



LIGHTHOUSE
RECRUITMENT



Recruitment and Employment Survey 2020 Under COVID-19

Aim of investigation

- ▶ Explore the recruitment needs and human resource planning under COVID-19
- ▶ Understand the job market in a cooperate perspective
- ▶ Discover the salary adjustment in different sectors

Major Results

- ▶ **More than 40% of the cooperated interviewees have the intention of reducing headcount in**
- ▶ **There is the tendency showing that most of the employers will be reducing the headcount in 2020**

Under the Epidemic:

- ▶ **Half of the cooperate companies will concern a salary increment in 2020**
- ▶ **20% of them aims to increase the headcounts.**

Methodology

Date: during the period of March – April 2020

Sample Size:

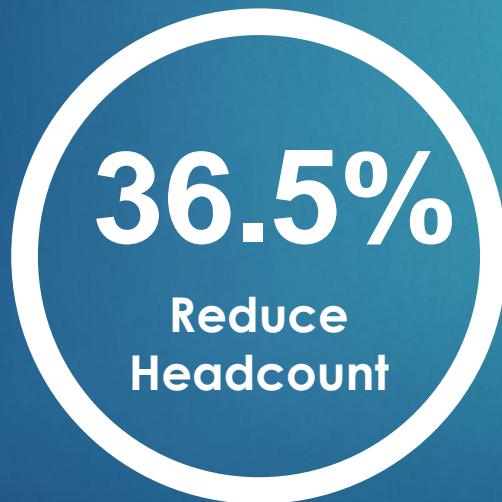
102 Company from 12 sectors

Sampling:

Conducting an online questionnaire, mainly focusing on employers and HR department from different sectors. And data were analysed by the LHR team.

Headcounts under the epidemic:

- ▶ 36.5% of the commercial organisations decided to reduce the headcount, 27.2% of them froze the headcount to face the unsustainable external environment
- ▶ 22.7% of them decided to increase the headcount under the epidemic.
- ▶ 13.6% of them do not have any recruitment planning in 2020



Headcounts under the epidemic:



- ▶ According to the results from the surveys, 48.2% declared that the headcounts will be deducted by 5-10%
- ▶ Most of the layoff employees were from frontline and junior levels
- ▶ Major industries included retail and F&B

Headcounts under the epidemic:



- ▶ According to the result, marketing media, IT, logistic are the major sectors that will increase headcount by 5-10% in 2020
- ▶ In terms of Logistic sector, there is a trend showing that most of the employees were contract basis instead
- ▶ Whereas, Media and IT sector still recruiting employees as a permanent role

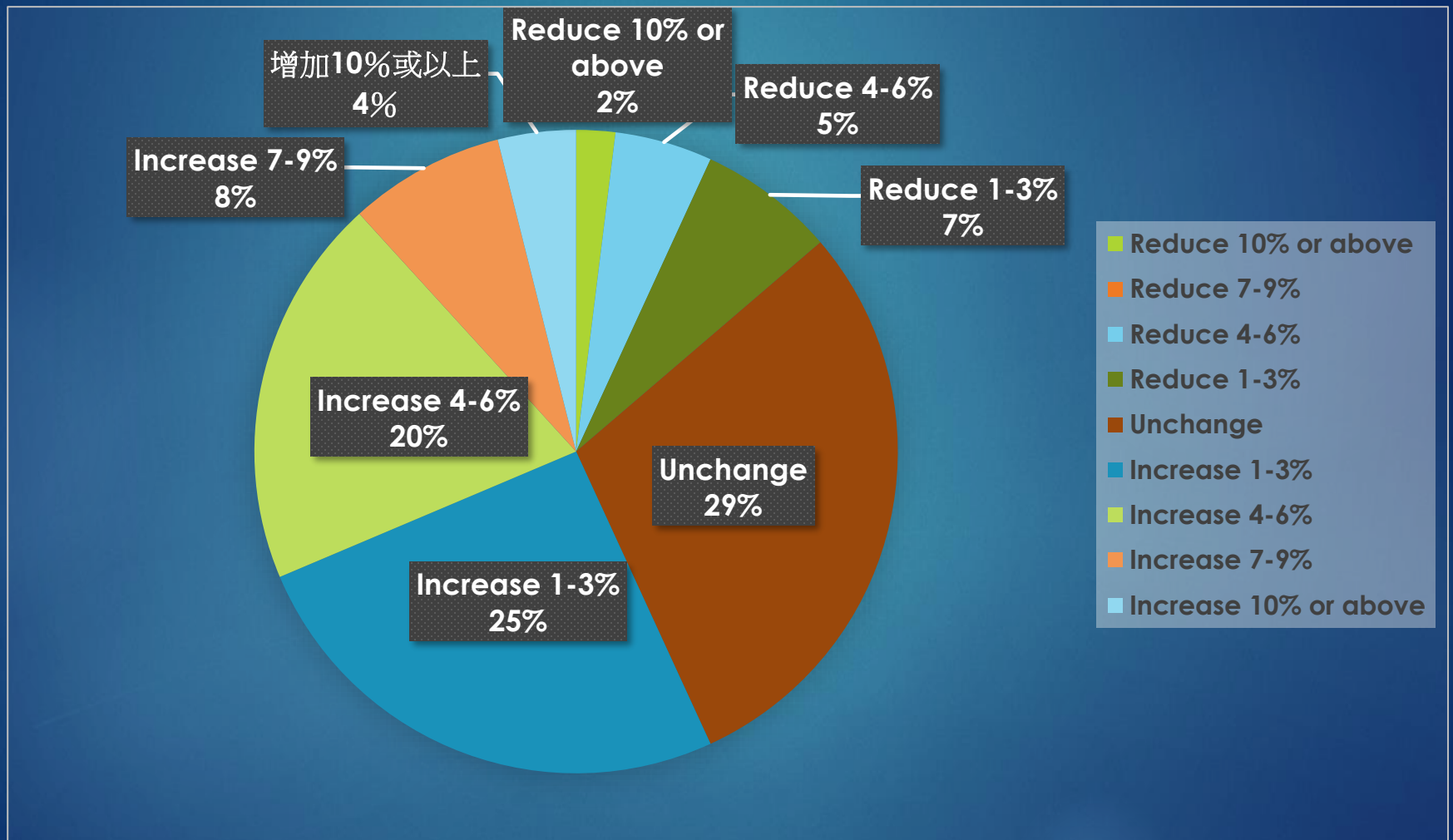
The Salary adjustment of cooperate companies in 2020

- ▶ According to our surveys, approximately 57% of employers declared that there will still be a salary increment in 2020.
- ▶ Whereas 29% of employers declared that the salary is frozen in 2020, and 14% of them will reduce the salary in 2020.

Salary Adjustment (Information from Cooperate)



The salary adjustment of cooperate companies in 2020



Conclusion and Recommendation

- ▶ The recruitment plans and tendency seems very unpleasantly situated
- ▶ Over 60% of cooperated companies decided to free the salary or reduce the headcount
- ▶ 50% of them decided to have a salary increment
- ▶ During the process of the investigation, the workload of HR department seems increased due to the epidemic (E.g. Rostering work shift, purchase virus prevention materials and handle employees relationship etc.)
- ▶ Employers and employees should be more considerate for HR Department under the epidemic