



新加坡金钻珠宝商会
SINGAPORE JEWELLERS ASSOCIATION

28 April 2022

Dear Members,

INVITATION TO PARTICIPATE IN RETAIL MANPOWER STUDY

Mercer has been commissioned by **Enterprise Singapore** and **Workforce Singapore** to conduct a manpower study for the retail sector in Singapore. This Retail Manpower Study is an ongoing initiative which involves sustained engagement with industry stakeholders in order for the agencies to obtain robust and deep insights that will support the development of short and medium term interventions.

One of the initiatives is to gather valuable inputs by having industry stakeholders **complete a survey based on their role as business/HR leaders of retail organisations**. These surveys cover a range of topics, and are focused on manpower composition, talent management practices and attraction, attrition and retention within the sector.

SJA encourages your participation in this survey by your Business and HR leaders in the retail sector.

Attached are the survey materials and survey brochure that agencies are distributing to retailers for the team's reference. This comprises of the survey objective, details as well as a list of items that participant can receive from completing the survey:

- Mercer's report on talent trends in retail
- Exclusive benefits reports for all industries in Singapore
- Mercer's snapshot of hiring and retention insights in Singapore

Thank you for your attention.

Regards

Singapore Jewellers Association



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2022 年 4 月 28 日

致：全体会员

邀请参与零售人力调查

新加坡企业发展局和新加坡劳动力发展局委托 Mercer 对新加坡的零售业进行人力调查。这项正在进行的持续性零售人力调查将涉及与行业利益相关者的联系，以便协助有关机构能从中获得更深一层了解，进而支持及制定中短期的解决方案。

其中一个倡议是通过一项调查，收集从事零售业务/人力资源领导等利益相关者具有价值的意见。此项调查涵盖了一系列的主题，重点集中在行业人力的组成、人才管理、吸引力、流失和保留。

本会鼓励贵公司及人力资源领导们参与此项调查。

随函附上分发给零售业者团队们的调查资料及手册，当中包含调查目标、详细信息，以及参与者通过完成调查后可获得以下的报告书：

- Mercer 编订的零售业人才趋势报告
- 新加坡各行业的独家福利报告
- Mercer 提供在新加坡招聘和保留人才的资料

谢谢您的关注！

新加坡金钻珠宝商会



Participate in ESG-WSG Retail Sector Manpower Study

Mercer Singapore has been commissioned to deliver a sector-wide study for the retail sector by Enterprise Singapore and Workforce Singapore.

We are conducting a survey on retail business / HR leaders, to understand the attraction and retention factors and current manpower composition in retail. Your input will be really valuable to help us formulate recommendations which will enhance the vibrancy and career development opportunities for the retail sector in Singapore.

Survey participants will receive the following:

- Talent Trends Report focusing on insights on trends, jobs and skills in retail
- Mercer's Spotlight on Benefits: All industries in Singapore
- Hiring and retention poll (2021)

A business of Marsh McLennan



As part of the study, Mercer aims to conduct an industry-wide survey to Business and HR leaders of retail

Business and HR Leaders

Objectives

- Submission of organisation and employees' data
- Provide insights to current HR practices & potential challenges (e.g. Talent acquisition and management practices)

#1 Online survey via qualtrics

Link and QR code for online survey:



https://legato.mercer.com/jfe/form/SV_eX58FOI7UQKENzU

#2 Manpower composition and compensation survey via excel

Download excel template for manpower data collection:



For 1-1 guidance or consultation required, please reach out to RetailStudy@Mercer.com and a representative will look to schedule a session with you.

For further queries, please contact a member of the Mercer team or at RetailStudy@Mercer.com

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RetailStudy@Mercer.com



Edwin Seah
Principal
edwin.seah@mercer.com



Hannah Lennon
Senior Associate
hannah.lennon@mercer.com



Nan Zheng Sheng
Senior Consultant
zhen.sheng.nan@mercer.com



Ashley Tong
Senior Analyst
ashley.tong@mercer.com



Choo Wan Yee
Senior Analyst
wan.yee.choo@mercer.com



Kester Ng
Analyst
kester.ng@mercer.com