What is
People seeking job outside of Malaysia, Other company pays better, The company is cutting costs

Offshore, Onshore
Better salary, To gain new experience
Better salary, To gain new experience, To seek a new working environment

Seeking new manpower sources

SPM, Technical Certificate, Diploma

Other company pays better, The company is cutting costs
Adopting new people practice
Seeking new manpower sources
Better salary, To gain new experience, To seek a new working environment, Current working conditions not up to expectations
Adopting new people practice, Seeking new manpower sources
Other company pays better, A lot of people retiring, The company is cutting costs
Offshore, Onshore
Technical Certificate
Seeking new manpower sources
Better salary, To gain new experience, To seek a new working environment

Providing clear career development opportunities to applicants during recruitment
Offshore, Onshore
Lack of technical competencies (hard skills), Lack of workplace competencies (soft skills), Lack of experience
Contract, Freelance

10/13/2014 10:57:41 Male RM3,001 - RM5,000 Diploma Executive Malaysian Permanant Onshore
1/13/2015 16:21:46 Male RM0 - RM3,000
1/16/2015 9:45:26 Male RM0 - RM3,000 Diploma Technician Malaysian Permanent
1/10/2015 9:08:09 Male RM3,001 - RM5,000
1/9/2015 10:27:20 Male RM0 - RM3,000

What is your current
for leaving the company?
Yes No
Yes Maybe
Yes Maybe At least 50% 40%
Using modified models
Yes No Other company pays better Yes Maybe At least 50% 30%

(A)APPENDIX 2

How manpower shortages impact the company?
Reduce ability to serve clients, Reduce competitiveness / productivity, Lower employee morale
Reduce competitiveness / productivity, Increase employee turnover, Higher compensation costs
Reduce competitiveness / productivity, Reduce innovation and creativity, Lower employee morale
Reduce ability to serve clients

Offering more flexible work arrangements, Redesigning current work procedures, Integrating contingent workers into the process
Offering more flexible work arrangements
Integrating contingent workers into the process
Increasing the focus on improving companies manpower database, Offering more flexible work arrangements, Integrating contingent workers into the process

Adapting talent sourcing to recruit more untapped talent pools, Appointing people who don't have the skills currently, but do have potential to learn and grow, Partnering with educational institutions to create curriculum aligned to manpower needs
Adapting talent sourcing to recruit more untapped talent pools
Appointing people who don't have the skills currently, but do have potential to learn and grow
Adapting talent sourcing to recruit more untapped talent pools, Partnering with educational institutions to create curriculum aligned to manpower needs, Considering new offices or building out existing facilities in areas where the manpower is

Reduce ability to serve clients, Reduce competitiveness / productivity, Lower employee morale
Reduce ability to serve clients, Reduce competitiveness / productivity
Reduce competitiveness / productivity
Reduce ability to serve clients

Increase employee turnover, Higher compensation costs
Increase employee turnover, Higher compensation costs
Increase employee turnover, Higher compensation costs
Increase employee turnover, Higher compensation costs

Lack of available applicants / no applicants, Looking for more pay than is offered, Lack of experience
Lack of available applicants / no applicants
Lack of technical competencies (hard skills), Looking for more pay than is offered, Lack of experience

Providing additional training and development to existing staff, Redefining qualifying criteria to include people without experience, Providing appropriate starting salaries, Providing clear career development opportunities to applicants during recruitment, Enhancing benefits
Providing additional training and development to existing staff
Providing additional training and development to existing staff
Providing additional training and development to existing staff, Increasing starting salaries
Providing additional training and development to existing staff

Lack of available applicants / no applicants, Lack of technical competencies (hard skills), Lack of workplace competencies (soft skills), Lack of available applicants / no applicants, Looking for more pay than is offered, Lack of experience
Lack of available applicants / no applicants, Lack of technical competencies (hard skills), Lack of workplace competencies (soft skills), Lack of available applicants / no applicants, Looking for more pay than is offered, Lack of experience

Adapting talent sourcing to recruit more untapped talent pools, Partnering with educational institutions to create curriculum aligned to manpower needs
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Reduce competitiveness / productivity, Reduce innovation and creativity, Lower employee morale
Reduce ability to serve clients, Reduce competitiveness / productivity, Lower employee morale
Reduce ability to serve clients
Reduce ability to serve clients
Reduce ability to serve clients

Increasing the focus on improving companies manpower database, Offering more flexible work arrangements, Integrating contingent workers into the process
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