

For immediate release

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Survey finds that hiring expectations across Asia remain positive.

More than half of hires in China and Singapore are perceived as 'average' or 'bad'.

HONG KONG – 11 APRIL 2012 – The latest Hudson survey across key business sectors in Asia shows that hiring expectations are set to rise in Hong Kong in Quarter Two (Q2) 2012, remain almost unchanged in Singapore and whilst still positive, show a small decline in China.

Hudson (NASDAQ: HHGP), a leading global provider of permanent recruitment, contract professionals and talent management services, today released its comprehensive quarterly *The Hudson Report* for Asia.

Expectations up in Hong Kong, down in other markets

Respondents in **Hong Kong** are more optimistic this quarter than last: with 41 percent planning to hire more staff, up 3 percentage points (pp) on last quarter. The proportion of respondents planning to reduce headcount has more than halved, from 13 percent to 6 percent. The IT&T sector reports both the highest expectations and the greatest increase: 49 percent of respondents say they will grow headcount, a sharp rise from Q1's 41 percent.

Sixty percent of respondents in **China** across all sectors forecast headcount growth in Q2, down from 66 percent in Q1. The figure of 60 percent is almost half as big again as the hiring expectations reported for Hong Kong and Singapore. The IT&T sector again has the highest expectations, with 65 percent of respondents planning to increase hiring. The proportion saying that hiring will remain steady has risen from 12 percent to 30 percent.

Hiring expectations in **Singapore** remain steady, with 42 percent of respondents across all sectors expecting to grow headcount in Q2 2012. The corresponding figures for Q4 2011 and Q1 2012 were 42 percent and 44 percent respectively. As well as having the highest expectations this quarter, IT&T is the only sector to report an increase: 56 percent of respondents plan to hire more staff, up from 49 percent in Q1. There is strong demand for specialists in several key areas, notably cloud computing, security, mobility and business intelligence.

Mark Carriban, Managing Director, Greater China, Hudson comments, *"The hiring outlook is generally positive this quarter. In all three markets, however, there are clear indications that employers' hiring practices do not always produce the desired results. A substantial proportion of hires are considered only 'average' or even 'bad'. In a challenging economic environment, organisations with robust hiring practices that enable them to identify and recruit high quality candidates have a significant competitive advantage."*

REGIONAL PERMANENT INCREASED HIRING EXPECTATIONS OVER TIME

Source: The Hudson Report, Asia - Q2 2012



Large proportion of hires not considered 'good'

Respondents in all three markets say that a very significant proportion of all hires are not regarded as 'good' employees who exceed expectations for their role. In China and Singapore the proportion is more than 50 percent.

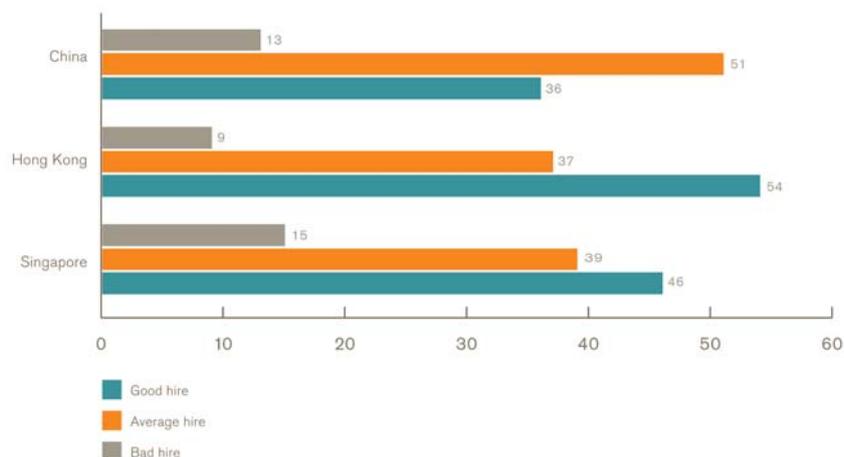
At 64 percent across all sectors, **China** has the highest proportion of hires considered to be 'average' or 'bad'. The exception is the Consumer sector, where respondents say that 49 percent of recent hires are not regarded as 'good'. The responses for the other sectors range from 65 percent-71 percent.

Fifty-four percent of hires are considered 'average' or 'bad' in **Singapore**. There is a high degree of consistency between the various sectors in their responses to this question. At 51 percent, the Manufacturing & Industrial sector has the lowest proportion of 'average' or 'bad' hires, while Consumer / Advertising / Media reports the highest – 58 percent.

Hong Kong has a lower proportion of 'average' or 'bad' hires overall compared to the other two markets, however at 46 percent it is still considered significant. At 41 percent, the lowest proportion of 'average' or 'bad' hires is reported by the Banking & Financial Services sector.

PROPORTION OF GOOD, AVERAGE AND BAD HIRES

Source: The Hudson Report, Asia - Q2 2012



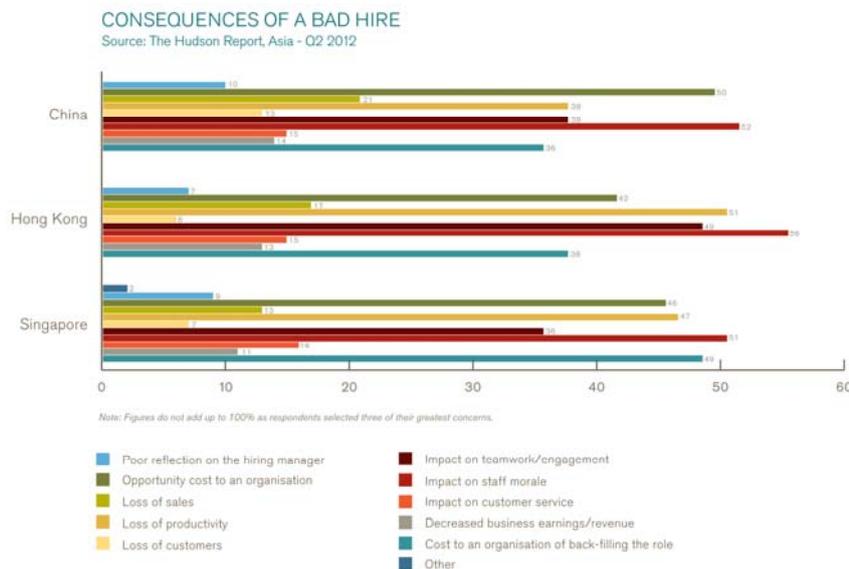
Impact on staff morale is the greatest concern

Bad hiring decisions have many negative consequences for employers. The impact on staff morale is the issue mentioned by the most respondents across all sectors in all three markets, though other consequences of making bad hires also cause serious concern.

The impact on staff morale and the opportunity cost to the organisation are seen as the most serious consequences of bad hiring in **China**, being mentioned by 52 percent and 50 percent of respondents respectively. The impact on teamwork / engagement and lost productivity are also widely seen as significant concerns: they are both mentioned by 38 percent.

Across all sectors in **Hong Kong**, the impact on staff morale is mentioned by 56 percent of respondents, while lost productivity and the impact on teamwork / engagement are also regarded as significant: these responses are given by 51 percent and 49 percent respectively.

Four of the possible consequences of bad hires are mentioned by around half the respondents in **Singapore**. At 51 percent, the impact on staff morale is seen as the greatest single concern, while the cost of back-filling the role, lost productivity and opportunity costs are mentioned by 49 percent, 47 percent and 46 percent respectively.



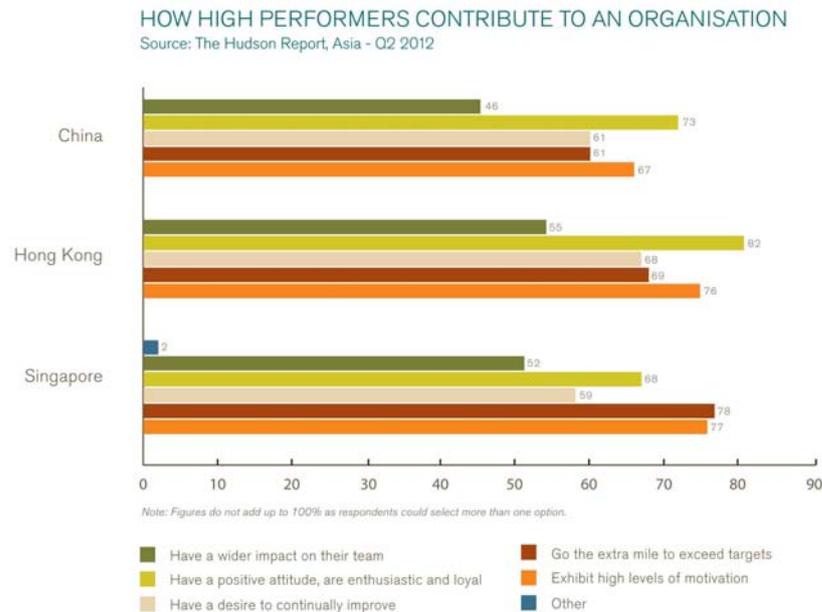
High performers add value in many ways

Respondents in all three markets agree that high performers make a valuable contribution in a number of ways. There are some differences of emphasis between the markets.

Overall, almost three-quarters (73 percent) of respondents in **China** say that high performers have a positive attitude and are enthusiastic and loyal. Exhibiting high levels of motivation is also seen as a key factor, being mentioned by 67 percent.

Employers in **Hong Kong** believe that having a positive attitude, enthusiasm and loyalty, and exhibiting high levels of motivation are the most important factors. They are mentioned by 82 percent and 76 percent respectively.

Going the extra mile to exceed targets and exhibiting high levels of motivation are both mentioned by more than three-quarters of respondents in **Singapore**: the figures are 78 percent and 77 percent respectively.



Robust hiring has positive impact on hiring and performance

A majority of respondents in each market agree that robust hiring practices have a large impact or quite a lot of impact on successful hiring and employee performance.

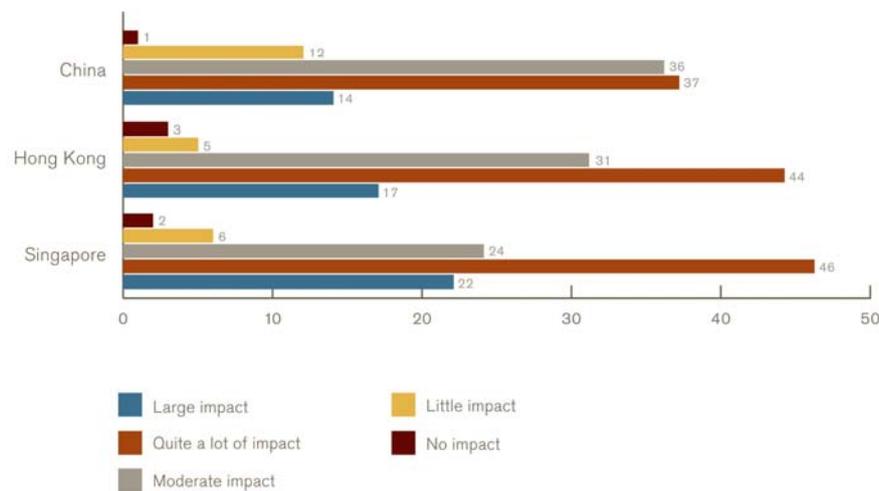
Across all sectors in **China**, 51 percent believe that robust hiring practices have a large impact or quite a lot of impact. Just 1 percent say they have no impact at all.

Seventeen percent of respondents in **Hong Kong** agree that robust hiring practices have a large impact on successful hiring and employee performance. A further 44 percent believe that there is quite a lot of impact.

Respondents in **Singapore** express the strongest belief in the value of robust hiring practices. Overall, 22% agree that such practices have a large impact and a further 46% that they have quite a lot of impact. The tight labour market in Singapore is affecting businesses and as many as 70% of CEOs are experiencing difficulty in obtaining the skilled and experienced talent they need.

LEVEL OF IMPACT ROBUST HIRING PRACTICES HAVE ON SUCCESSFUL HIRING AND EMPLOYEE PERFORMANCE

Source: The Hudson Report, Asia - Q2 2012



With a reputation as a key socio-economic indicator since its Asia launch in 1998, the survey of employers' expectations of an increase or decrease in staffing levels represents a significant indication of their optimism about the growth of both their organisation and their industry. Nearly 1,800 key employment decision makers were surveyed in March 2012 from multinational organisations of all sizes in all major industry sectors. The decision makers surveyed were located in China (Beijing and Shanghai), Hong Kong and Singapore.

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