



does caring for your employees
drive your talent attraction
strategy.

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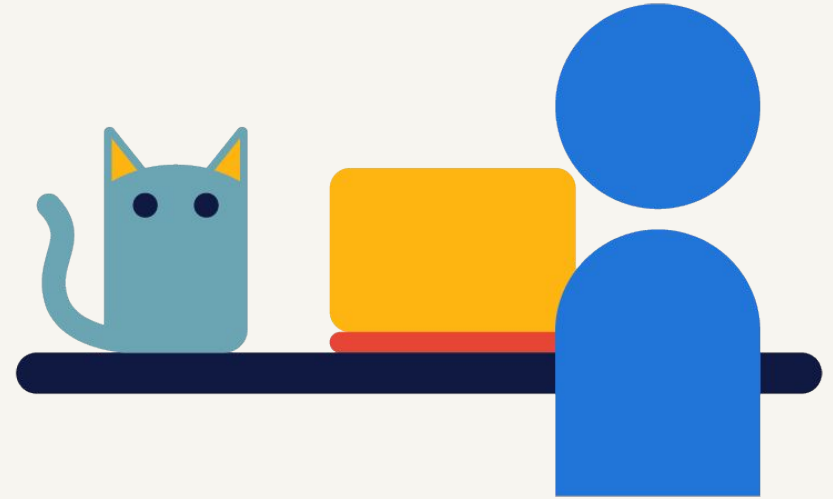
the heightened
stress



of working from
home.

69%

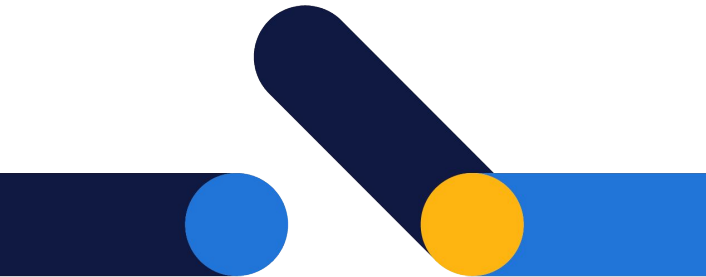
of respondents
ranked work life balance



as the most important
EVP factor.



work-life balance remains the most unmet candidate expectation.



what employee seek in ideal employers

- 01 attractive salary & benefits
- 02 work-life balance
- 03 COVID-19 safe work environment
- 04 financially healthy
- 05 career progression
- 06 job security
- 07 pleasant work atmosphere
- 08 very good reputation
- 09 possibility to work remotely
- 10 gives back to society

what malaysia's employers are perceived to offer

- 01 financially healthy
- 02 very good reputation
- 03 COVID-19 safe work environment
- 04 career progression
- 05 job security
- 06 attractive salary & benefits
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- 09 work-life balance
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widest gaps between what an employee seek and what employers are perceived to offer.

work-life balance (7-point gap)
attractive salary & benefits (5-point gap)



mental health is a rising issue in malaysia.



Total productivity and business cost lost due to mental health issues at work was estimated at **RM14.46 billion*** in 2018.



Mental health services from private therapists or counsellors could cost between **RM200-RM500** per session. Affordable options from **RM50-100** per session.



There are roughly only 1 psychiatrist to 100,000 people.

*total productivity and business costs of mental health problems according to absenteeism, presenteeism (working while unwell) and staff turnover attributable to mental health issues.

55%

of malaysians will stay with
their employer



due to the experience with
them during COVID-19.

leading with



empathy & trust.

trust & empathy are the keys to success.

1



understand employee
sentiment

Introduce new feedback channels to measure employee sentiments and increase engagement.

2



transform culture
& language

Train managers to be more considerate and competent in a remote environment.

3



improve employee
benefits

Revise compensation and benefit schemes to be more relevant for employees.

communicating



your culture.

new HR incentives & benefits to create a positive work experience.



Nike, LinkedIn, Bumble, Hootsuite, Johnson & Johnson
Paid time off to support mental health and wellness.



Facebook, Asana, Takeda
Dedicated 'no-meetings day' to help alleviate "zoom fatigue".



Shell Malaysia, AIA Singapore
A one-time, no-strings-attached stipend of USD\$480 and SGD\$1000
respectively to buy IT equipment or pay for home utilities.

new way of measuring employee productivity.

“Work is not where you do it but how you do it.”



Klook
quality, not quantity

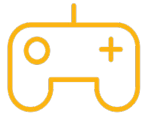
Employee performance reviews have shifted from pure metrics to the quality of work done and goals achieved — “has the employee done the best they could given their situation?”



Exabytes
using data to measure performance

When everyone is working from home, you don't get to travel or see each other. So the only thing you can do to determine results is to look at the data.

new ways to engage your employees.



Changi Airport Group: health ownership

Gamified their company's health initiatives so employees could sign up for various health activities and earn "vitality points" in the process.

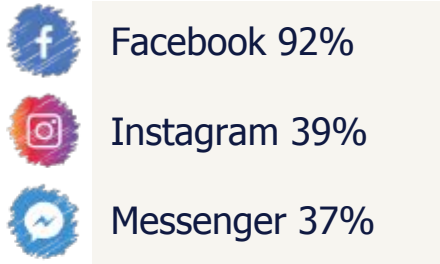


Randstad: on-demand learning platform & remote upskilling

Transformed offline training programmes to be conducted virtually to continue workforce learning, and expanded access to more than 2,000 on-demand modules on Randstad University online platform to enable employees to learn at their own pace.

social media is where the world happens.

Social media is the **second channel talent used most** to seek new jobs on, experiencing the largest increase of **10% YOY** compared to other channels (26%-36%).



Employees are not afraid to share their experiences, good or bad, on social media. What they share online make a great difference to how others perceive your employer brand.

Caring for your employees' mental health will help position your firm as a progressive and highly-attractive employer in today's candidate-short landscape.



parting food for thought.

some best practices to consider:

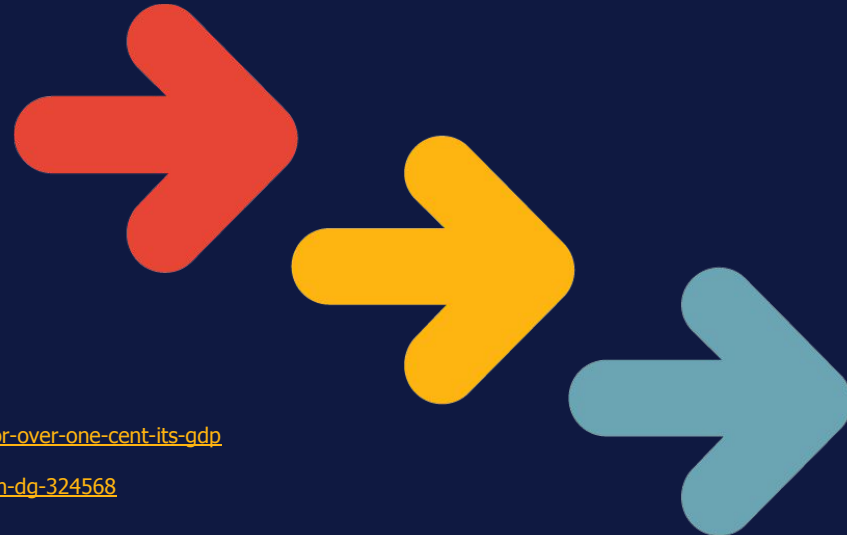
- regular surveys to measure engagement
- upskill your staff and enable them to work remotely
 - use an outcome-based approach
- set new work boundaries
 - working hours & methods of communication
- regular check-ins with the team members



download our latest
'the future of work is remote' white paper today.



scan or click on the QR code above



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