

# Quick Poll on Staff Turnover

## 01

### BACKGROUND

Data Collection Period: 4 – 15 September 2023

Participating Companies: 102



## 02

### KEY FINDINGS

- **Only 29%** of the responding companies believed that the employee turnover rate this year is lower than last year.
- **Top 3 roles** which are the most difficult to fill:



- |                            |            |
|----------------------------|------------|
| 1. IT & Internet / Digital | <b>38%</b> |
| 2. Engineering             | <b>29%</b> |
| 3. Sales                   | <b>25%</b> |

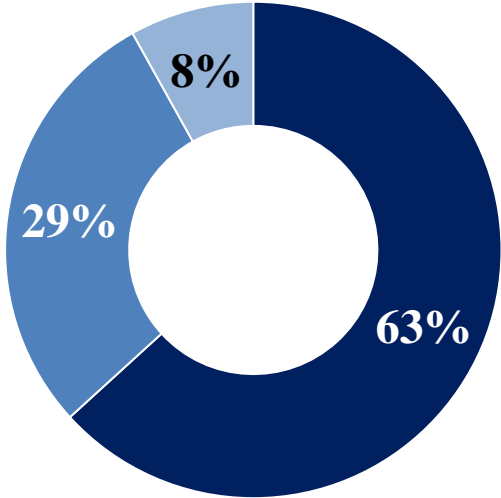
- **Top 5 strategies** for alleviating talent shortage & / or retain talents:



- |                                                                         |            |
|-------------------------------------------------------------------------|------------|
| 1. Strengthen staff engagement                                          | <b>68%</b> |
| 2. Increase pay                                                         | <b>60%</b> |
| 3. Hire more part-timers, temps                                         | <b>55%</b> |
| 4. Up-skill / re-skill existing staff                                   | <b>51%</b> |
| 5. Expand recruitment channels (tap into NGOs, non-job fair event etc.) | <b>45%</b> |
| 5. Accept less qualified / experienced recruits                         | <b>45%</b> |

# Which of the following statement best describes the staff turnover at your organisation this year?

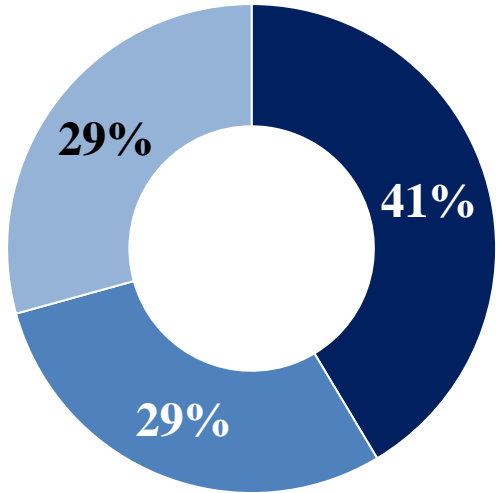
*2022 Staff Turnover compared with 2021*



■ Higher   ■ Same level   ■ Lower

Base : All responding organisations N=136  
Source: 2022 HKIHRM Topical Study on the Great Resignation

*2023 Staff Turnover compared with 2022*

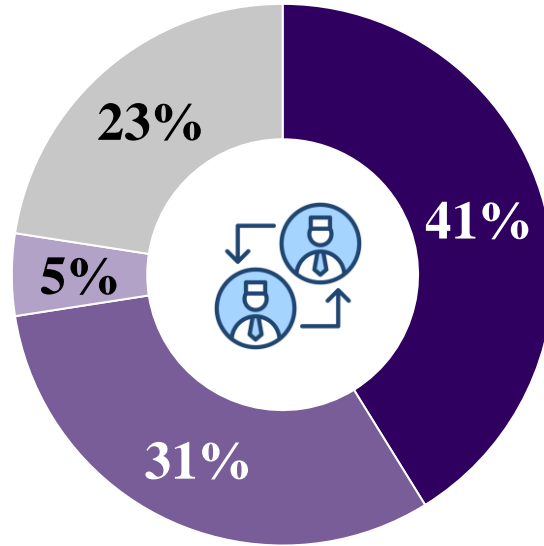


■ Higher   ■ Same level   ■ Lower

Base : All responding organisations N=102

Note: The sums of the figures shown in the chart may not be added up to 100% due to rounding.

# How has staff turnover impacted your organisation's business?



- Our business has been adversely affected
- Our business has improved

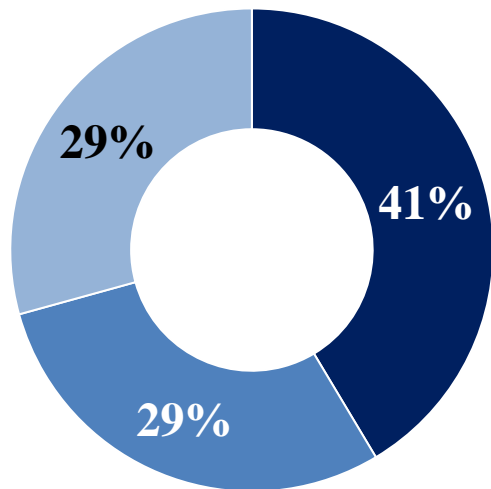
- Our business has not been affected
- Hard to say

Base : All responding organisations N=102

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# How do you expect the staff turnover at your organisation to change in the coming 12 months?

*2023 Staff Turnover compared with 2022*

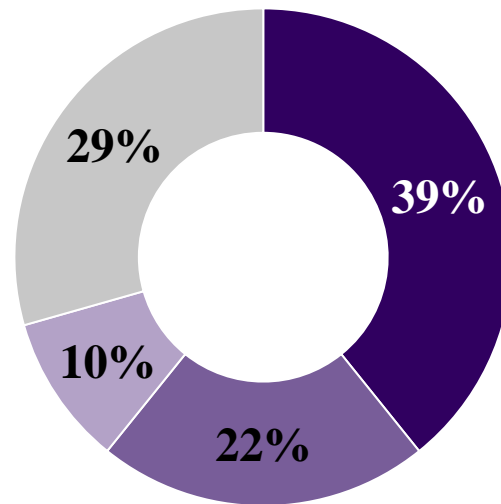


■ Higher ■ Same level ■ Lower

Base : All responding organisations N=102

Note: The sums of the figures shown in the chart may not be added up to 100% due to rounding.

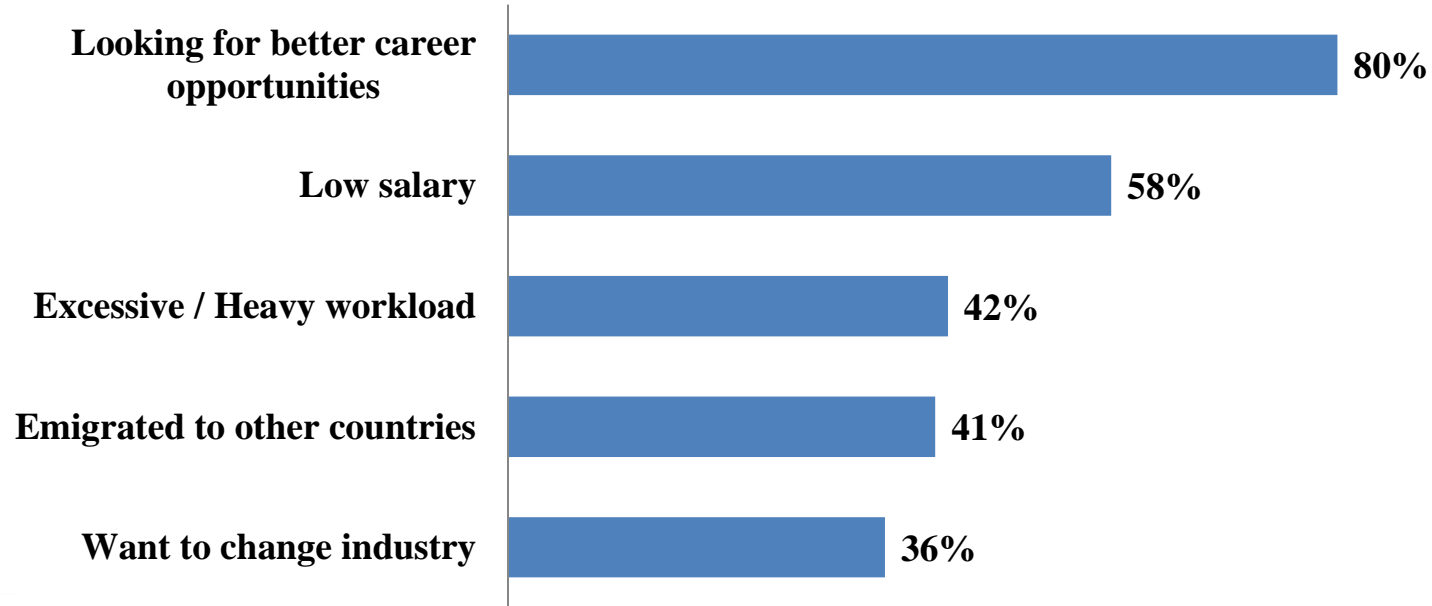
*Expected Staff Turnover in next 12 months*



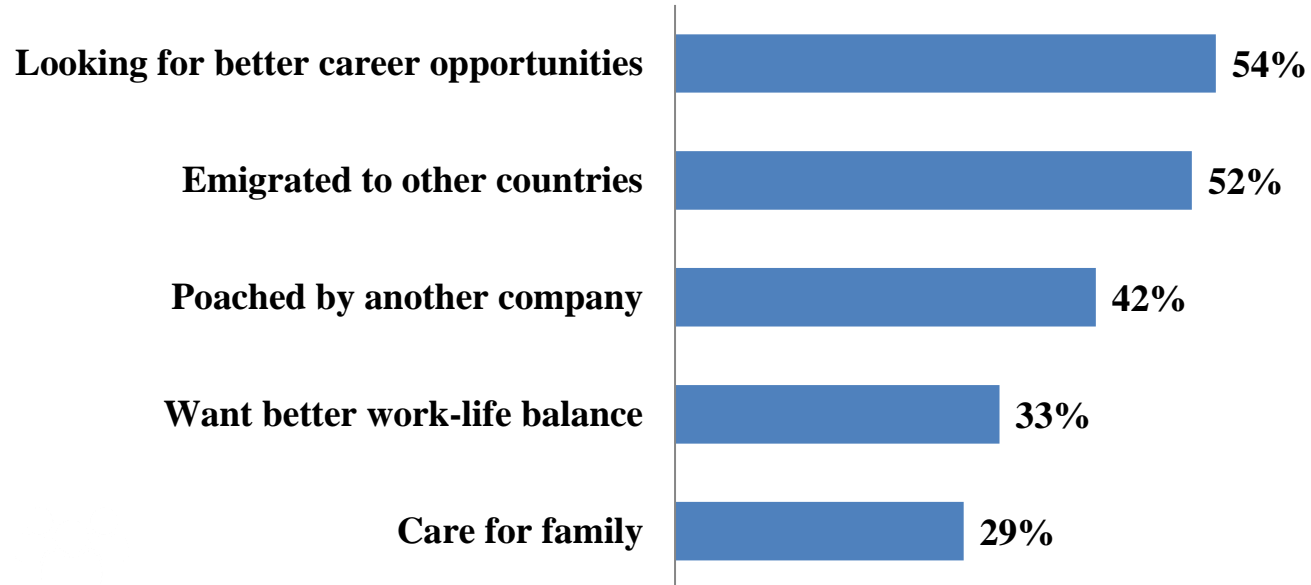
■ Increase ■ No change ■ Decrease ■ Hard to say

Base : All responding organisations N=102

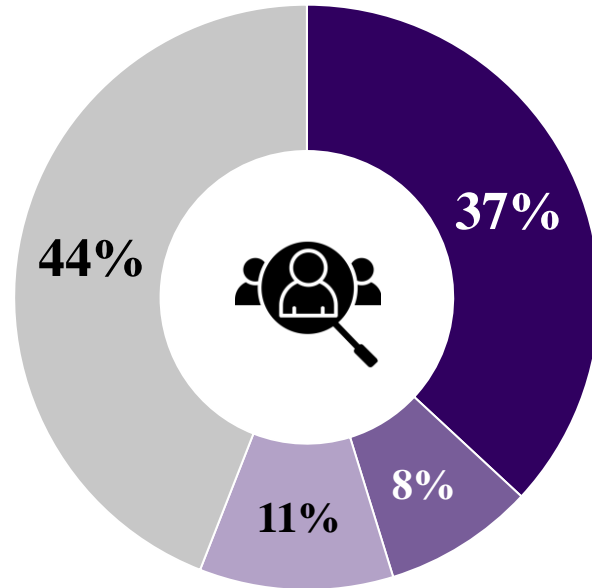
# What do you think were the key reasons **junior** employees chose to leave your organisation in the past 6 months?



# What do you think were the key reasons **senior** employees chose to leave your organisation in the past 6 months?



# What is the hiring intention of your company in the coming 6 months?

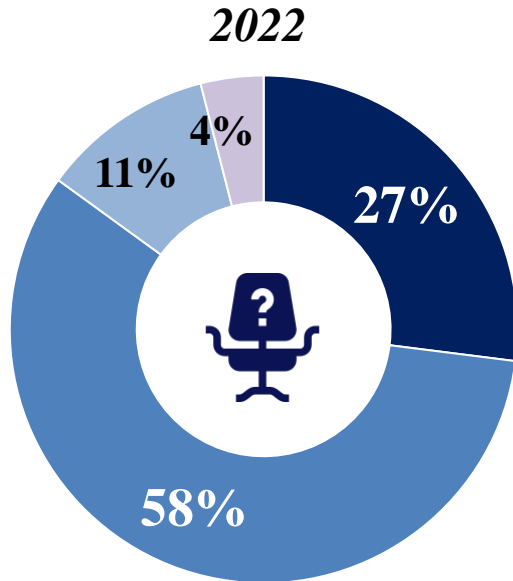


■ Increase hiring   ■ Reduce hiring   ■ Freeze hiring   ■ Remain hiring as in previous 6-month period

Base : All responding organisations N=84

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# How difficult has it been to fill vacancies in your organisation with the right talents in the past 6 months?



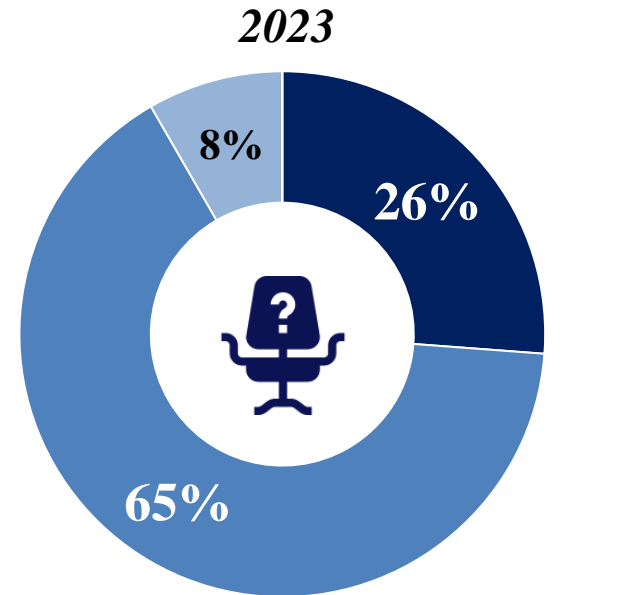
- Extremely difficult
- Quite difficult
- Not that difficult
- Not difficult at all

Base : All responding organisations N=113

Source: 2022 HKIHRM Topical Study on the Great Resignation

Note: The sums of the figures shown in the chart may not be added up to 100% due to rounding.

Icon made by Freepik from [www.flaticon.com](http://www.flaticon.com)

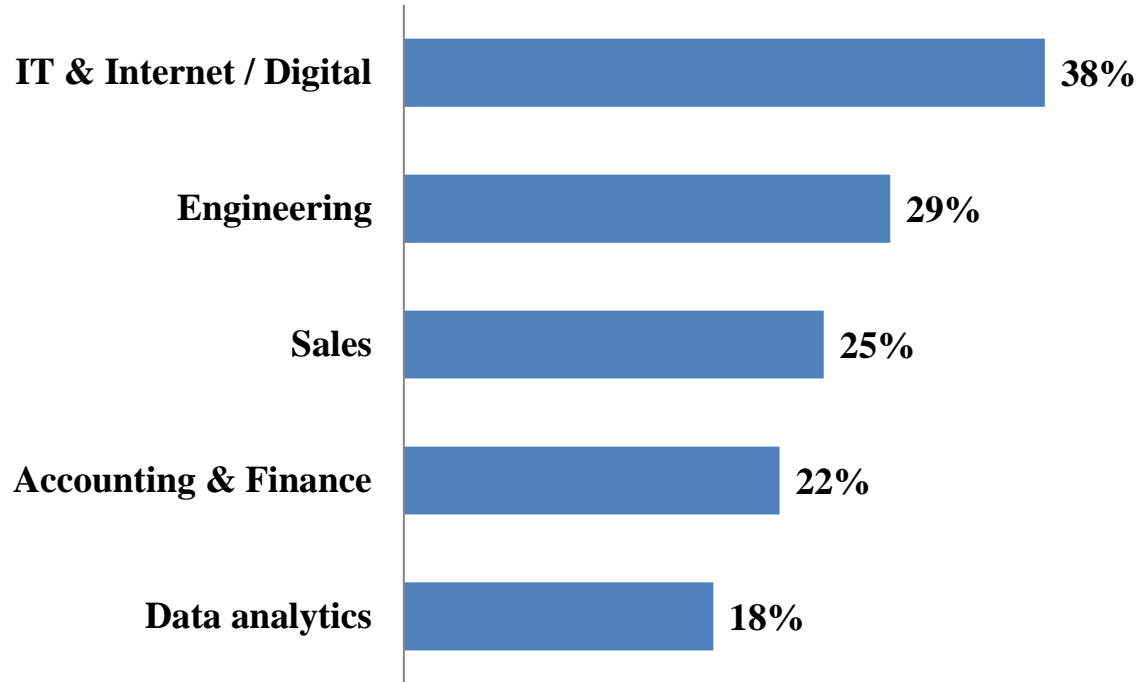


- Extremely difficult
- Quite difficult
- Not that difficult
- Not difficult at all

Base : All responding organisations N=84

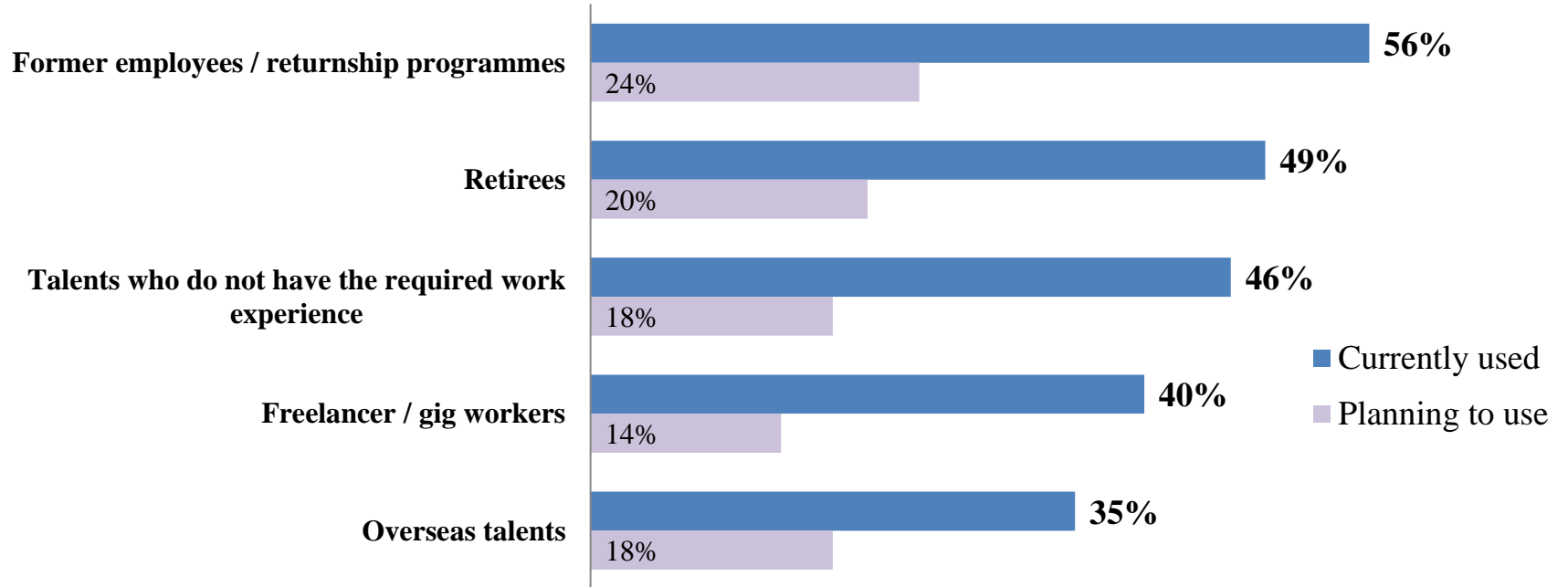


# What roles are the most difficult to fill at your organisation at the moment?

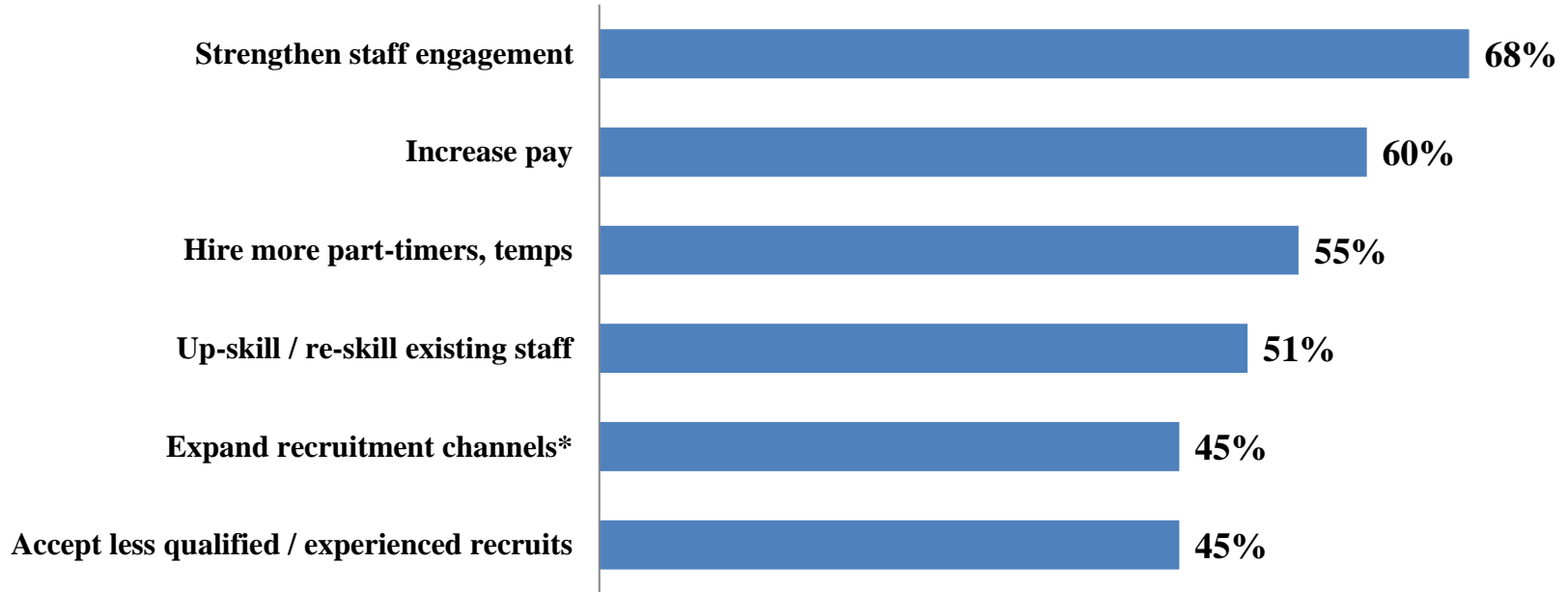


Base : All responding organisations N=76

# Which of the following under-used / alternative talent pools are currently used / will be used by your organisation to reach more talents?



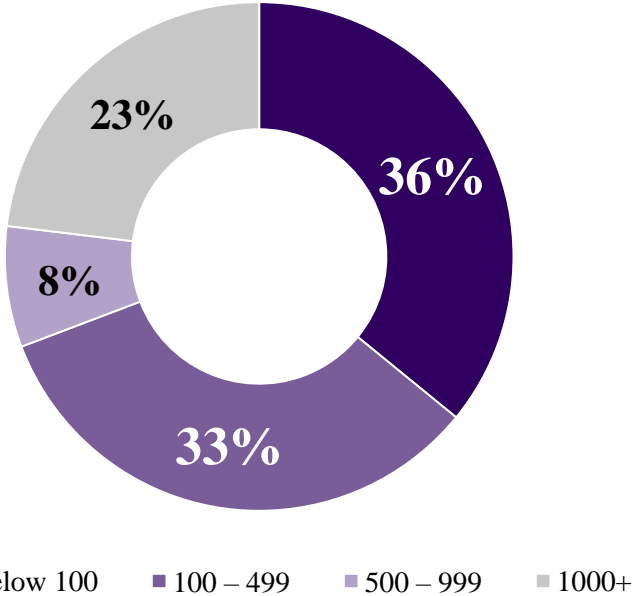
# Which of the following strategies have been adopted by your organisation to alleviate talent shortage & / or retain talents?



Base : All responding organisations N=75

\*Tap into NGOs, non-job fair event etc.

# Please indicate the total number of Hong Kong based full-time employees on the payroll of your organisation.



Base : All responding organisations N=78