

MERCER TALENT TRENDS STUDY

2018 FINDINGS: INDIA



CHANGE@SPEED



Companies planning an organization redesign in the next two years



HR who are confident in reskilling current employees for new roles



Executives who consider their organization “change agile”



WORKING WITH PURPOSE

Thriving employees are **2x more likely** to work for a company with a strong sense of purpose



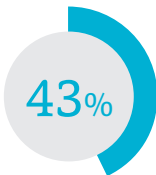
PERMANENT FLEXIBILITY

92% of executives say flexible working is core to their EVP, but **35%** of employees are concerned that flex impacts promotion opportunities, and only **14%** of HR leaders say that flex is visibly present in their organization



PLATFORM FOR TALENT

Less than half of HR leaders provide analytics on the effectiveness of buy, build, borrow strategies



DIGITAL FROM THE INSIDE OUT

Digital or Mostly Digital Organizations are **twice as likely** to have high scores on change agility

