

2019 Greater China Senior Talent Survey results

At GMPTALENT, we conduct this survey to MNC Leaders end of each year with the purpose of identify trends, get a feel of business sentiment and provide market insights to senior talents in the Greater China region.

The general message we've received is ***“increase of uncertainty of overall market situation in 2019; more cautious in making hiring decisions for senior positions; focus to drive improvement on team and individual productivity”***.

About **38%** of companies plan to hire senior executives in 2019, a drop from 45% in 2018. **50%** of companies plan to retain the same headcount. And about **12%** of companies indicate they will reduce headcount in 2019.

In terms of overall business sentiment, **38%** of Leaders believe 2019 will be a better year compare to 2018 for their China business – a decrease from 65% in 2018. **50%** indicate “no change / hard to say” in 2019. The remaining **12%** don't think 2019 will be a better year compare to 2018, because of softer business environment, increase of domestic competition, Trade War with the U.S., strict government control and high operating costs in China, etc.

75% of MNCs see China as their key market to be in 2019, a drop from 95% in 2018.

“China is opening up in Green Energy sector which creates new opportunities. The JV partnership with SOE remain challenging due to government policies, regulatory requirements and culture difference”, commented by a Global President in Energy sector;

“Succession plan in finding and identifying a local CEO and develop talent pipeline of future leaders is key focus in 2019 China strategy”, commented by a Head of Global HR in Consumer Retail sector;

“Regulatory reforms are starting to reward companies that had filed in past years so several product launches are coming in quick succession. Reimbursement and funding innovation remains challenging for chronic treatments.” commented by a Managing Director of APAC in Biotechnology sector;

“Rising costs and a more restrictive environment, along with the US-China trade war make it more risky to have a manufacturing base located in China.” Commented by a CEO of Manufacturing company.

“A challenging period of time for automotive sector in China due to reduce of consumer demand and increase of domestic competitions. We need to improve our productivity.” Commented by a CFO of a European Automotive Manufacturing company.

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Question: Does your company / department plan to hire senior executives in 2019 in the Greater China region?

Survey Result:

- (1) **38%** of companies plan to hire; of which
 - 33% of companies will hire new positions;
 - 67% of companies will make replacement hiring;
- (2) **50%** of companies will retain the same headcount;
- (3) **12%** of companies plan to reduce headcount;

Most the hiring positions fall into the *Sales, Business Development, Operations and General Management* job functions; and expect more hiring activities in the *Consumer Goods, Healthcare, Technology, Clean Energy, Industrial Automation and Services* sectors in 2019.

Survey results indicate that the major talent related challenges in 2019 are: *top talents recruitment and retention; limited talent pool; turnover rate & talent pipeline; improve efficiency and productivity; succession planning.*

Question: What kind of external consulting services that can support your business growth in China

Survey Results:

- 63% selected "**Strategic Talent Acquisition**"
- 50% selected "**Team Workshop**"
- 38% selected "**Team Coaching**"
- 25% selected "**1 on 1 Executive Coaching**"
- 25% selected "**Succession Planning**"
- 12% selected "**leadership assessment**"

Question: Do you think 2019 will be a better year for your overall business in the Greater China region compare to 2018?

Survey Result:

Yes	38%
Same/Hard to say	50%
No	12%

Question: Is Greater China region still a key market for your business and to continue investing in 2019?

Survey Result:

Yes	75%
No	25%