

A man with dark hair, wearing a blue button-down shirt and dark trousers, is sitting in a brown leather chair. He is looking to his right and holding a smartphone in his hands. The background is split into a blue section on the left and a grey section on the right. The floor is white.

# HR trends to watch in 2022.

 randstad

hallo, nice to meet you.



fahad naeem  
head of operations  
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# looking forward to a recovering economy.

3% - 4%

2021 GDP growth estimates

4.3%

unemployment rate (November 2021)

5.5 - 6.5%

2022 GDP projected growth

4.0%

2022 projected unemployment rate

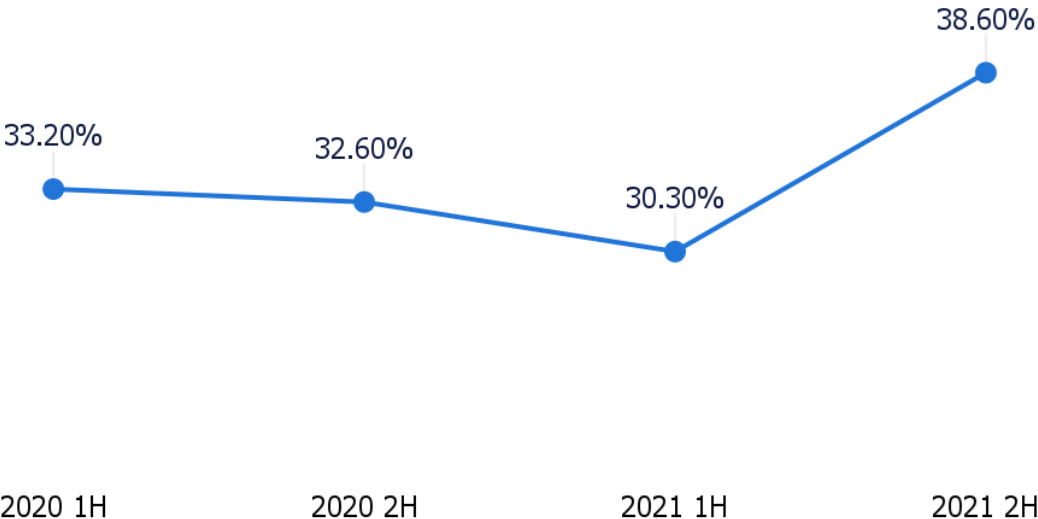


will there be



a great resignation?

# 38% of local respondents changed employers in the past 6 months.



41% organisational circumstances

29% for better employment conditions

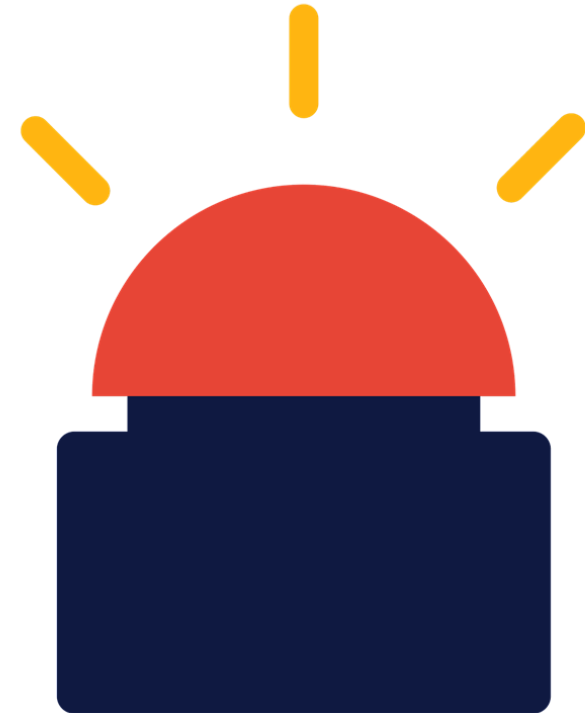
29% personal ambition in the management field



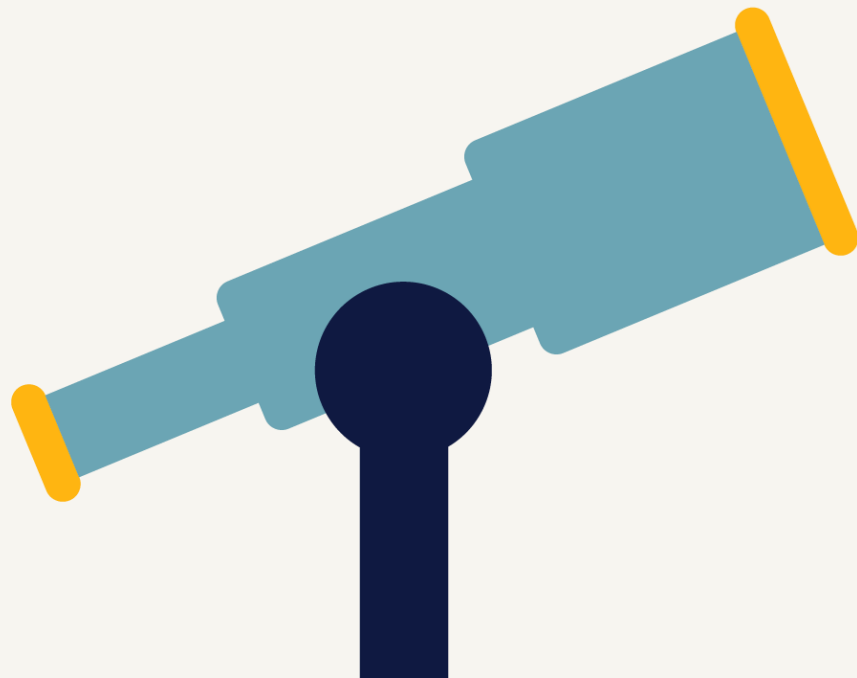
Source: Randstad Workmonitor Survey.  
\*sample size: 800 respondents

# pent-up energy from prolonged lockdowns will drive the desire for change.

- No option to work hybrid or flexible after restrictions were lifted
- Lack of resources and support from management throughout the pandemic
- No opportunity to upskill or chance to be promoted over the last two years
- Unsatisfied with salary increments and bonus payouts
- Fear of job loss, especially from industries most impacted by COVID-19



more job seekers doesn't mean it will be easier for employers to find good candidates.



malaysia remains to be a candidate-short market due to the lack of skilled talent.

# employment outlook

in technology,  
manufacturing & FMCG.





# technology will drive the most significant talent movement.

- 4 must-watch growth areas in technology:
  - ◆ E-commerce
  - ◆ Fintech
  - ◆ Cloud
  - ◆ Cybersecurity
- 1 in 2 IT professionals drop out of job interviews because of a mismatch between job advertisements and actual job scope.
- 60% of IT respondents look for companies that offer an interesting project or opportunity to upskill.
- 1 in 3 prefer to work for local companies and SMEs. 1 in 5 don't mind working in a start-up



# building a rich human capital is the key to unlocking rapid growth in manufacturing.

- The global semiconductor shortage presents an opportunity for Malaysia to move up the value chain
- Manpower crunch due to the lack of technological support and inability to work remotely remains the largest HR challenge
- Changing the mindset and perception of manufacturing from one that is often associated with low-skilled manual work to one that is a high-technology work environment
- Manufacturing firms need to create high-value jobs to attract high-skilled talent who will be capable in driving innovations



# meeting the new demands of digital-savvy and smarter customers.

- Online shopping landscape has become increasingly competitive and has shaped customers' shopping expectations and expectations.
- 4 must-watch consumer trends:
  - ◆ all-around health will be a growing priority
  - ◆ lower trip frequency, bigger baskets will become the norm in the stay-at-home economy
  - ◆ convenience-driven retail will thrive
  - ◆ value-based shopping is a trend among younger age groups
- Talent want to work for organisations that have values that they relate to as an individual.



thank you.



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