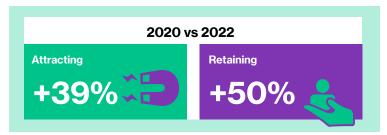
Asia Pacific employers focus on 3 key areas in response to widespread change in the workplace



Insights from the Reimagining Work and Rewards Survey - Asia Pacific findings



Employers face a jump in talent attraction and retention challenges



Majority of employers struggle to attract and retain digital talent across different markets



Note: Percentages indicate those who are experiencing challenges "To a great or very great extent"

Employers look to take action in three strategic areas: work, Total Rewards and careers

Increase in percentage of employers expecting extensive changes globally





90% How they define careers

Addressing these strategic areas require new HR capabilities

57% Build new strategies around work and rewards



54% Create a human-centric, holistic and purposedriven employee experience



51% Build a talent ecosystem encompassing alternative work models



Note: Numbers represent percentage of organisations who identify these as important HR capabilities over next 3 years

Key actions for employers



Reset Total Rewards philosophy and strategy for the new hybrid work environment



Set an overarching career enablement strategy



Identify new sources of talent based on more flexible approaches to work



Redesign jobs taking into account new skills, work value and changing employee preferences

About the survey: Asia Pacific findings are based on responses from 720 employers representing 4.2 million employees across a range of industries. The survey was conducted between October 28 and December 10, 2021.



