

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

Rapid change in the workplace has created significant pressure points for organisations

To what extent has your organisation changed in each of the following areas over the past three years?

65%



Our ways of working (including increased flexibility)

61%



Competencies required of leaders and managers

60% and 56%



Technology strategy and accompanying data strategy

60%



Competencies required in HR

Note: Percentages indicate "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

50%



Optimising work and job design

80%



Total Rewards philosophy

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 purpose-driven 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

Employers face a jump in talent attraction and retention challenges

2020 vs 2022

Attracting

+39%



Retaining

+50%



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

Asia Pacific:

71%

Digital talent

China **60%**

Hong Kong **75%**

India **85%**

Japan **71%**

Philippines **77%**

Singapore **84%**

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

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.

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