

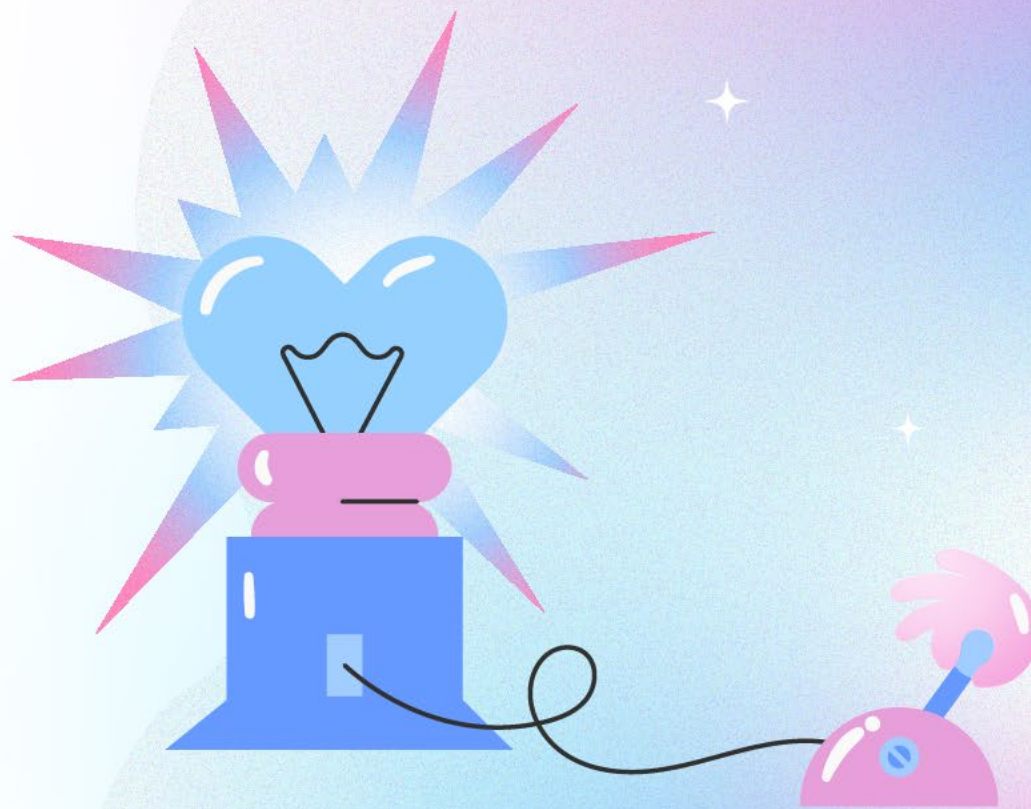


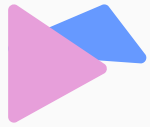
Conexão **RH**
edição
Dia do Cliente 2023



METADADOS
RH EM SINTONIA

HUMANIZAR O PRESENTE PARA COCRIAR O FUTURO





Conexão RH
edição
Dia do Cliente 2023



VISÕES DO MERCADO DE TRABALHO - 2023

O GAP de expectativas entre
empregados e empregadores



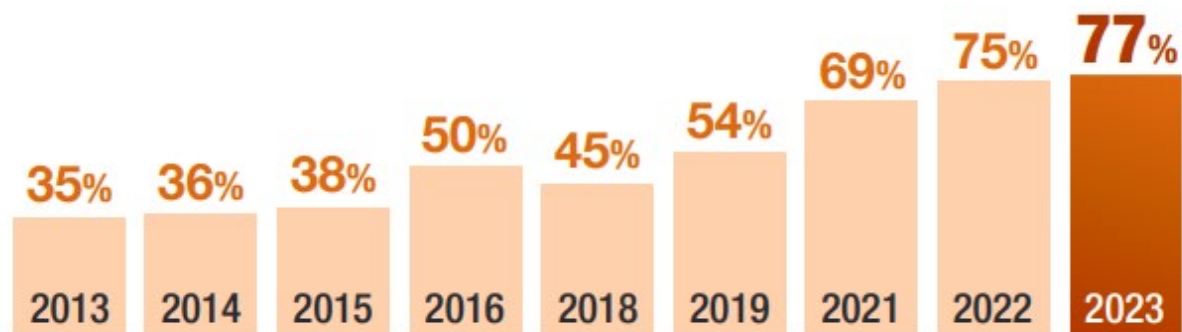
ROBLEDO LUZA

No papel de Chief Growth Officer da Metadados, apoia as iniciativas relacionadas ao crescimento da empresa e a sua sustentabilidade, assim como à criação contínua de um ambiente de trabalho saudável, criativo e feliz.

Estudioso do comportamento humano, da cultura e das sociedades. Filósofo de formação, mestre em educação, professor e, atualmente, estudante de Psicologia.



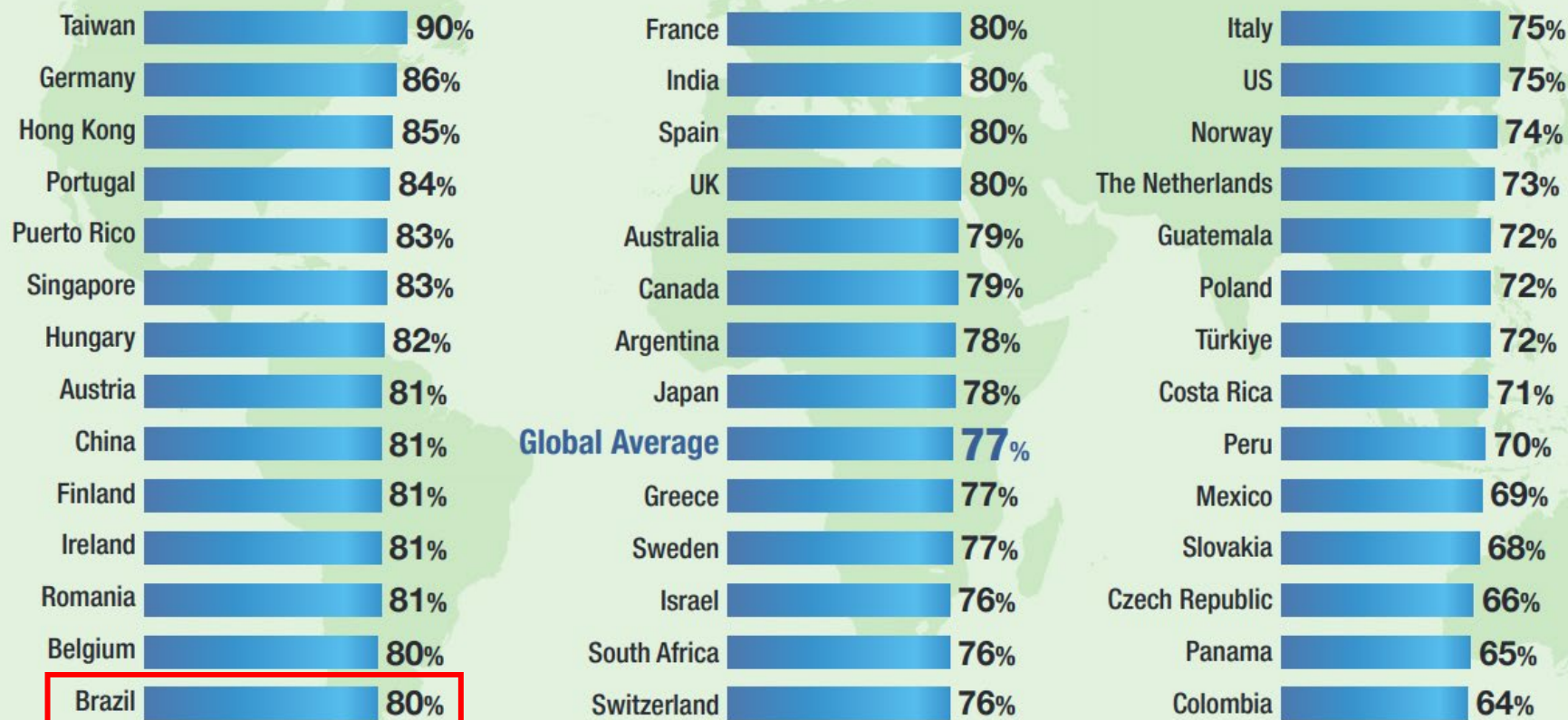
Global Talent Shortage Reaches a 17-Year-High



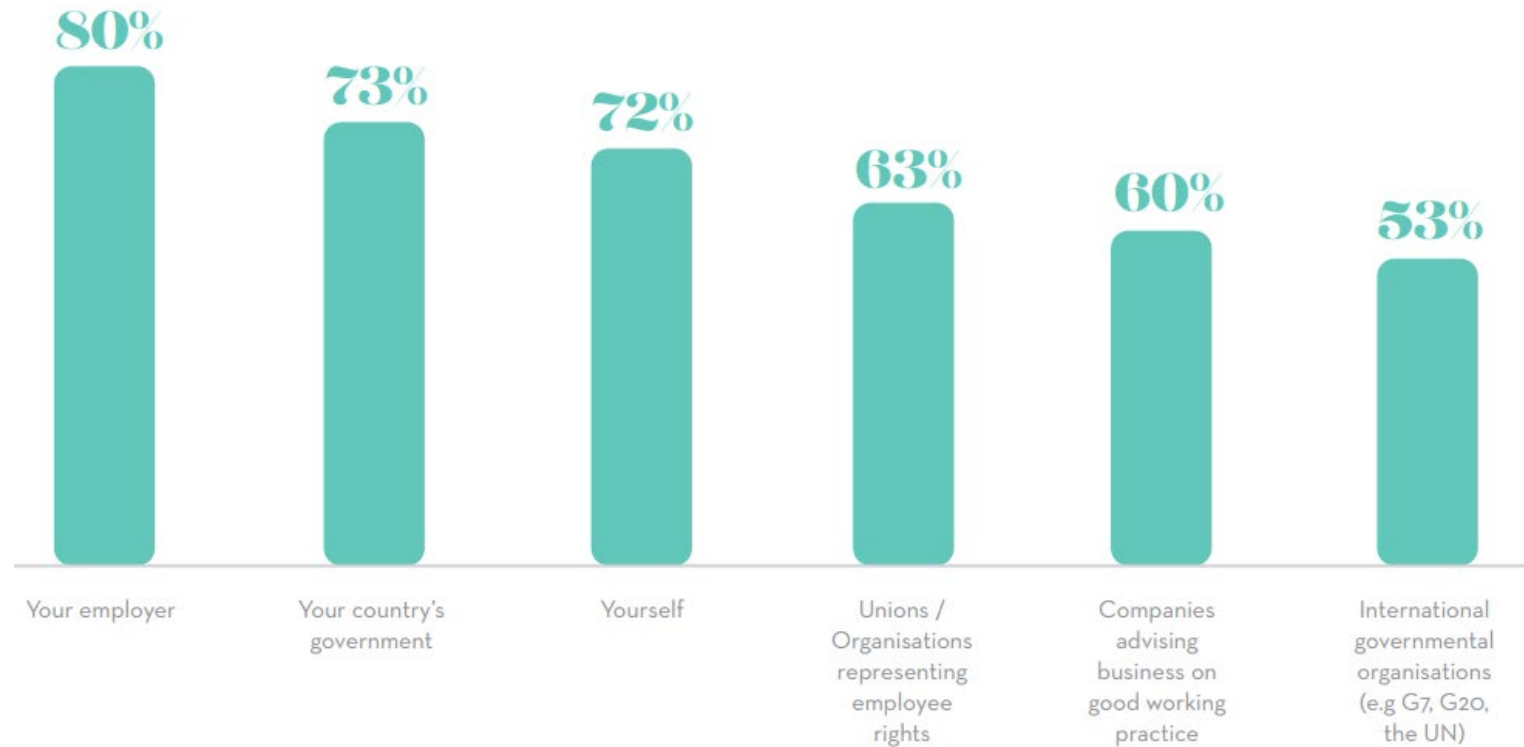
Nearly 4 in 5 employers globally report difficulty finding the skilled talent they need in 2023, strengthening +2 percentage points year-over-year and more than double the difficulty in 2015 (38%).

Talent Scarcity Around the World

Employers report difficulty filling open roles with the biggest impacts being felt in Taiwan, Germany, and Hong Kong.

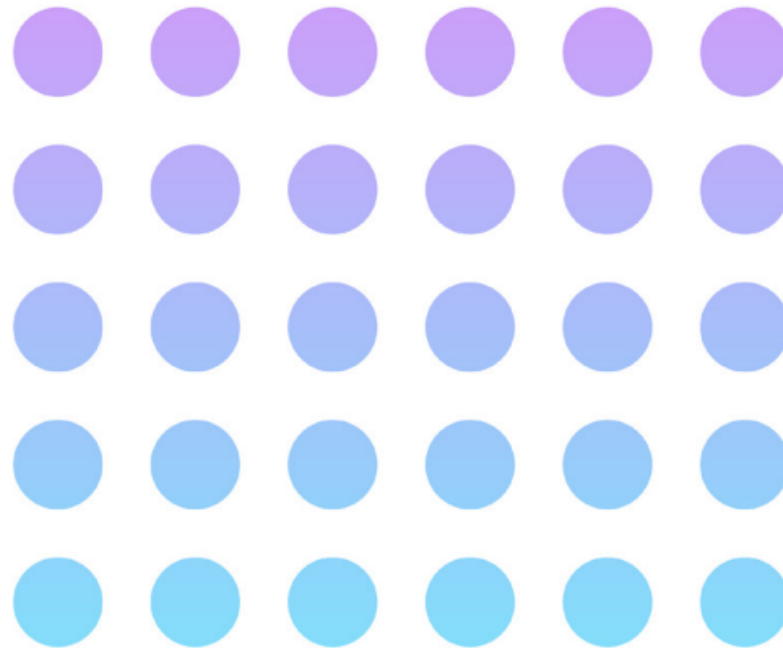


% Who say the following parties are responsible for ensuring a better working world after the pandemic



Employees are at an inflection point

41% of employees are considering leaving their current employer this year and 46% say they're likely to move because they can now work remotely. Your approach to hybrid will impact who stays and who goes.



41%

of employees are
considering leaving
their current employer

Reasons that would make people leave their employer:

I want to improve my quality of life

44%

I want more flexibility in my job

32%

I have reconsidered the part that work plays in my life

26%

**Quality-of-life drivers:
74%**

I am looking for a better salary

46%

I am looking for better rewards / a better package outside of my salary

33%

**Better package:
63%**

My ethical values are no longer the same as those of my company

16%

I want to work in a company with greater diversity and an inclusive culture

13%

**ESG drivers:
27%**

I feel I am not recognized by my company

24%

I want to develop new skills that my current position does not provide

22%

I am looking for a new work environment

21%

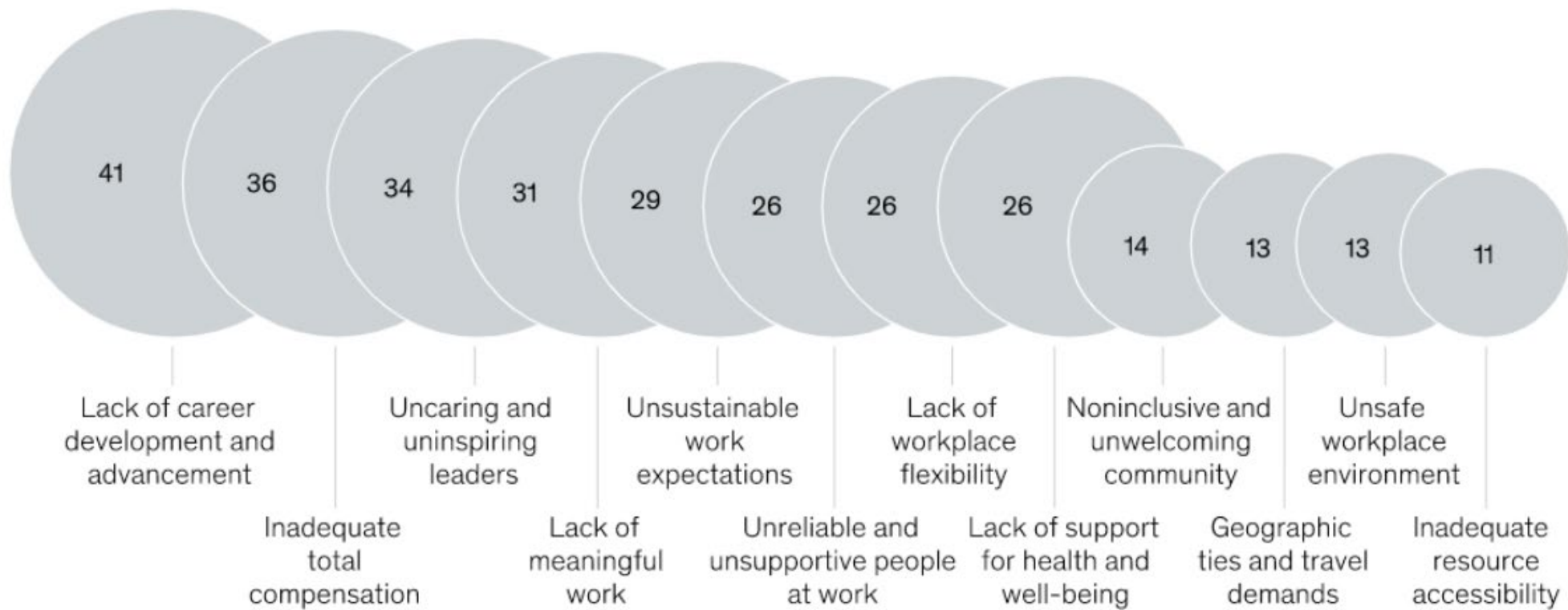
I want to take on more responsibilities

17%

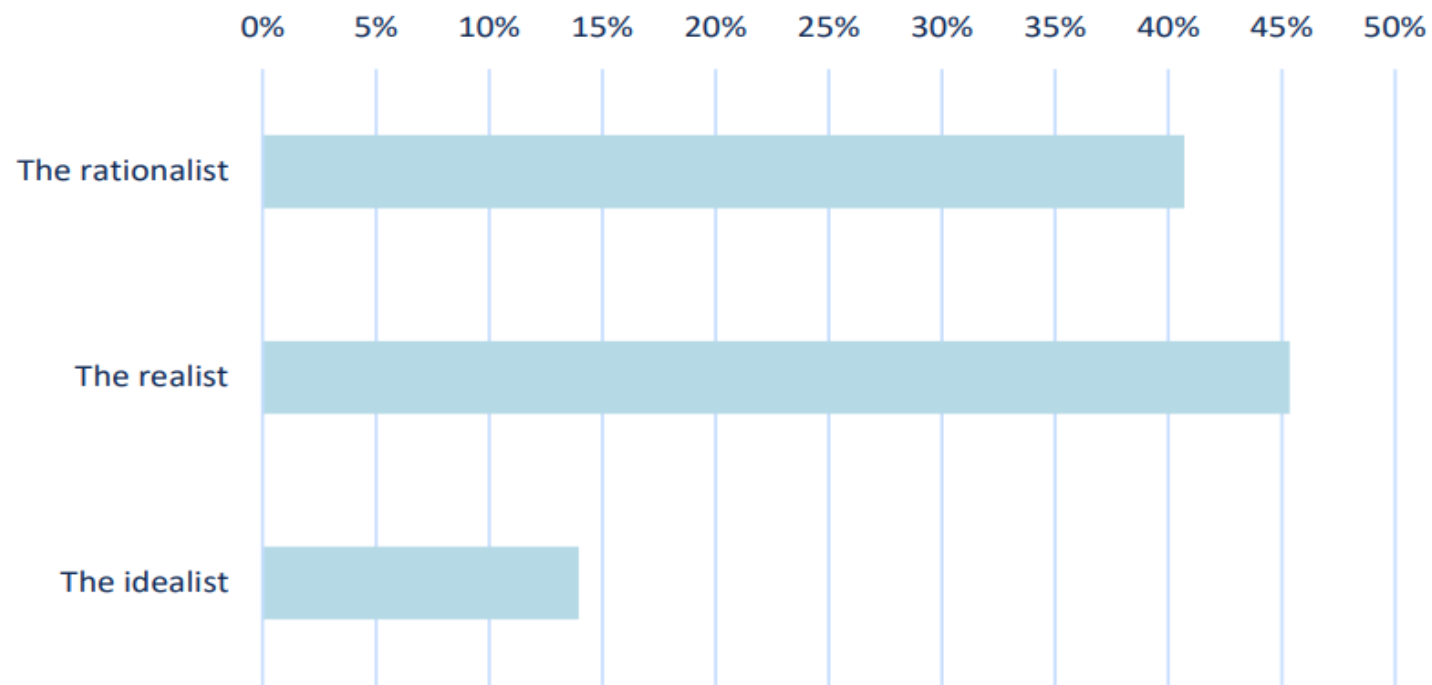
Other

5%

Top reasons for quitting previous job, Apr 2021–Apr 2022, %

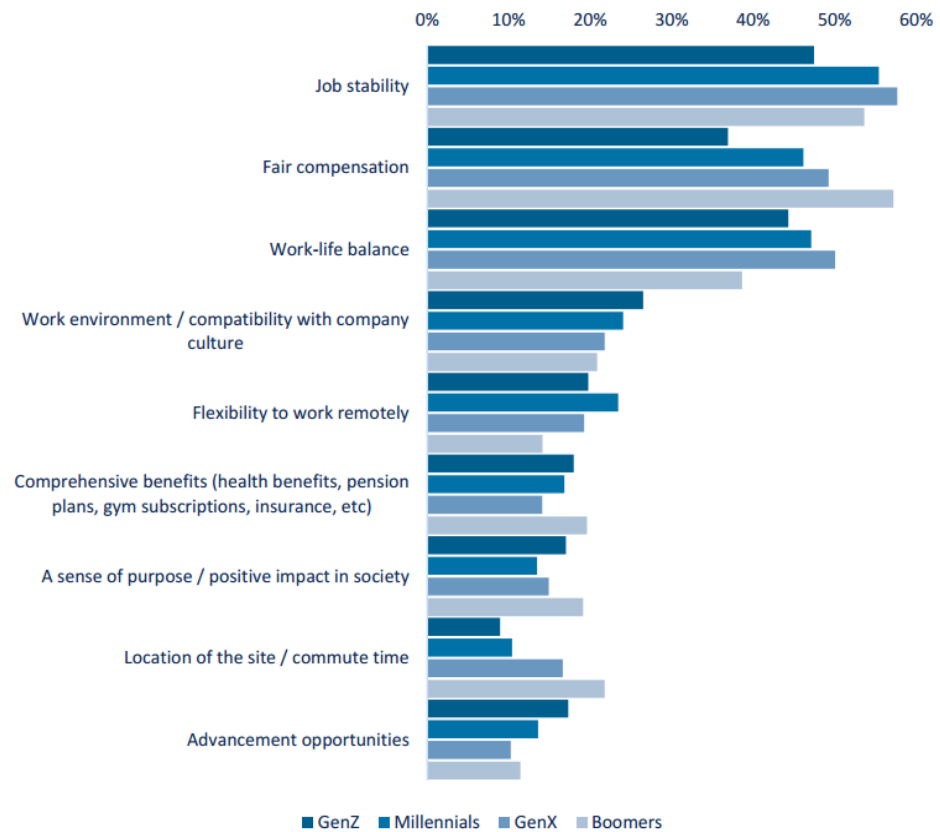


Job attitudes personas, total distribution in %



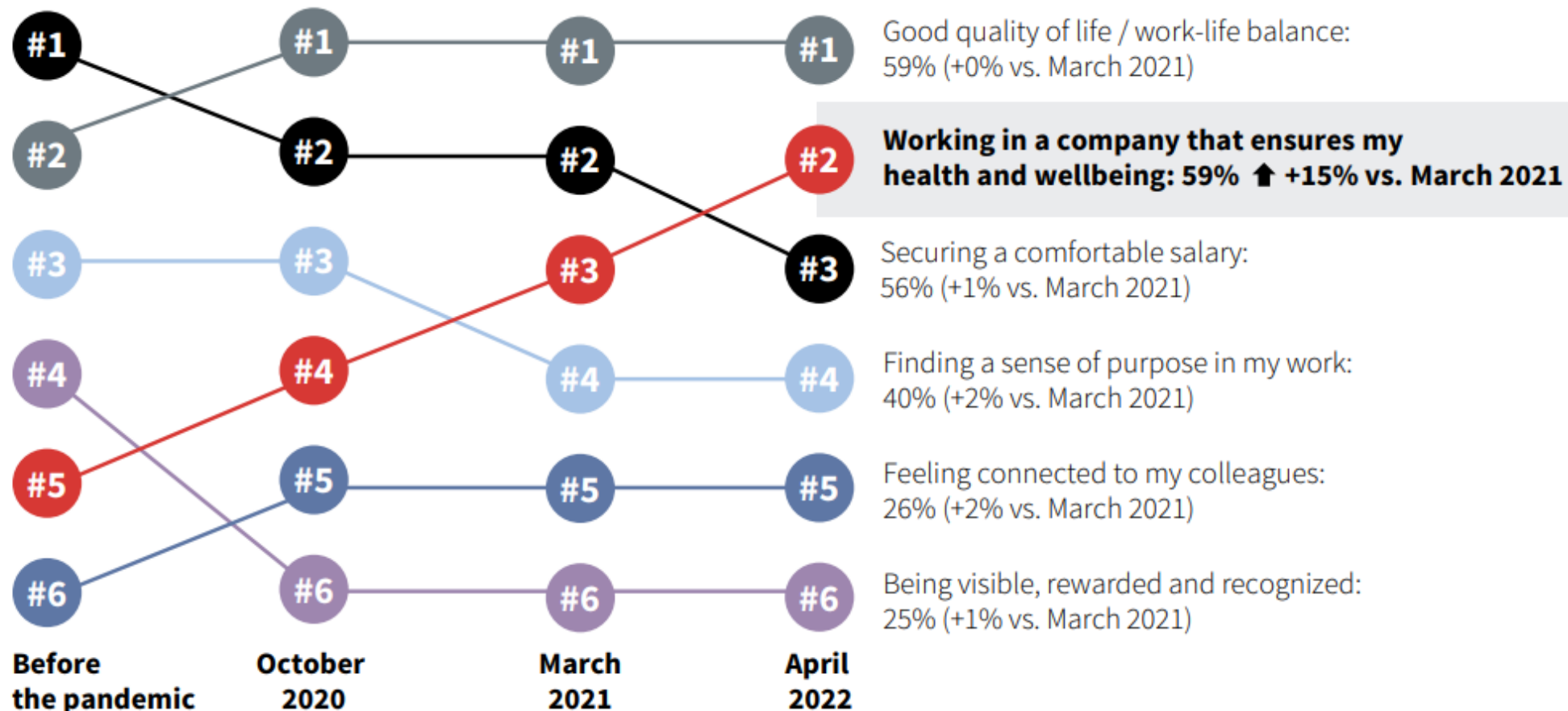
*GenZ: age cohort 1997 to 2010; Millennials: age cohort 1981 to 1996; GenX: age cohort 1965 to 1980; Boomers: age cohort 1946 to 1964

What do you value from a job? Please choose three. Answers in % by generation*



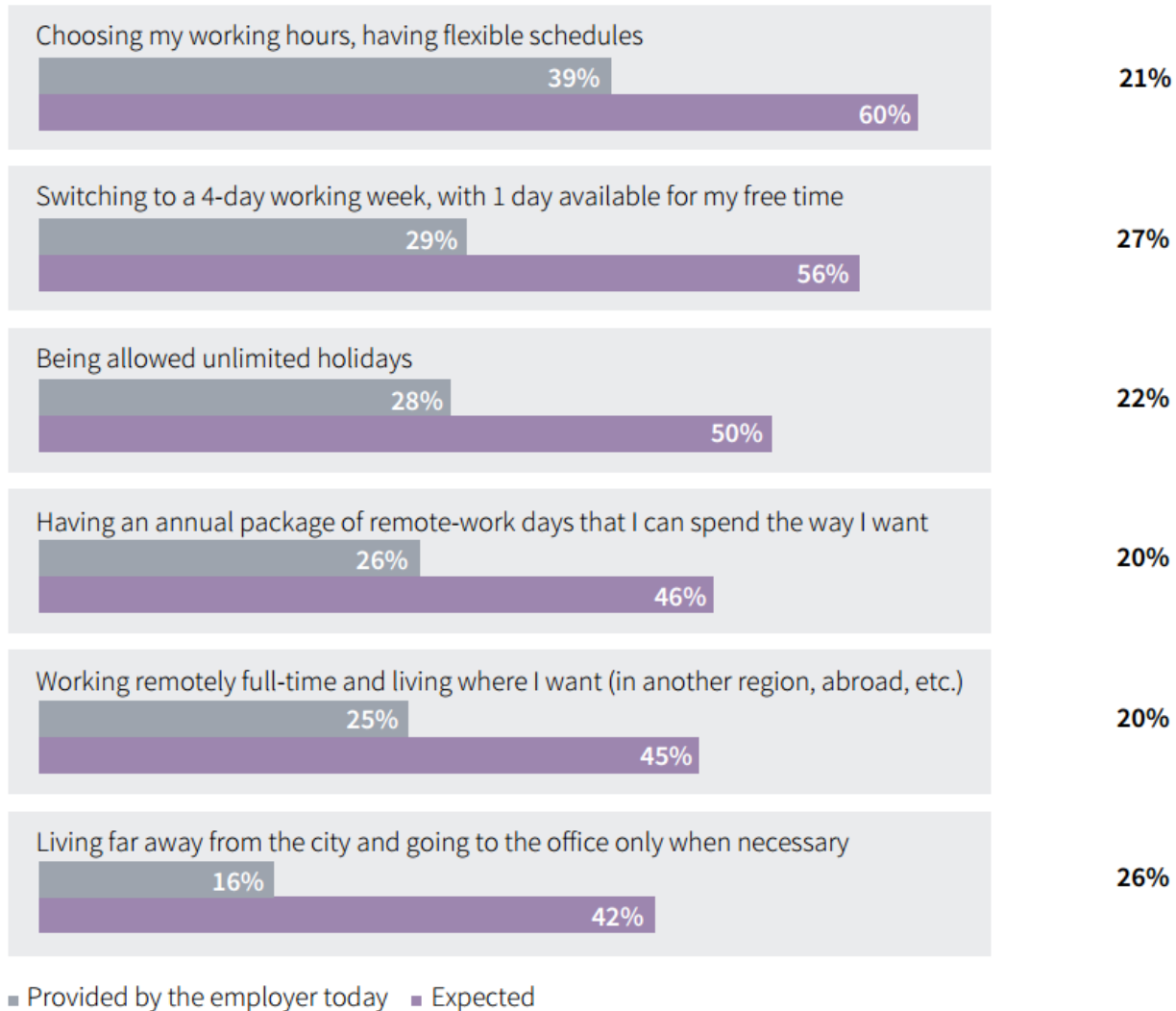
*GenZ: age cohort 1997 to 2010; Millennials: age cohort 1981 to 1996; GenX: age cohort 1965 to 1980; Boomers: age cohort 1946 to 1964

Top work priorities:



Flexibility options: current practice vs. expectations

Gap between Expectations
and Employer EVP today



EMPREGADOS

Flexibilidade (tempo de trabalho customizado + escolha no espaço de trabalho)

Autonomia (conteúdo e organização do trabalho)

Apoio e orientação em termos de gerenciamento de carreira

Gerenciamento colaborativo

Acesso à capacitação (skilling) e à 'recapacitação' (reskilling)

LIBERDADE – BEM-ESTAR - DESENVOLVIMENTO

EMPREGADORES

Gerenciamento das incertezas do RH (picos sazonais, doenças ou saídas)

Melhoramento da agilidade de negócios (Business Agility)

Melhor e mais rápido acesso a talentos

Entregas em Diversidade, Equidade e Inclusão

Construindo habilidades e competências críticas

RESILIÊNCIA – GESTÃO DE MUDANÇAS - LUCRO

GAP DE EXPECTATIVAS



10 Regras Douradas para fortalecer a Resiliência da Força de Trabalho

1

Comece a escutar 'realmente' os seus empregados.

2

Construa uma cultura de aprendizagem contínua.

3

Atue na experiência, da contratação ao desligamento.

4

(Re)Comprometa-se com D, E & I.

5

Construa uma Estratégia de Força de Trabalho Ágil integrada.

6

Implante a Tecnologia Digital.

7

Teste seu próprio processo de recrutamento.

8

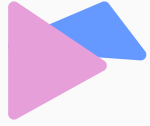
Priorize o seu Analytics de RH.

9

Monitore e continue melhorando o seu Employer Brand.

10

Não se esqueça de cultivar as condições e o conteúdo do trabalho!



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**MUITO
OBRIGADX!**

