

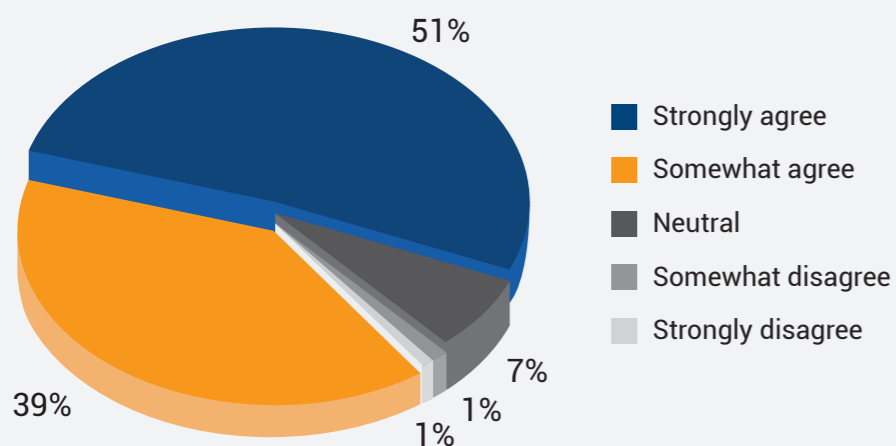
## Addressing the Needs of the Future Workforce

Technology has made work significantly more flexible, where employees can work anytime, anywhere. On top of that, societal norms and family dynamics are changing. Employees today juggle between work and personal life while families often have both parents working. Gone are the days where productivity is measured by the number of hours employees spend behind their office desks. Therefore, this calls for greater flexibility where work productivity does not affect one's commitment to personal or family life, and vice versa.

Work-life practices (WLPs) represent the future of how work is done and what the workforce of the future expects. Findings from the Life At Work report<sup>1</sup> tells us that WLPs are important in creating a more innovative and integrated work environment. Today, companies that provide WLPs stay relevant to talent and improve employee experience, productivity and well-being.

## A Key Strategy for the Workforce of the Future

90% respondents agreed that WLPs are a key strategy to address the workforce needs of the future



<sup>1</sup>TalentCorp conducted a study of WLPs implementation with 369 companies between August and December 2017, across 10 key industries, namely Financial Services; Professional Services; Consumer Products and Retail; Technology, Media, and Telecommunications; Healthcare and Life Sciences; Education; Automotive, Logistics, and Transportation; Manufacturing and Intermediate Goods; Real Estate, Hospitality and Construction; and Utilities, Oil and Gas.

## How Can TalentCorp Help You?

As the workplace continues to evolve with employees demanding better work-life integration, WLPs are now necessary for companies to attract quality talent and stay ahead of the curve.

At TalentCorp, we believe that companies that practise WLPs boost employees' morale and creativity, which leads to higher motivation and productivity.

If you are ready to take the next step in implementing WLPs, connect with us. We are happy to partner you in your endeavour to build a better working environment in your organisation.

Speak to us today.

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## Work-Life Practices

Meeting the needs of the future work, workplace and workforce

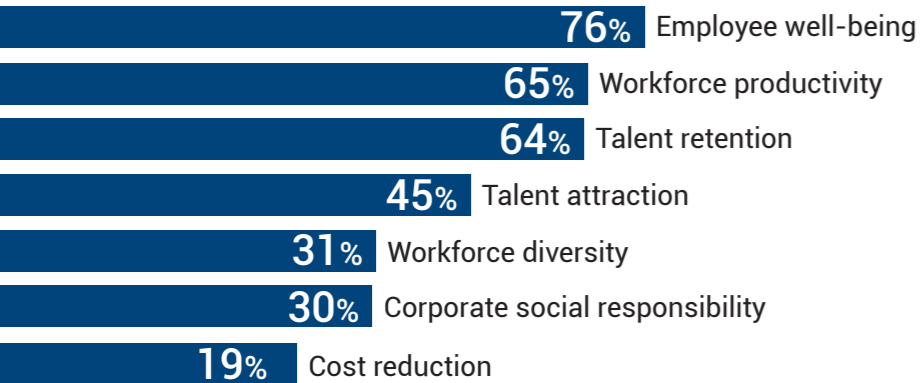


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## Top Reasons for Offering WLPs

Findings<sup>2</sup> suggest that companies view WLPs as opportunities to care for their employees while still remaining steadfastly committed to their business goals.

Companies are generally more likely to select talent retention over talent attraction as a top reason to offer WLPs. This finding corroborates well with a recent employee-centric study that indicated the top reason employees remained with their companies is the opportunity for WLPs<sup>3</sup>.



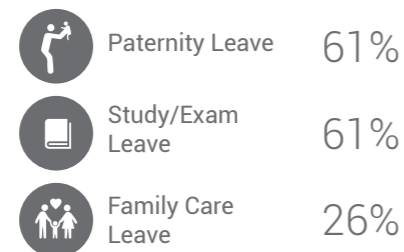
## Top WLPs Offered by Companies in Malaysia

The most common flexible work arrangements is flexi-hours (48 per cent), while work-life benefits such as paternity and study/exam leave were offered by 61 per cent of the companies surveyed. The most common family-friendly facilities provided by these companies is nursing/mother's room (31 per cent).

### Flexible Work Arrangements



### Work-life Benefits



### Family-friendly Facilities

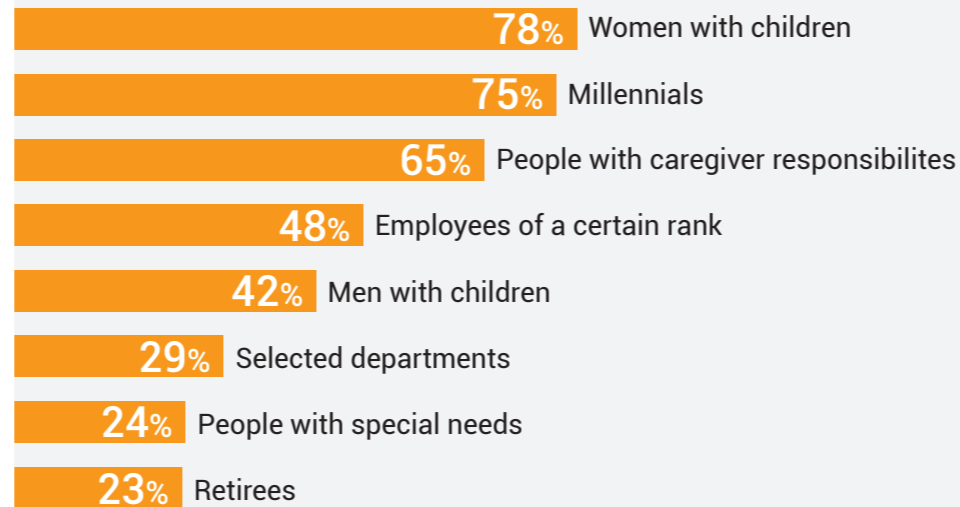


## Workplace Diversity

As companies prepare for the future of work, workplace practices will need to be adapted to cater to a multi-generational workforce with diverse career and personal goals. WLPs allow for better work-life integration; it has value to women, men, millennials, parents, those with caregiver responsibilities, retirees and people with special needs.

The top three target audience whom companies agree would benefit most from the implementation of WLPs are women with children (78 per cent), millennials (75 per cent) and employees with caregiver responsibilities (65 per cent).

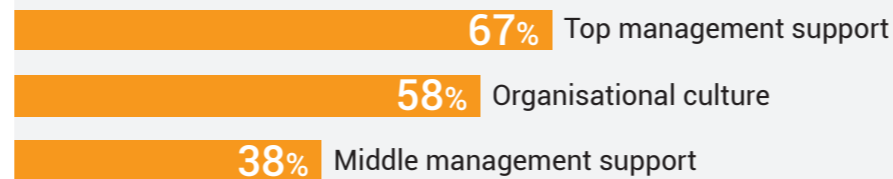
### Target for WLPs



## Top Success Factors for WLPs at the Workplace

Companies in Malaysia<sup>4</sup> agree that irrespective of industry and employee size, success in implementing WLPs require not only top management support but also a change in organisational culture and middle management support.

### Top Success Factors for WLPs Implementation



## Types of WLPs

WLPs comprise of flexible work arrangements, work-life benefits and family-friendly facilities. These components are described in detail below.

**Flexible work arrangements** are arrangements that aim to provide greater flexibility in the following areas: the workplace, scheduling of hours worked, number of hours worked and flexibility of job roles.



**Work-life benefits** are company-sponsored incentives to support employees in achieving better work-life integration.



**Family-friendly facilities** are company-sponsored facilities in the workplace that are family-centric.



<sup>2</sup>Life At Work: Report on the Implementation and Outcomes of Work-Life Practices in Corporate Malaysia (TalentCorp, 2017)

<sup>3</sup>Asia Braces for Change – Tailoring Talent Strategies for Uncertainty (Hays, 2017)

<sup>4</sup>Life At Work: Report on the Implementation and Outcomes of Work-Life Practices in Corporate Malaysia (TalentCorp, 2017)