**MERCER TALENT TRENDS STUDY**

**2018 FINDINGS: SOUTH AFRICA**

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**CHANGE@SPEED**
- 96% of executives say companies planning an organization redesign in the next two years
- 46% of HR leaders consider retraining current employees for new roles
- 10% of executives say organizations 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
- 43% of employees are concerned that flex impacts promotion opportunities, and only
- 12% 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

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**MAKE TOMORROW, TODAY**

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