

MERCER TALENT TRENDS STUDY 2018 FINDINGS: SINGAPORE



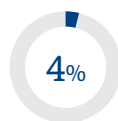
CHANGE@SPEED



Companies planning an organization redesign in the next two years



HR who are confident in reskilling current employees for new roles



Executives who consider their organization “change agile”



WORKING WITH PURPOSE



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



PERMANENT FLEXIBILITY

82% of executives say flexible working is core to their EVP, but

48% of employees are concerned that flex impacts promotion opportunities, and only

3% of HR leaders say that flex is visibly present in their organization



PLATFORM FOR TALENT

Only one-third of HR leaders provide analytics on the effectiveness of buy, build, borrow strategies



DIGITAL FROM THE INSIDE OUT

Digital or Mostly Digital Organizations are **twice as likely** to have high scores on change agility

