

# When Looking For A Job— Bigger Isn't Always Better

(NAPSA)—The biggest opportunities for job seekers, these days, may actually lie with smaller companies. There are approximately 20 million small businesses currently operating in the United States in virtually every industry and field from health care and technology to accounting/finance, sales and hospitality, according to the U.S. Small Business Administration.

Small businesses employ half of all private sector employees and have generated 60 to 80 percent of new jobs annually over the last decade. A recent CareerBuilder.com survey found 42 percent of hiring managers operating in small businesses still report difficulty in finding qualified job seekers to fill their open positions.

“We talk to small companies all the time regarding their need for talented people to move their business forward and make the next big idea happen,” said Jason Lovelace, Vice President of CareerBuilder.com’s Interactive Sales Group, which focuses on recruitment solutions for businesses with 100 employees or less. “Smaller companies offer a unique work environment that allows its employees to have an active role in the growth and success of the company.”

According to the survey, small business employees say there are distinct advantages to working for companies with:

1. Camaraderie/family-like environment
2. Less red tape in corporate hierarchy
3. A sense that you are making a difference
4. Strong growth potential
5. More employee recognition.



Even with all the advantages, there still remains a shortage of qualified job applicants for small business jobs mainly because of misconceptions regarding the compensation packages and career advancement opportunities of smaller companies.

In reality, many small businesses offer compensation packages that are competitive with their larger counterparts, produce considerable revenue sums and provide employees with the means to rise through the ranks quickly in a secure environment. In fact, job satisfaction levels for employees of small business actually track above the national average for all workers.

There are hundreds of thousands of jobs from small businesses across the country posted on CareerBuilder.com. You can search for jobs by industry, location and job type; conduct advanced searches with multiple criteria; post up to five different resumes and have jobs that match your job search criteria automatically e-mailed to you. Your next big opportunity with a small business may be just a click away.