

MERCER TALENT TRENDS STUDY

2018 FINDINGS:

MANUFACTURING SECTOR



CHANGE@SPEED



HR who are confident in hiring external talent for new/changed roles



HR who are confident in reskilling current employees for new/changed roles



Employees who say their company makes it easy for them to innovate



WORKING WITH PURPOSE

Thriving employees are **3x more likely** to work for a company with a strong sense of purpose



PERMANENT FLEXIBILITY

- 9% HR leaders who say that flexible working is visibly present in their organization
- 51% Employees who want their company to offer more flexible work options
- 45% Employees who are concerned that flex impacts promotion



PLATFORM FOR TALENT

Only 26% of HR leaders provide analytics on the effectiveness of buy, build, borrow strategies



DIGITAL FROM THE INSIDE OUT

68% Employees who say that having state-of-the-art digital tools is important for their success

