees (50%) feel involved in decision-making during periods of change, while nearly a third (31%) admitted they do not trust senior leadership to manage change effectively. Poor communication (30%) was rated the biggest leadership mistake during times of transformation, with failing to involve staff (20%) and rushing decisions (19%) also high on the list.

The results illustrate the delicate balance between transformation and stability in the Irish workplace. While innovation is seen as critical for long-term competitiveness, workers continue to weigh this against concerns about disruption and security. The data suggests that many employees welcome new ideas and technologies but want a stronger voice in how these are introduced. Greater collaboration and transparency during change processes may help organisations hold onto skilled staff while still evolving to meet business challenges.

Commenting on the results, Eleanor Dempsey, Director of Strategy, Innovation and Transformation at Auxillion, said: "To thrive, companies should embrace and empower change. That means investing in technologies to support automation and business process innovation. It also means focusing on the change management piece and implementing processes around cost optimisation, demand management and digital capability. In turn, companies can better navigate transformation and support innovation while retaining talent and driving success."

About the survey

The research was conducted by Censuswide among a sample of 1,000 office workers aged 18 and over in the Republic of Ireland. The data was collected in July 2025. Censuswide abides by the Market Research Society code of conduct and ESOMAR principles and is a member of the British Polling Council.

About Auxillion

Auxillion is an award-winning provider of IT services, delivering solutions for public and private organisations in the UK and Ireland. Its services include consulting, project management, project delivery, digital services,

and managed services. For more information, visit www.auxilion.com.

###

For more information about Auxilion, contact the company here: Auxilion Team +353 1 687 1687
hello@auxilion.com Unit 12C, Joyce Way, Park West Business Park, Cherry Orchard, Dublin 12, Ireland

Auxilion

Auxilion is an award-winning provider of I.T. services including IT Managed Services, Modern Workplace and IT and Governance services.

Website: <https://www.auxilion.com/>

Email: hello@auxilion.com

Phone: +353 1 687 1687

