



Recruiting
for the Plastics Industry

2025 Employee Satisfaction Survey

www.mbsrecruiters.com

Contents

Introduction	3
Key Take-Aways	4
Employee Satisfaction	5
Likelihood of a Job Change / Influencers	14
Average Bonus / Commission / Incentive by Year	19
Respondent Profile 2024	20
Perspective	24

Introduction

MBS Recruiters used SurveyMonkey to conduct an online survey of plastics professionals in February and March 2025.

The 242 plastics professionals who responded fully were included in the sample set and evaluation. All information provided was self-reported by respondents.

MBS examined the trends for job satisfaction or dissatisfaction, likelihood of seeking a new job, top drivers for a job change, and average bonus levels over time.

Data summary was performed by Brand Beacon Consulting of TN with data analysis and reporting by MBS Recruiters.

All references to statistical significance in the report are at the 95% confidence level, which indicates how certain we can be of the results.

Key Take-Aways

Between 2017 and 2022, employee satisfaction ratings have generally skewed toward the positive end of the scale, with 70 to 80% of respondents being very or somewhat satisfied in their current role. However, over the last three years, the average employee's satisfaction with their current position has been trending downward from 80% in 2022, 70% in 2023, 68% in 2024, down to 59% in 2025. Employees rating their satisfaction as neutral has increased 13% since 2022. Employees responding either very or somewhat dissatisfied has increased by 8% since 2022.

Both men and women report being 58 to 60% satisfied in their current jobs. Men report being neutral at a rate of 11% more than women, while women report being dissatisfied at a rate of 13% more than men.

Factors contributing most to job satisfaction are competitive compensation, a positive work environment, followed by company culture, and job stability. Males are somewhat more likely than females to report compensation and stability as important factors. Females are more likely to report flexibility, company culture, and ability to work from home as important factors.

The factors contributing most to job dissatisfaction are a lack of growth opportunities, a toxic work environment, feeling overworked, and not receiving raises.

Consistent with last year, 2025 results suggest that 50% of respondents are **not likely** to seek a new job this year. Whereas 13% are actively seeking one, 9% are definitely planning to seek one, and 28% are somewhat likely to seek one in the coming year. The ratings suggest an 8% uptick from 2024 in respondents more likely to seek a new job in the next 12 months.

Consistent with previous years, salary, benefits, and a positive work environment rank highest in what people would look for from a new employer. Followed by opportunity to work remotely and a company's financial performance.

Performance-based compensation recovered this year after a dip in 2024, increasing by ~38% and returning to 2022 and 2023 levels. It should be noted that most respondents to this survey are in sales and management roles.

Employee Satisfaction

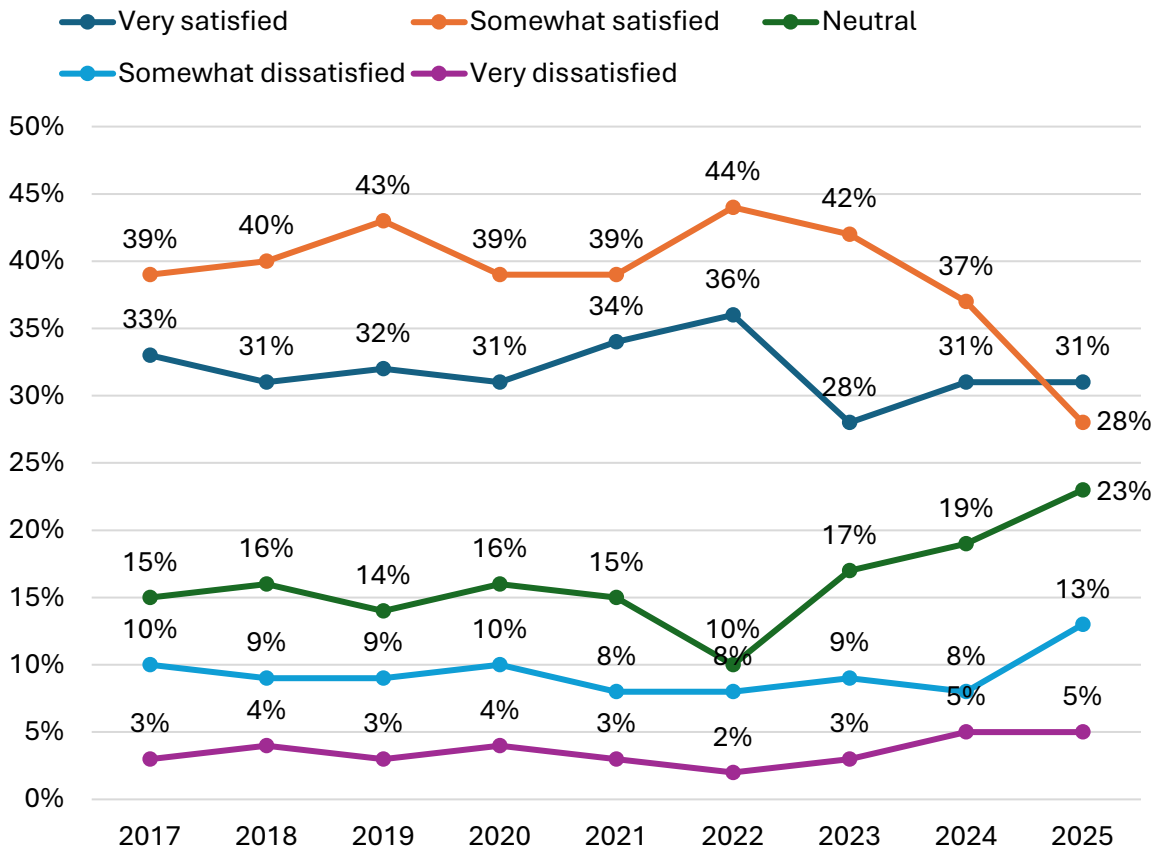
This section examines employee satisfaction trends for the total sample and summarizes 2025 employee satisfaction ratings of current positions by gender, age, company tenure, managers, and region.

This section also analyzes factors contributing to job satisfaction and dissatisfaction.

The results are depicted in the following graphs.

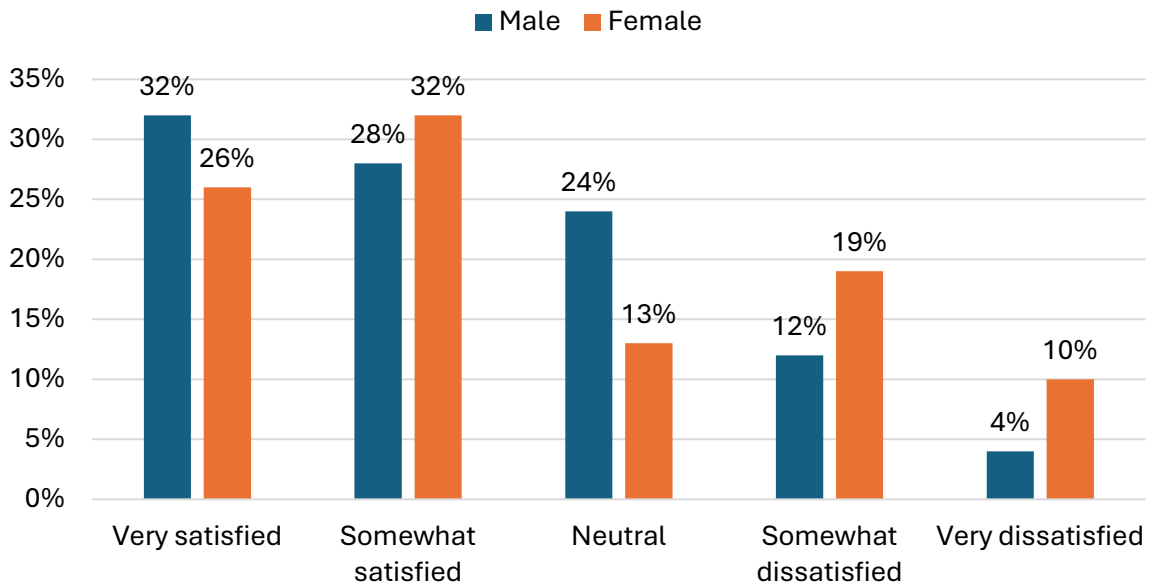
Satisfaction with Current Position – Annual Trends	6
Satisfaction with Current Position – Gender	7
Satisfaction with Current Position – Age	8
Satisfaction with Current Position – Managers / Non-Managers	9
Satisfaction with Current Position – Region	10
Factors that Contribute Most to Job Satisfaction	11
Factors that Contribute Most to Job Satisfaction – Gender	12
Factors that Contribute Most to Job Dissatisfaction	13

Satisfaction with Current Position Annual Trends (2017-2025)



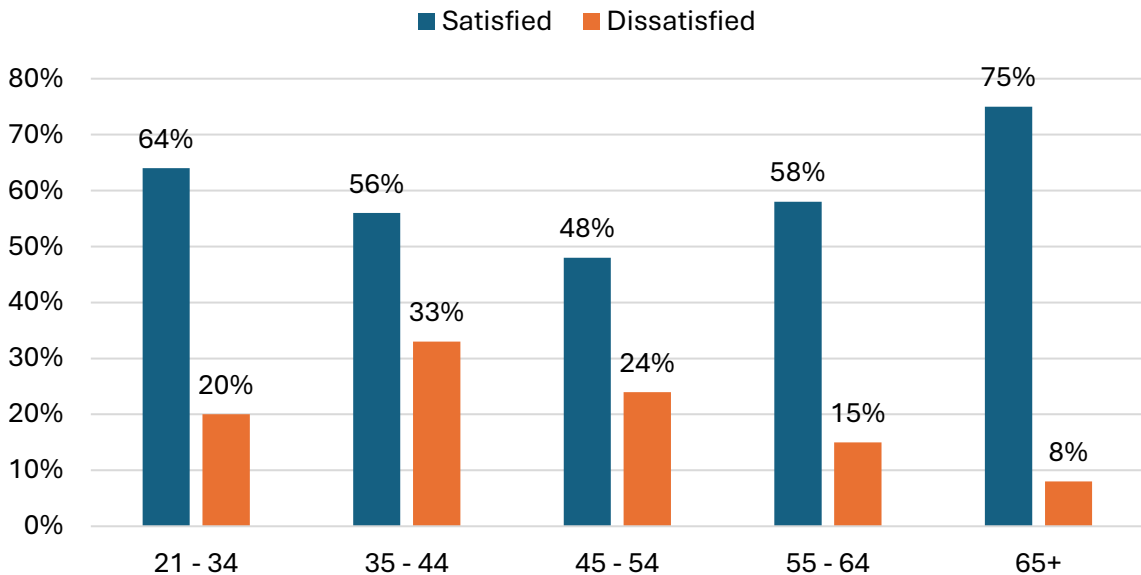
Over the last three years Satisfaction with Current Position is trending downward from 80% in 2022 to 59% in 2025 with employees reporting either very or somewhat satisfied. Employees rating their satisfaction as neutral has increased 13% since 2022. Employees responding either very or somewhat dissatisfied has increased by 8% since 2022.

Satisfaction with Current Position by Gender



The above graph depicts 2025 job satisfaction ratings by gender. Males report being 6% higher than females in the Very Satisfied category and 11% higher in the Neutral category. Whereas females are 7% higher than males in the Somewhat Dissatisfied category and 6% higher in the Very Dissatisfied category.

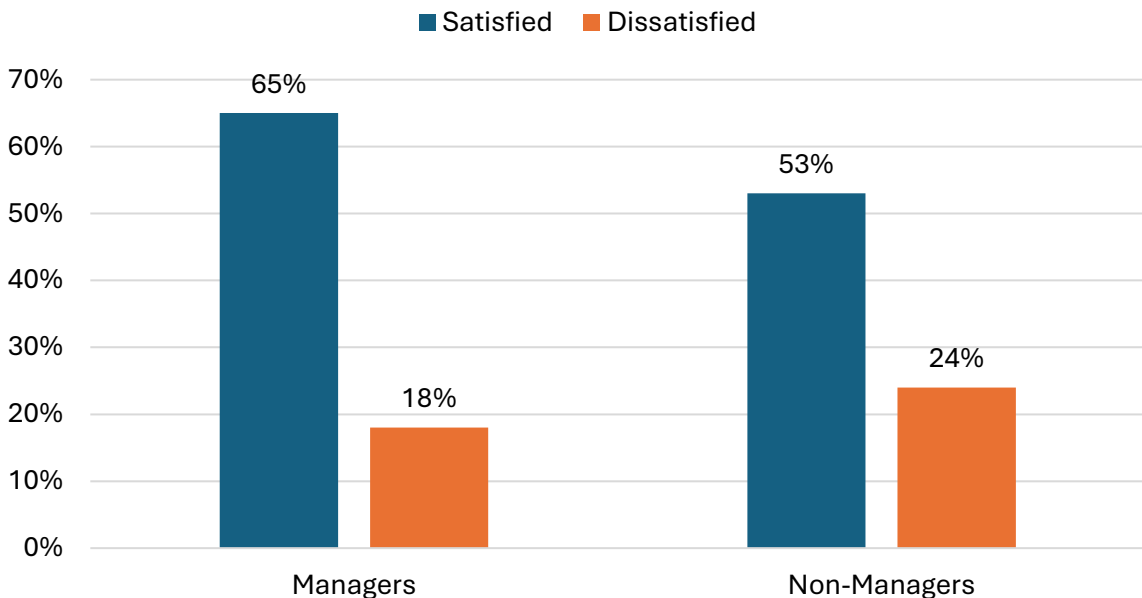
Satisfaction with Current Position by Age



The above graph depicts 2025 job satisfaction by age and shows the highest satisfaction (75%) are respondents 65 or older. The lowest percentage of satisfied employees (48%) are seen in the 45 – 54 age group. While the highest percentage of dissatisfaction (33%) is among the 35 – 44 age group.

Note: Satisfied values include both somewhat and very satisfied responses. Dissatisfied values include both somewhat and very dissatisfied responses.

Satisfaction with Current Position Managers / Non-Managers

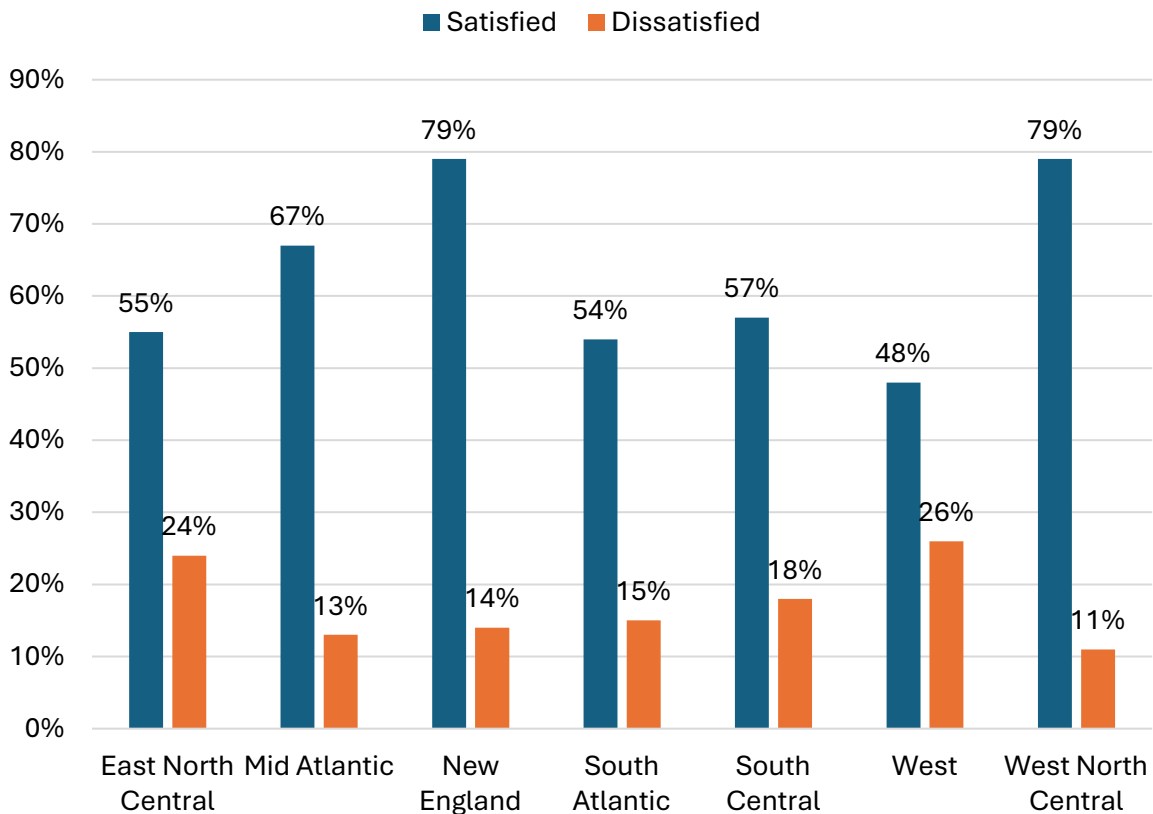


The above graph depicts 2025 job satisfaction for managers of employees versus non-managers and shows that managers are 12% more satisfied than non-managers.

Note: Satisfied values include both somewhat and very satisfied responses. Dissatisfied values include both somewhat and very dissatisfied responses.

Satisfaction with Current Position

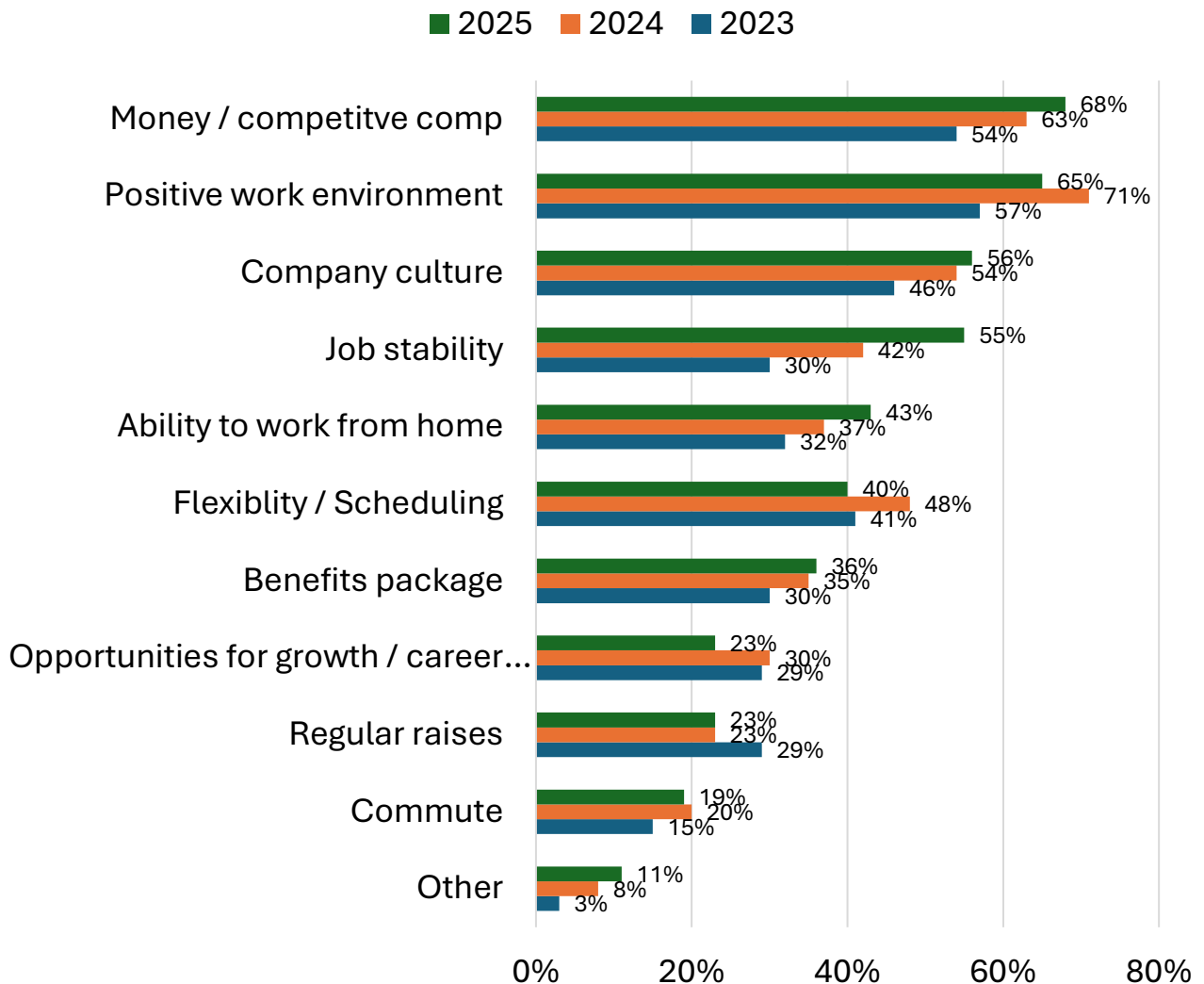
Region



The above graph depicts 2025 job satisfaction scores by US region. Sample sizes vary, but satisfaction generally runs highest in the West North Central (IA, KS, MN, MO, ND, NE, SD) and New England regions and lowest in the West region. Regions are further defined on page 20.

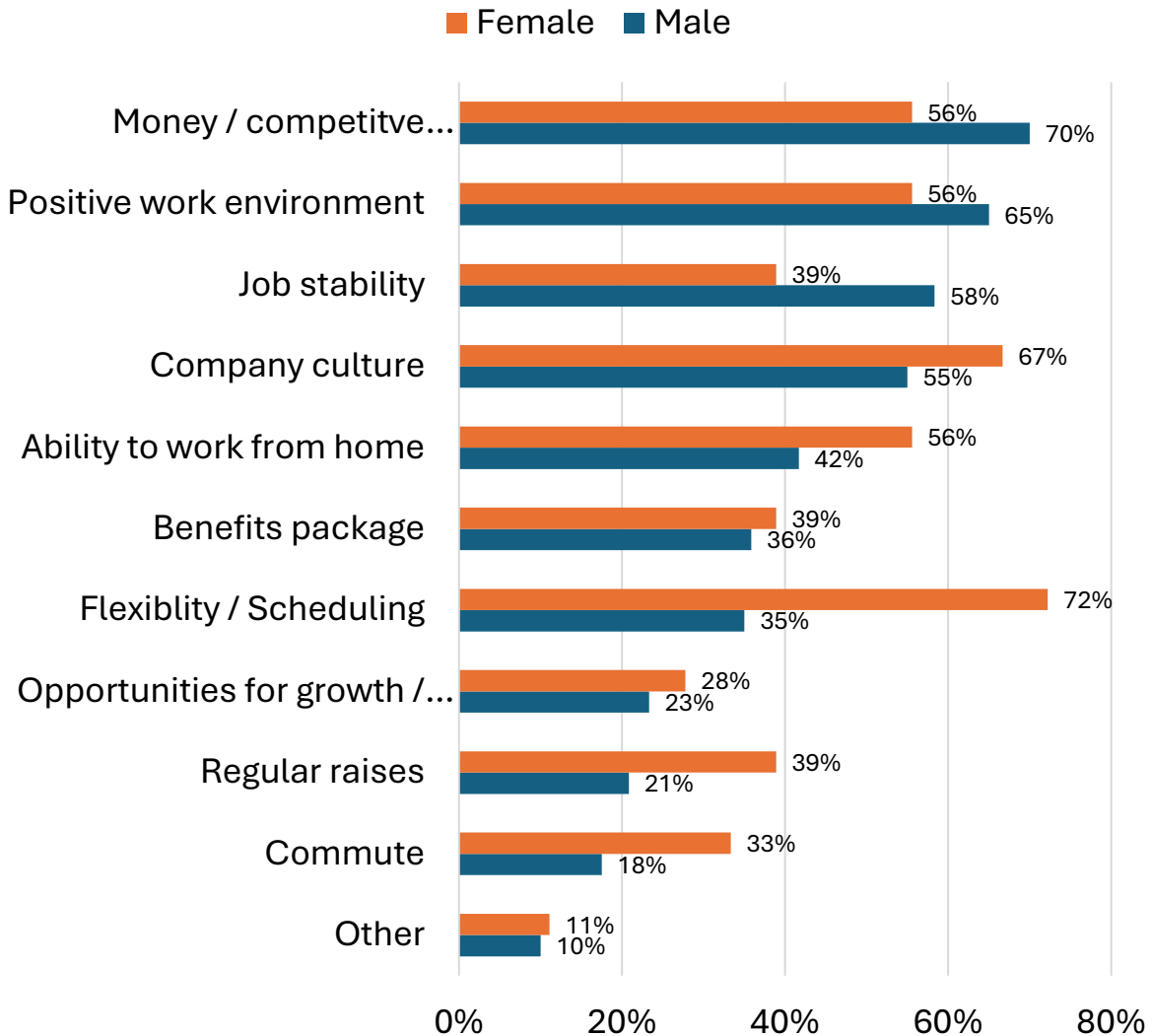
Note: Satisfied values include both somewhat and very satisfied responses. Dissatisfied values include both somewhat and very dissatisfied responses.

Factors that Contribute Most to Job Satisfaction



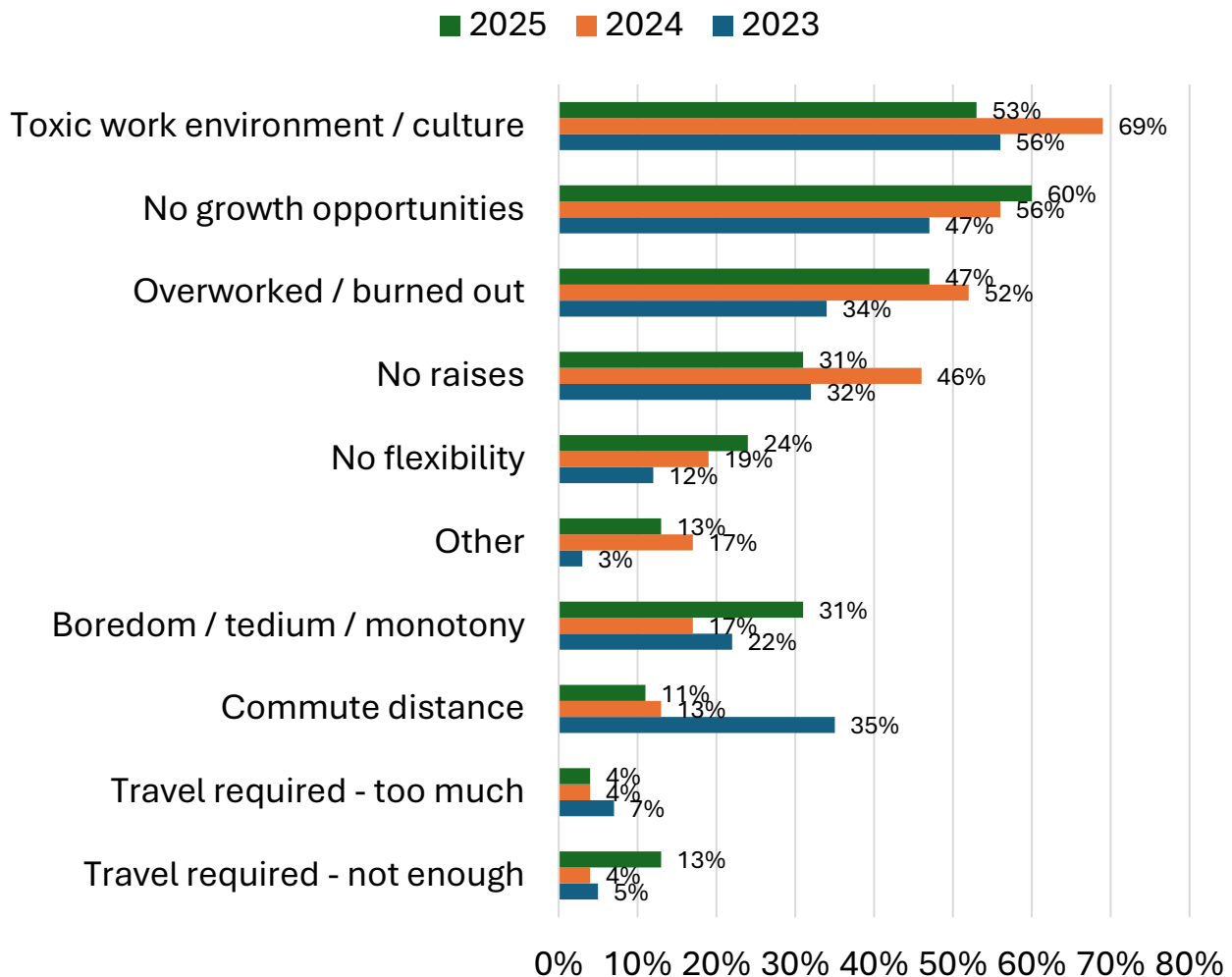
Satisfied employees selected factors that contribute most to their job satisfaction. Consistent with last year, competitive compensation and a positive work environment rank first. Company culture and job stability rank in the second tier. Factors comprise the third tier are work from home capability and flexibility.

Factors that Contribute Most to Job Satisfaction - Gender



Satisfied employees selected those factors that contribute most to their job satisfaction. The above graph depicts the ratings by gender. Males are more likely than females to report compensation and stability as the most important factors. Females are more likely to report flexibility and company culture as the most important factors.

Factors that Contribute Most to Job Dissatisfaction



Dissatisfied employees selected those factors that contribute most to their job dissatisfaction. As in previous years, toxic work environment /culture, lack of growth opportunities, and feeling overworked are the highest ranked factors for dissatisfaction.

Likelihood of a Job Change / Influencers

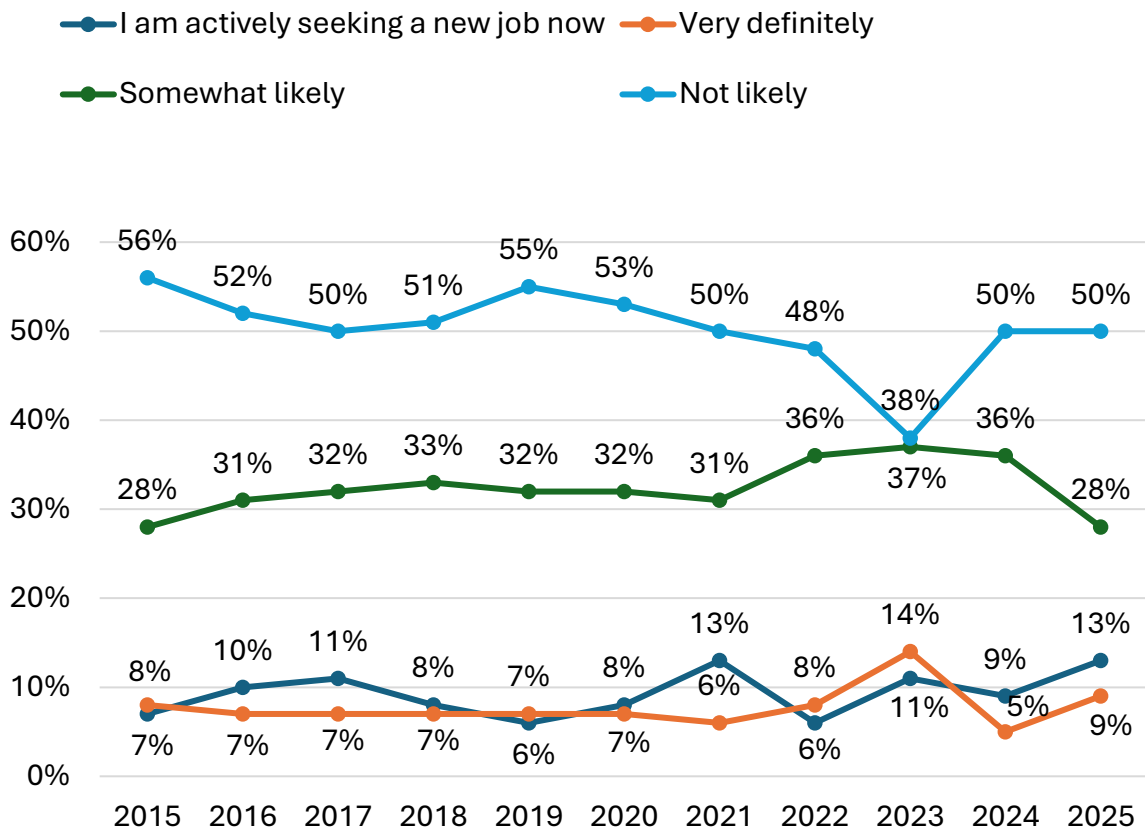
This section examines the trend for the likelihood that employees would seek a job change in the next 12 months.

This section also includes an analysis of the influential factors that could impact the desire to work for another company - what people would be looking for.

The results are depicted in the following graphs.

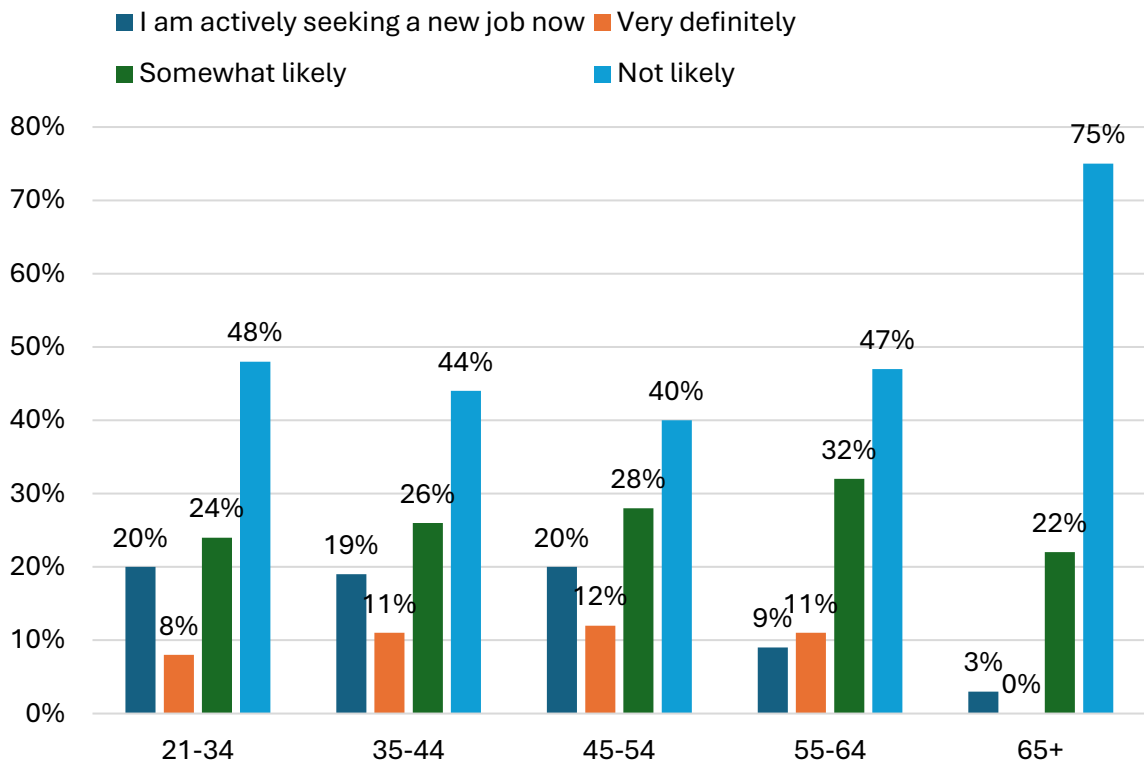
Likelihood of Seeking a New Job in the Next 12 Months Annual Trends	15
Likelihood of Seeking a New Job in the Next 12 Month Age	16
What People Would Look for in Another Company	17
What People Would Look for in Another Company - Gender	18

Likelihood of Seeking a New Job in the Next 12 Months – Annual Trends



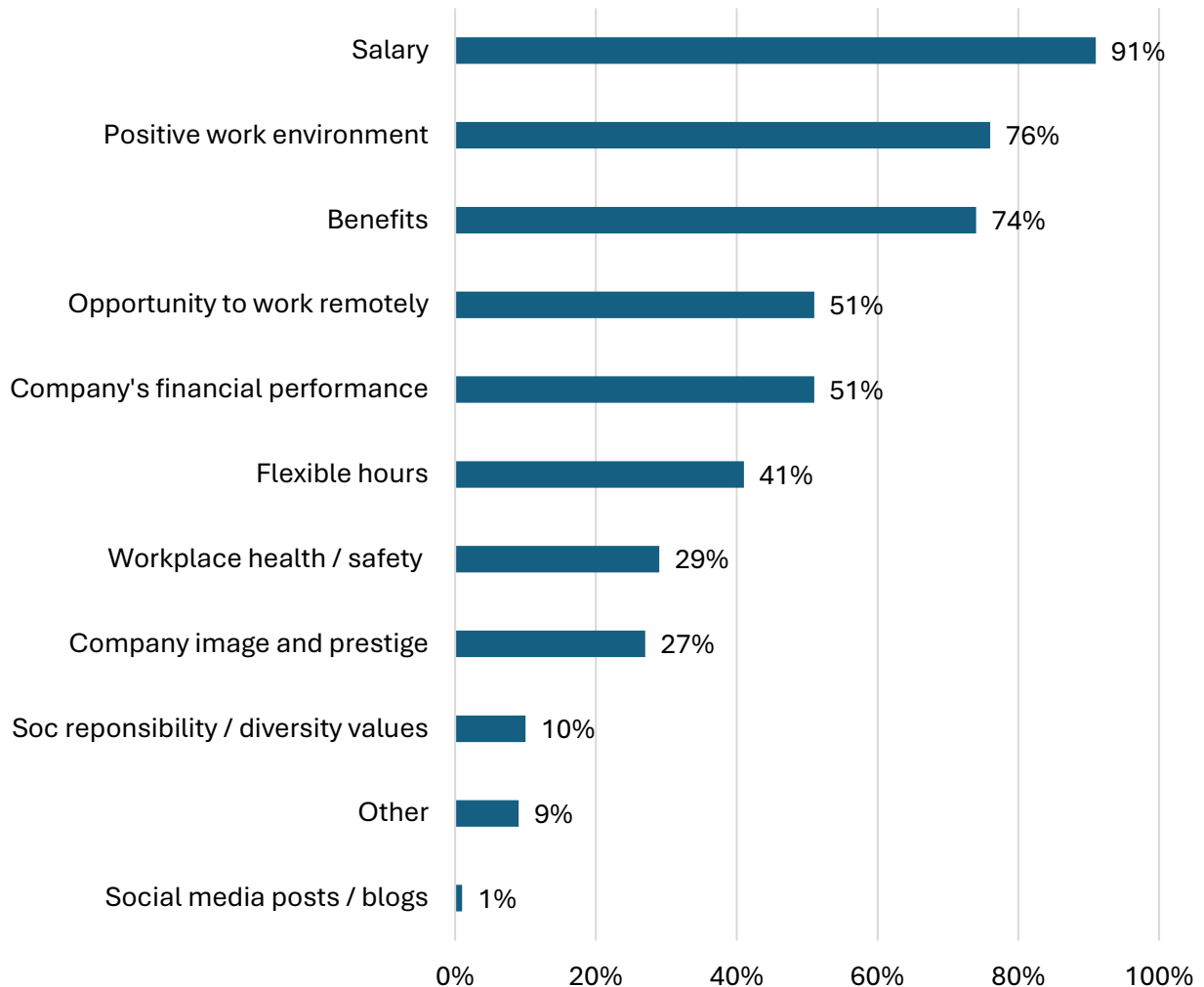
The percentage of employees **not likely to seek a new job** is consistent with 2024 results, half the respondents will not likely seek a new job in the next 12 months. However, the percentage who are very definitely and actively looking for a new job both increased by 4%.

Likelihood of Seeking a New Job in the Next 12 Months - Age



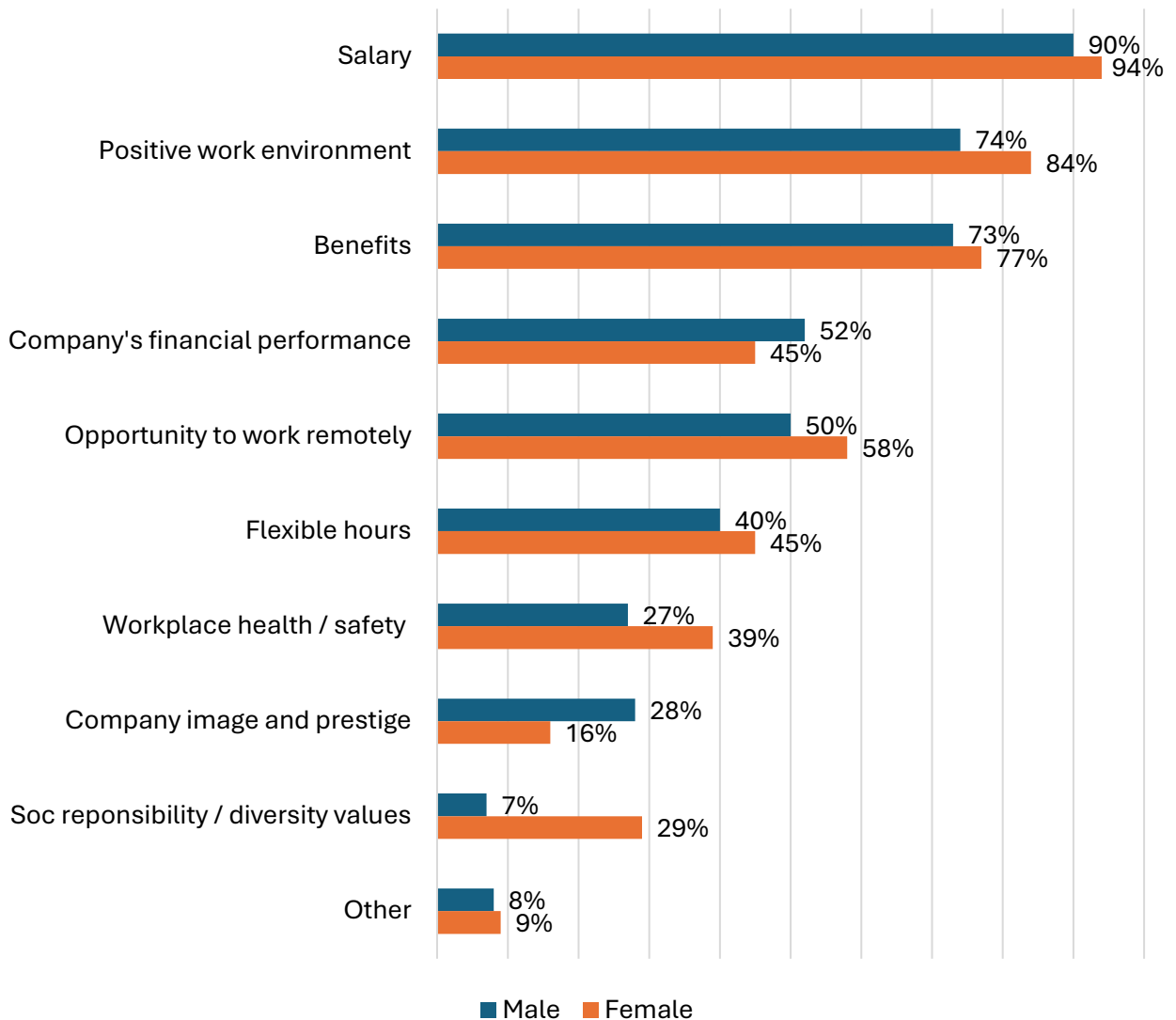
Above are the 2025 expectations for seeking a new job by age group. The percentage reporting they are not likely to seek a new job ranges from 40 to 48% in the 21 to 64 age range, while those 65+ are 75% not likely to seek a new job in the coming year. Those actively looking for a new job range from 3 to 20%, and those very definitely to seek a new job range from 8 to 12 % in the 21 to 64 age range.

What People Would Look for in Another Company



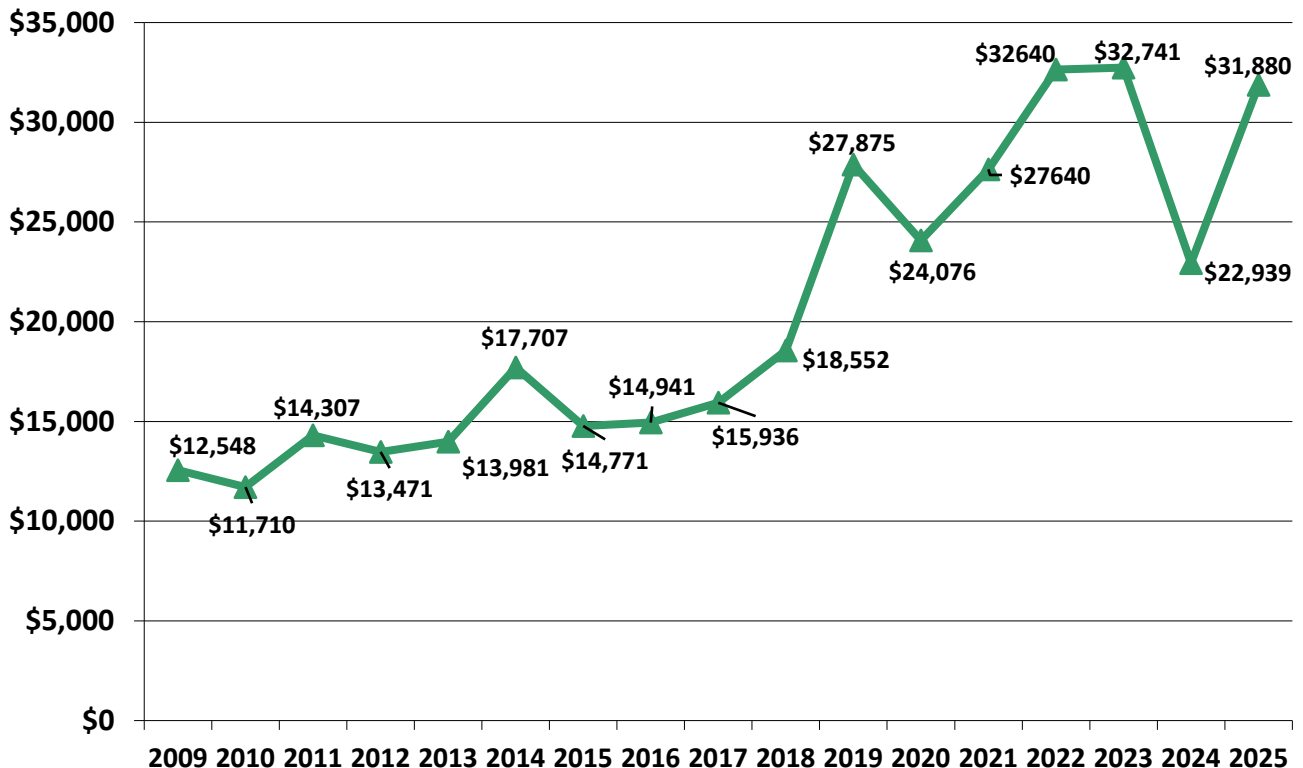
We asked respondents what factors they look for in another company. As in previous years, salary continues to rank first, with a positive work environment and benefits ranking second tier. Work-from-home opportunities and company financial ranking third tier.

What People Would Look for in Another Company - Gender



Factors are listed in descending order for the total sample. Workplace health/safety and social responsibility/diversity values are notably more prominent for females.

Average Bonus / Commission / Incentive by Year (2009-2025)



The graph above depicts the average bonus / incentive / commission by year from 2009 to 2025. Performance-based compensation increased in the 2025 survey, returning to values seen in 2022 and 2023. The average additional compensation for 2024 was \$31,880. It should be noted that the majority of respondents to this survey are in sales and management roles (see Current Professional Role page 22).

Respondent Profile 2025

Primary Manufacturing Process	
Injection Molding	46.15%
Resin - Compounding - Additives	15.81%
Distributor - Mfg Rep	4.70%
Pipe - Profile Extrusion	3.42%
Tooling - Molds	3.42%
Blown or Cast Film	2.56%
Other Services	2.56%
Sheet Extrusion	2.56%
Auxiliary Machinery	1.28%
Converting - Film	1.28%
Blow Molding - Packaging	0.85%
Recycling	0.85%
Thermoform Packaging	0.85%
Automation	0.43%
Blow Molding - Industrial	0.43%
Contract Packaging	0.43%
Form - Fill - Seal	0.43%
Lumber	0.43%
Thermoform Heavy	0.43%
Other	11.11%

Region	
East North Central - IL, IN, MI, OH, WI	32%
West North Central - IA , KS, MN, MO, ND, NE, SD	8%
Mid Atlantic - NJ, NY, PA	10%
South Atlantic - DC, DE, FL, GA, MD, NC, SC, VA, WV	15%
South Central - AL, AR, KY, LA, MS, OK, TN, TX	18%
New England - CT, MA, ME, NH, RI, VT	6%
West - AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY	9%
Outside the United States	1%

Respondent Profile 2025

Age	
21 - 34	11%
35 - 44	12%
45 - 54	21%
55 - 64	41%
65 +	15%

Gender	
Male	87%
Female	13%

Country	
United States	99%
Other	1%

Direct Manager of Employees	
Yes	47%
No	53%

Tenure in the Plastics Industry	
< 1 Year	0%
1 - 5 Years	5%
6 - 10 Years	12%
11 - 15 Years	12%
16 - 20 Years	9%
> 20 Years	61%

Education	
High School	10%
Professional Certificate	6%
Associates Degree	9%
Bachelor's Degree	42%
Master's Degree	25%
Doctoral Degree	6%
Other	2%

Number of Employees	
< 10	5%
10 – 25	6%
26 – 99	21%
100 – 249	19%
250 – 499	12%
500 – 999	7%
1,000 - 2,499	8%
2,500 - 4,999	4%
5,000+	18%

Respondent Profile 2025

Current Professional Role	%
Sales Person or Account Manager	9.40%
Sales Manager	5.98%
Engineering Manager	3.85%
President	3.42%
Process Engineer	3.42%
Sales and Marketing Director	3.42%
Plant Manager	2.99%
Project Engineer	2.99%
R&D or Laboratory Manager	2.99%
Manufacturing Engineering Manager	2.56%
Program or Project Manager	2.56%
R&D Engineer, chemicals, resins, additives	2.56%
Engineering Director or VP	2.14%
Human Resources Manager	2.14%
Marketing Manager	2.14%
Operations Director or Manager	2.14%
Quality Manager	2.14%
Chief Executive Officer	1.71%
Human Resources	1.71%
Product Manager or Product Specialist	1.71%
Purchasing Director or Manager	1.71%

Current Professional Role (cont.)	%
R&D Engineer, other	1.71%
Sales and Marketing VP	1.71%
Technical Support, in the field	1.71%
Tooling Engineer	1.71%
Consultant	1.28%
Controller	1.28%
General Manager	1.28%
Manufacturing Engineer	1.28%
Manufacturing VP or Director	1.28%
R&D Engineer, mechanical	1.28%
Applications Engineer, in the field	0.85%
Applications Engineer, in the office	0.85%
Color Specialist	0.85%
Die Designer	0.85%
Lab Technician	0.85%
Maintenance Manager, process machinery	0.85%
Manufacturing Manager	0.85%
Materials Engineer	0.85%
Mold Designer	0.85%
Mold Technician	0.85%
Quality Director	0.85%

Respondent Profile 2025

Current Professional Role (cont.)	%
Quality Engineer	0.85%
Shift Manager or Supervisor	0.85%
Technical Support Manager	0.85%
Advertising or Marketing Specialist	0.43%
Automation Engineer	0.43%
Chief Operating Officer	0.43%
Machine Designer	0.43%
Maintenance Specialist, process machinery	0.43%
Moldmaker	0.43%
Owner	0.43%
Process Technician	0.43%
Product Designer or Engineer	0.43%
Production Manager	0.43%
Production Supervisor	0.43%
Safety Manager	0.43%
Supply Chain Manager	0.43%
Technical Support, in office	0.43%
Technology Manager	0.43%
Tooling Manager	0.43%
Training Manager	0.43%
Other	2.56%
Quality Engineer	0.85%
Shift Manager or Supervisor	0.85%
Technical Support Manager	0.85%

Perspective

- 2025 showed a decline in job satisfaction with 59% of respondents in the plastics industry reporting they are satisfied in their current role. This demonstrates a 25% drop in job satisfaction since 2022.
- Consistent with a decline in job satisfaction, there was an 8% uptick in employees more likely to seek a new job in the coming year. While 50% of respondents are not likely to seek a new job.
- Hiring companies, are you taking steps to ensure employee retention? Are you offering an engaging and rewarding workplace? Have you considered your Employer Value Proposition?



Plastics professionals report the most important factors to job satisfaction are:

- competitive compensation
- a positive work environment
- company culture
- job stability

Successful companies need great people. Great people are hard to find.
MBS Recruiters can help.

MBS Recruiters work exclusively in the plastics and manufacturing industry. We identify top talent and guide our corporate clients through the hiring process. MBS successfully recruits management and executive-level professionals in sales, operations, engineering, HR, supply chain, financial, and executive management positions throughout North America.