

2021's top talent trends for Japan.



64%
say the role of HR has shifted significantly.



76%
say their business will consider some sort of permanent work-from-home policy.



56%
say a wellness program is extremely or very important to attracting talent.



38%
share they are investing in technology to improve the talent experience in the workplace.



72%
say talent analytics play a critical role in sourcing, attracting, engaging and retaining talent.



32%
say talent scarcity has either made a negative impact or been one of their organization's biggest pain points.



21%
of employees were working remotely before the pandemic, and that number went up to **49%** as of Q4 2020.



84%
say it's either extremely or very important to have a robust diversity and inclusion strategy to attract and retain talent.



100%
believe reskilling their employees will help retention.



68%
believe workers' expectations of employers are continually increasing.



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