MERCER TALENT TRENDS STUDY
2018 FINDINGS: CHINA

CHANGE@SPEED

100% Companies planning an organization redesign in the next two years

69% HR who are confident in reskilling current employees for new roles

14% Executives who consider their organization "change agile"

WORKING WITH PURPOSE

Thriving employees are

2x more likely

to work for a company with a strong sense of purpose

PERMANENT FLEXIBILITY

80% of executives say flexible working Is core to their EVP, but

34% of employees are concerned that flex impacts promotion opportunities, and only

6% of HR leaders say that flex is visibly present in their organization

PLATFORM FOR TALENT

Less than half of HR leaders provide analytics on the effectiveness of buy, build, borrow strategies

43%

DIGITAL FROM THE INSIDE OUT

Digital or Mostly Digital Organizations are

twice as likely

to have high scores on change agility