Global Talent Trends | Asia | Most employees (64%) 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

80% of executives agree that the purpose of an organization should extend beyond shareholder primacy

But only 36% of organizations are delivering on this today

70% of employees feel at risk of burn out this year

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

72% of employees say they are ready to learn new skills

According to executives, only 45% of the workforce is able to adapt to the new world of work

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

Energized employees are 5x more likely to report a workplace that is healthy and 4x inclusive and trusting

45%
72%

Just 6% of HR Teams believe they deliver an exemplary employee experience today

But 63% of companies are redesigning the organization to become more people-centric

9%
23%

Use of predictive analytics has increased (from 9% in 2016 to 23% today)

And only 31% use metrics to identify who is at risk of leaving

23%

Sense with science
See ahead by augmenting AI with human intuition

Just 18% of companies use metrics to make buy, build, borrow decisions

HR leaders’ #2 transformation challenge is workforce capability

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