Global Talent Trends | Germany | Most employees (59%) 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

96% of executives agree that the purpose of an organization should extend beyond shareholder primacy

But only 28% of organizations are delivering on this today

69% of employees feel at risk of burnout this year

Sense with science
See ahead by augmenting AI with human intuition

Use of predictive analytics has increased (from 5% in 2016 to 52% today)

Just 13% of companies use metrics to make buy, build, borrow decisions

And only 51% use metrics to identify who is at risk of leaving

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

HR leaders’ #2 transformation challenge is inability to drive change

According to executives, only 40% of the workforce is able to adapt to the new world of work

But 75% of employees say they are ready to learn new skills

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

Just 3% of HR Teams believe they deliver an exemplary employee experience today

But 74% of companies are redesigning the organization to become more people-centric

Energized employees are 2x more likely to report a healthy, inclusive and trusting 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