Global Talent Trends | China | Most employees (62%) believe their organization does not effectively balance economics and empathy when making decisions. Leading companies listen intently to their people and show they care by nudging them towards brighter futures.

Focus on futures
Work together to ensure people thrive now and in the future

- 76% of executives agree that the purpose of an organization should extend beyond shareholder primacy
- But only 28% of organizations are delivering on this today
- 73% of employees feel at risk of burn out this year

Race to reskill
Transform the workforce by reskilling for a new world economy

- HR leaders’ #2 transformation challenge is not understanding need for change
- According to executives, only 45% of the workforce is able to adapt to the new world of work
- But 77% of employees say they are ready to learn new skills

Sense with science
See ahead by augmenting AI with human intuition

- Use of predictive analytics has increased (from 9% in 2016 to 18% today)
- Just 19% of companies use metrics to make buy, build, borrow decisions
- And only 25% use metrics to identify who is at risk of leaving

Energize the experience
Inspire and invigorate people by redesigning their work experience

- Just 4% of HR Teams believe they deliver an exemplary employee experience today
- But 63% of companies are redesigning the organization to become more people-centric
- Energized employees are 5x more likely to report a flexible and inclusive workplace

Download the full Mercer Global Talent Trends Study at: www.mercer.com/global-talent-trends

Keen to know how companies win with empathy? Speak to Mercer. welcome to brighter