Impact of the Coronavirus Outbreak on Human Resource Planning

6th April 2020

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Overview

Thank you for participating in the survey.

Here are the results on the impact of the Novel Coronavirus (COVID-19) on Human Resource Planning.

-Survey period: 31st March to 3rd April

-The number of respondents: 742

-Markets: Indonesia, Malaysia, Philippines, Singapore, South Korea, Taiwan, Thailand, Vietnam

Survey Detail

-Business Continuity Plan

-The impact of COVID-19 to the company

-The impact of COVID-19 to the hiring plans

  -The way of mitigate the COVID-19 effect

  -The impact on returning to home-country or sending abroad the expatriates.

  -Impact on Job position

  -The perspective of hiring expansion after coronavirus recovery

  -The forecast for restarting your recruitment activity

  -The effect on recruitment activity for fresh-graduates in 2020
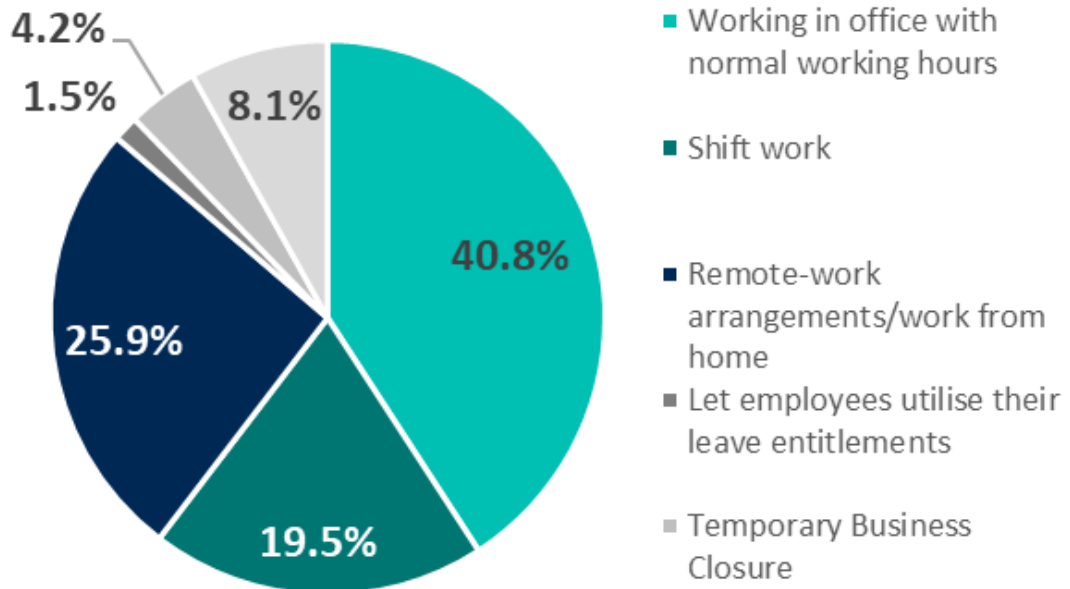
-Interview method
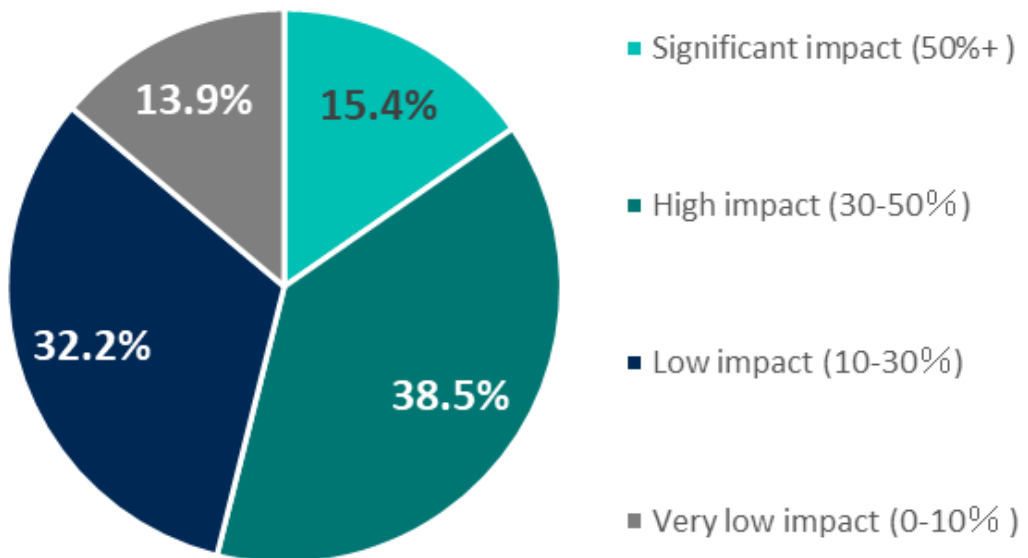
  -The first round interview

  -Final interview

  -Video Interview software

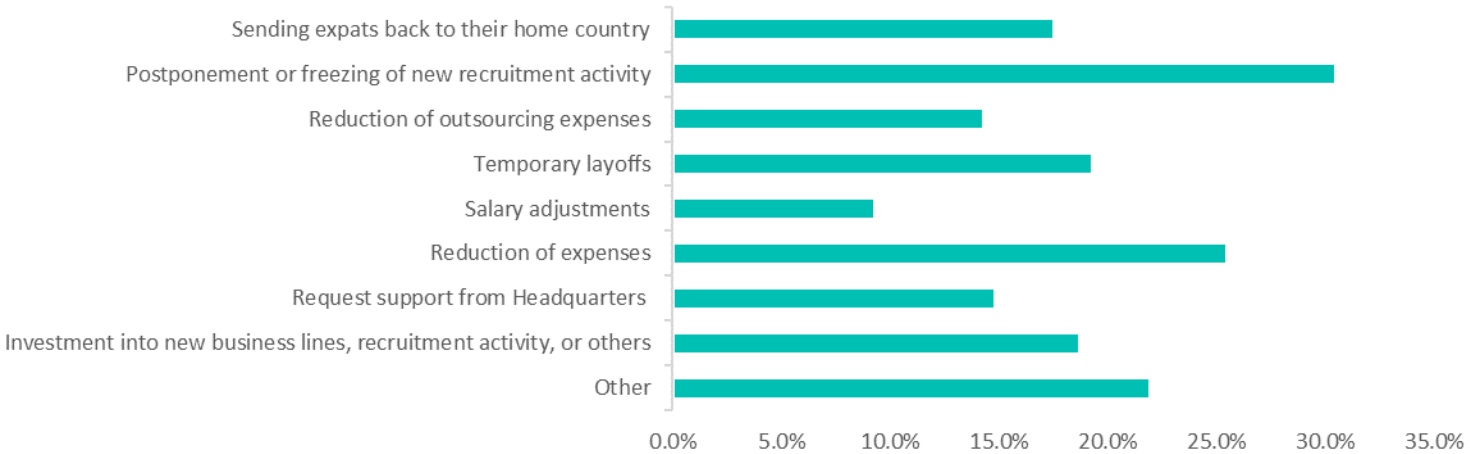 -Special arrangements in light of COVID-19 for F2F interview

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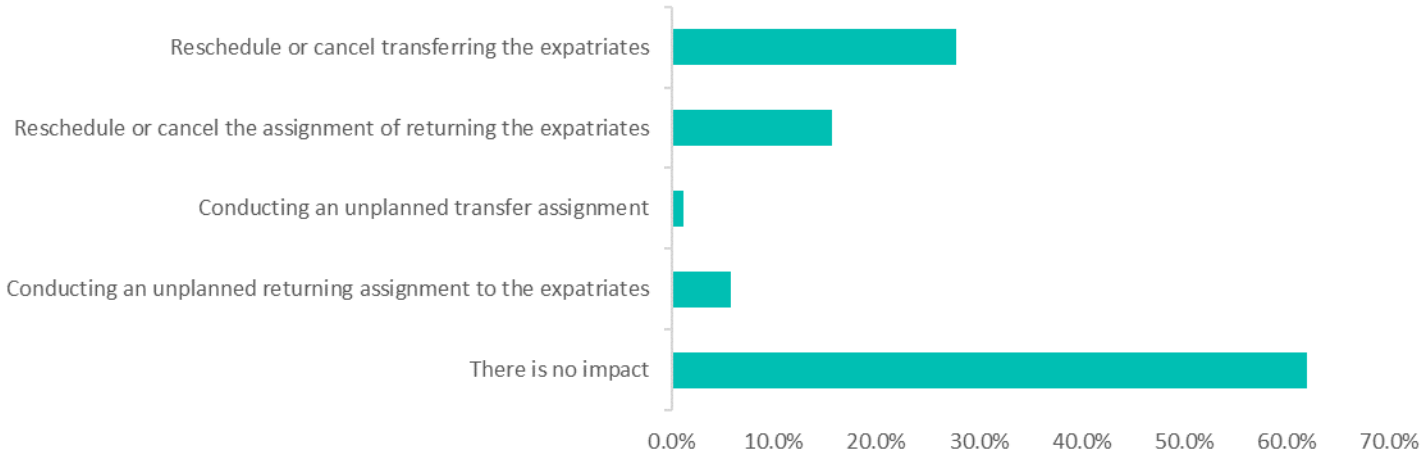## What is your company's Business Continuity Plan (BCP)?

4.2%
1.5%
8.1%
40.8%
25.9%
19.5%

- Working in office with normal working hours
- Shift work
- Remote-work arrangements/work from home
- Let employees utilise their leave entitlements
- Temporary Business Closure

What is the impact of COVID-19 to your company's Sales performance?

13.9%
15.4%
32.2%
38.5%

- Significant impact (50%+)
- High impact (30-50%)
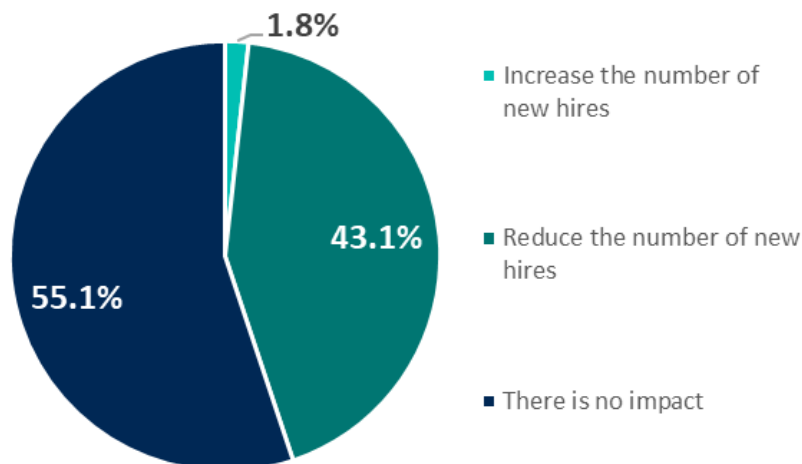- Low impact (10-30%)
- Very low impact (0-10%)

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What measures have your company implemented to mitigate the impact of COVID-19?

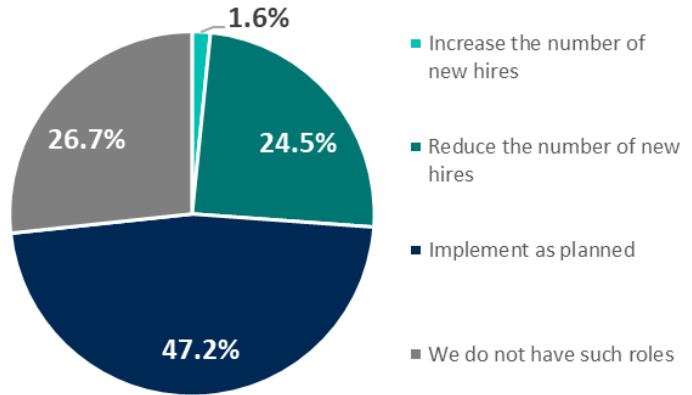## How will COVID-19 impact your assignment of expatriates?

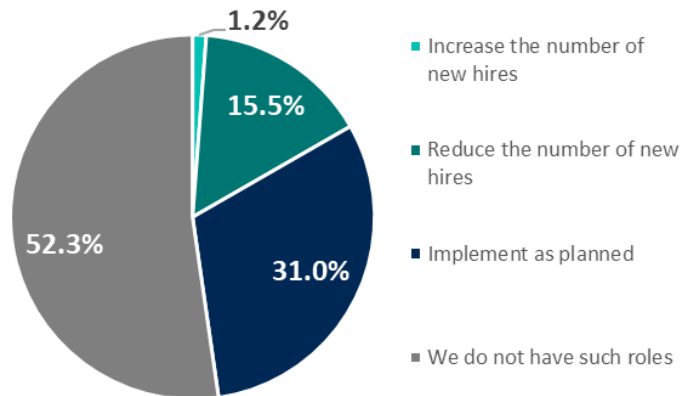## How will COVID-19 impact your assignment of expatriates?

1.8%

- Increase the number of new hires

43.1%

- Reduce the number of new hires

55.1%

- There is no impact

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How will COVID-19 impact your hiring plans for each of the following roles?

Sales and Back Office

1.6%	▪ Increase the number of new hires
24.5%	▪ Reduce the number of new hires
26.7%	▪ Implement as planned
47.2%	▪ We do not have such roles

Engineering and Technical Roles

1.2%	▪ Increase the number of new hires
15.5%	▪ Reduce the number of new hires
52.3%	▪ Implement as planned
31.0%	▪ We do not have such roles

Factory Workers

0.9%	▪ Increase the number of new hires
13.7%	▪ Reduce the number of new hires
14.7%	▪ Implement as planned
70.6%	▪ We do not have such roles

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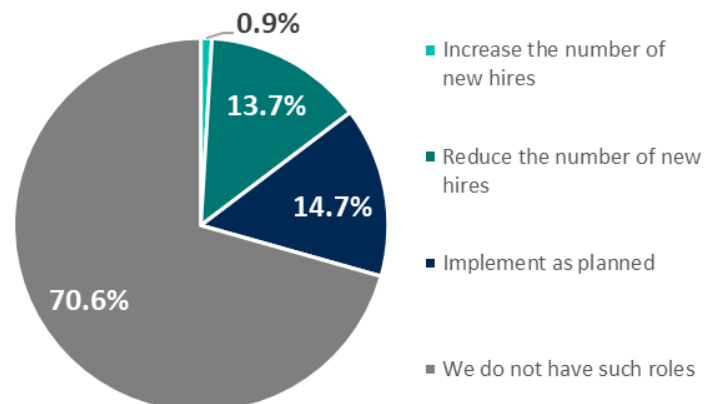
Will your company consider hiring expansion when the situation recovers?

41.2%
58.8%

- Yes
- No
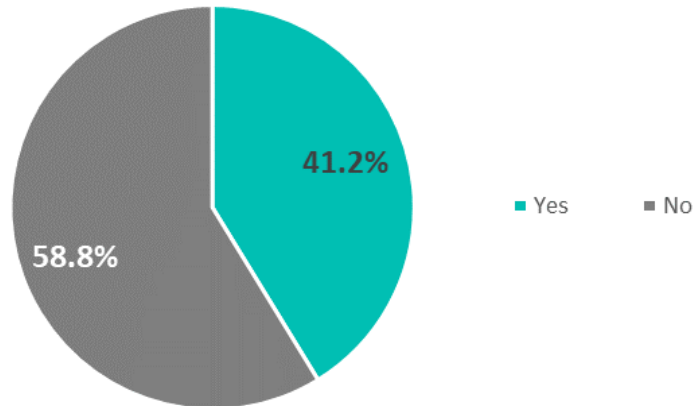
If yes, when will you restart your recruitment activity?

4.3%　4.7%
4.3%
2.8%
83.8%

- March
- April
- May
- June
- Not sure
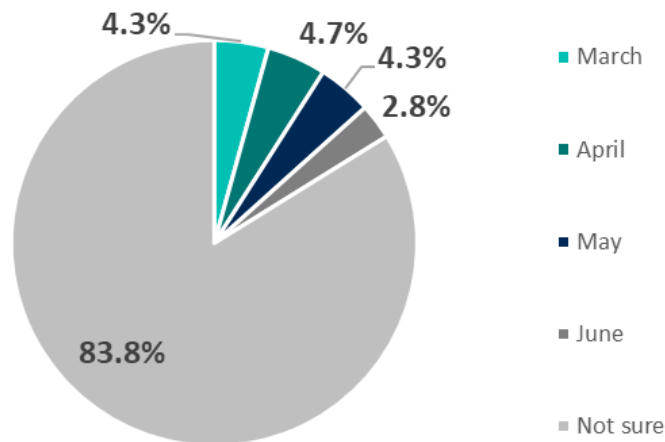
How does the COVID-19 outbreak affect your recruitment activity for fresh graduates in 2020?

18.2%
54.7%
26.3%
0.8%

- Reduce the number of new hires
- Implement as planned
- Freezing new hires
- We do not have any hiring plans for fresh-graduates in the first place

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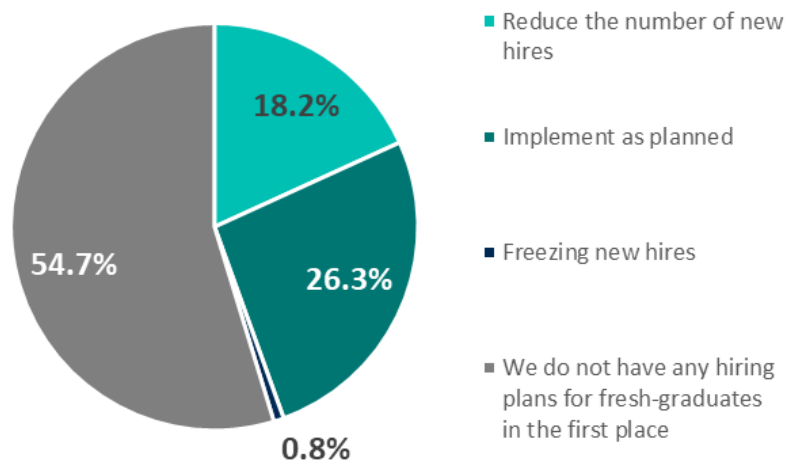
What channels do you use to conduct first-round interviews?

- Online — 15.5%
- Face to Face — 31.4%
- Flexible — 43.9%
- Other — 9.2%

What channels do you use to conduct the final interview?

- Online — 10.8%
- Face to Face — 38.8%
- Phone-call — 1.1%
- Flexible — 42.0%
- Other — 7.3%
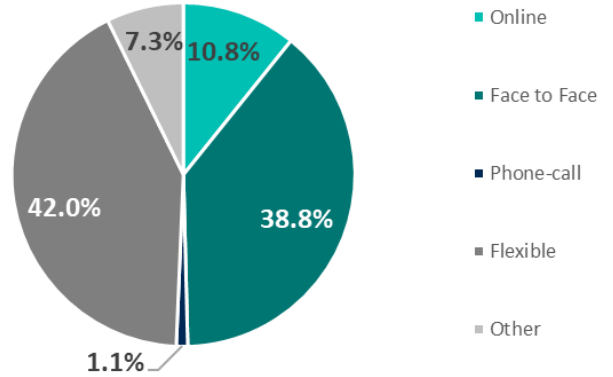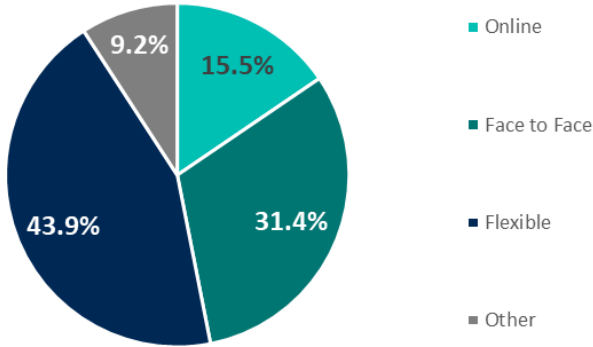
Which software does your company use for online interviews?

Software	
Skype	
ZOOM	
LINE	
WhatsApp	
MS Teams	
Cisco Webex	
Google Hangouts	
Other	
We do not conduct any online interviews	
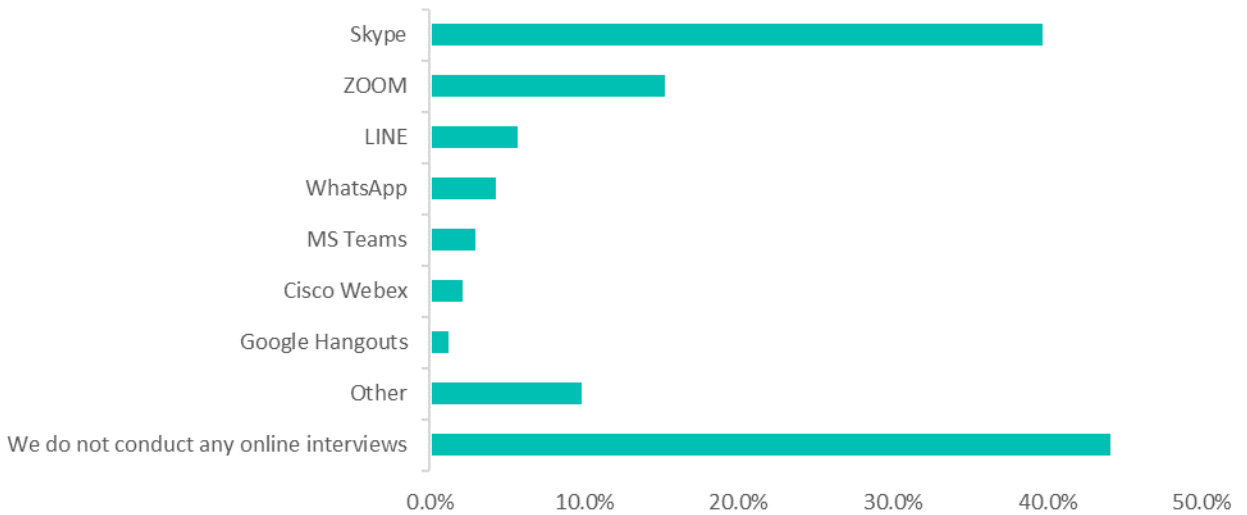
If your company prefers face-to-face interviews, are there any special arrangements in light of COVID-19?

- Conduct social distancing
- Wear a mask and use hand-sanitizer for both party
- Measure body temperature
- Others
- We do not conduct Face to Face interviews