

randstad malaysia

workmonitor 2020 2H report

48% of respondents want the flexibility to work from home and the office after the pandemic.



48% of local respondents want a combination of working from home and the office after the pandemic. A further 14% of respondents want to work-from-home permanently.

Flexible working policies can help reduce stress levels and boost morale, as employees are able to find a way to strike a balance between their work and personal lives.

However, remote working can also cost the organisation its culture as it can be difficult to foster relationships and replicate the energy required for effective collaborations.

Companies will need to take small steps towards finding a balanced strategy that can both retain its culture and meet employees' expectations.

In response to the pandemic, many employers have sped up on developing their technology capabilities to equip their staff with adequate hardware and software for remote working.

82% of respondents feel they have the equipment and technology to deal with the digitalisation in their job.

work-life balance includes receiving support for physical and mental health.

81% of respondents feel that their employer is supporting them mentally and emotionally through the pandemic. This sentiment is slightly lower among the mature workers, with 74% of respondents aged 45 to 54 years old feeling supported by their employers.

Limited social interactions and heightened fears about the virus can raise serious health issues. This could also be exacerbated by the blurring lines between work and life which may result in what feels like a long continuous day. Employees are hence more likely to go to their managers for help and guidance to manage their stress levels during such extraordinary times.

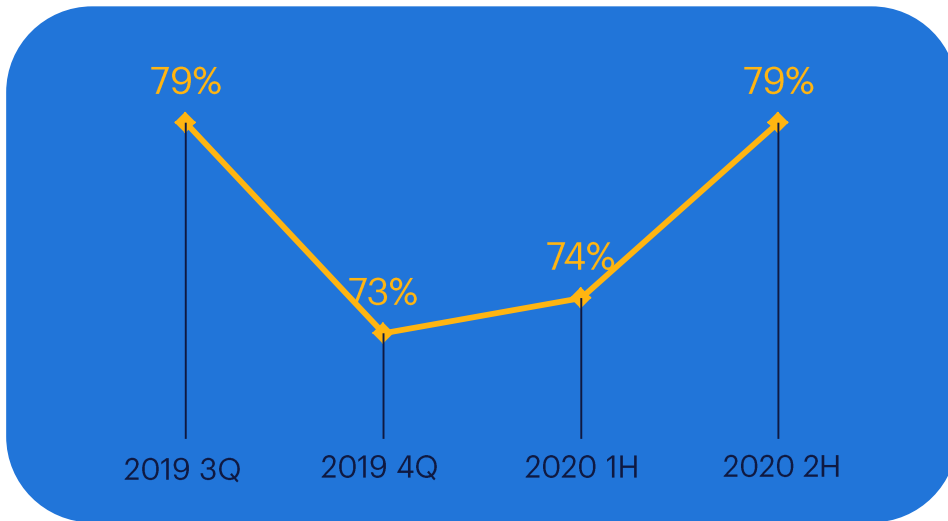
Companies that take the effort to invest in their employees' health will see an increase in work productivity, reduced absenteeism as well as higher engagement levels at work.

Ensuring good mental and physical health is an organisation-wide effort. Employees need to raise the issues they face so that HR teams can invest in the right programmes and healthcare packages to boost employees' well-being.

For example, the younger generation can be involved in driving mental health awareness campaigns to destigmatise it, which would encourage more of their colleagues to speak out and seek professional help.

32% of respondents wish that their employers would provide employee assistance programmes post-COVID-19. 52% of respondents expect their employers to have good health policies and safety protocols and 51% want access to health insurance.

61% of respondents are satisfied about working with their current employer.



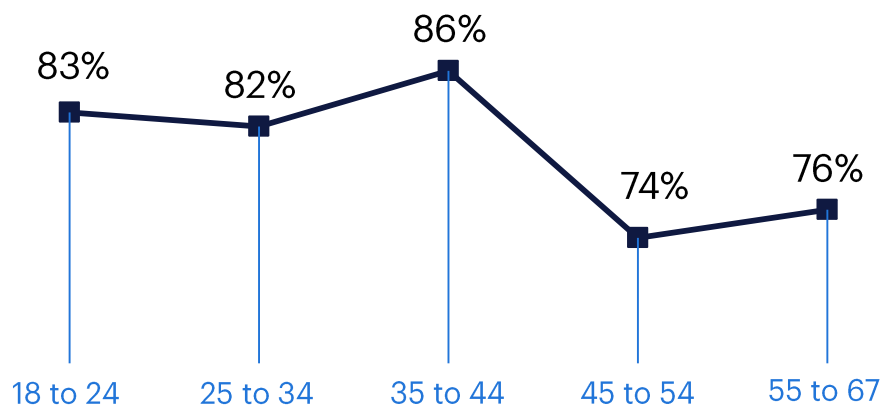
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83%

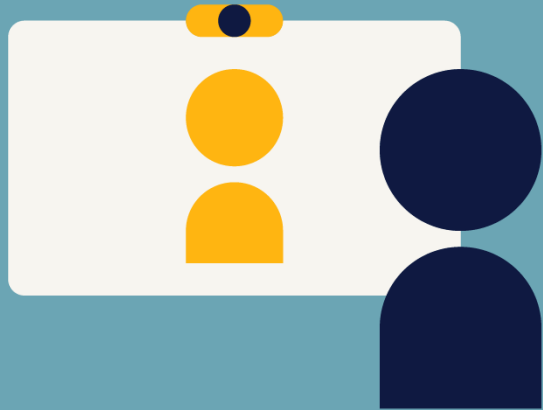


80%



“In a post-COVID-19 world, my ideal work environment would be...”

A combination of working from home and going to the office	48%
Offers flexibility to shift my work hours	17%
Working from home all the time	14%
Always be working in an office or outside the home	10%
Work from home whenever I want	6%
Work remotely from anywhere like a digital nomad	4%



In the 2020 Randstad Malaysia Employer Brand Research, 35% of respondents find 'flexible work arrangements' attractive.

top 5 values and initiatives that workers expect in a job in a post COVID-19 world.

1. Salary protection	71%
2. Health policies and safety protocols	52%
3. Health insurance	51%
4. Job security	47%
5. Transparent communication	34%

top 5 most important employer's efforts to be inclusive.

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|---|---|-----|
| 1 | Creating elements of an inclusive work environment and workspace, including being open to and considering other people's opinions | 55% |
| 2 | Building a diverse workforce | 50% |
| 3 | Employee training | 41% |
| 4 | Having people from diverse backgrounds in leadership positions | 39% |
| 5 | Encouraging employee resource groups (diversity & inclusion) | 35% |



“Embracing diversity in your teams isn’t just good for your employees. It’s good for your business. And if you have the courage to accept the challenge, you’ll soon be reaping the rewards of your broader view of what an effective team looks like.”

- Jos Schut, CHRO, Randstad

about randstad workmonitor.

The Randstad Workmonitor survey highlights the greatest concerns and challenges candidates are facing in the employment market. The Randstad Workmonitor 2H 2020 survey was conducted in October across 34 markets around the world, with a minimum of 400 respondents in each market.

we share market insights that'll guide you in your workforce strategy.

Whether you are hiring or looking for talent mobility solutions, we're here for you.

We know how the right talent can make a significant impact not only to your company's workforce productivity and business growth. Our specialist recruiters have a proven track record in sourcing high-calibre professionals across various key industries and are committed to provide in-depth market intelligence and insights to changing candidates' expectations.

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