

# MERCER TALENT TRENDS 2019: FRANCE



## Aligning Work to Future Value

Unlock growth in the new world of work by redesigning jobs and moving people to where future value will be created

Executives predict:

>1 in 5 jobs



in their organization will cease to exist

36%

HR leaders mapping the future skills needed

48%

HR leaders assessing their organization's skill gaps

19%

companies using analytics to inform build, buy, borrow, or bot strategies



## Building Brand Resonance

Listen carefully and learn from data to create a brand proposition that attracts the talent you want

Top HR priority



Designing employee career resources

Bottom HR priority



Developing programs/policies for gig workers

Thriving employees are:

2 times

more likely to work for a company that supports flexible working

2 times

more likely to work for a company that ensures equity in pay/promotion decisions



## Curating the Work Experience

Make work simple, intuitive, and digitally enabled to help your people grow and thrive

85%

HR teams investing in technology to improve the employee experience

12%

Employees who say their company really understands their unique skills and interests



## Delivering Talent-Led Change

Inspire a growth mindset by redesigning structures, workflows, and talent strategies around your people

46%

Organizations are close to providing employees a fully digital experience

Organizations further along their digital journey are ...

3 times

more likely to see HR as a significant contributor to the business

Source: Mercer's 2019 Global Talent Trends study