



## Press Release

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## MRIC releases the 2015 MRIC Talent Report

MRIC Group releases today the “2015 MRIC Talent Report” based on results of MRIC Group’s fifth annual Talent Survey, conducted in partnership with Ipsos. The survey compiles responses from more than 4,500 mid- to senior managers and professionals working in Greater China and Singapore.

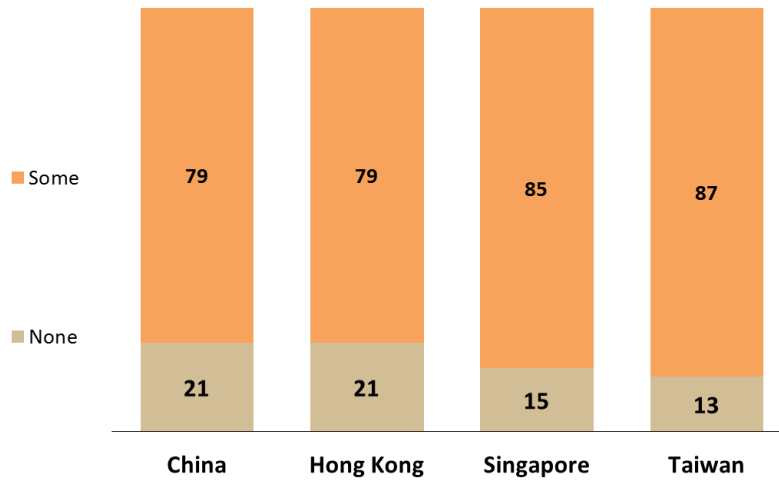
In addition to 2015 job market and mobility trend data released in January and February, the report provides unique insights on talent acquisition strategies based on talent motivations and candidate experience, including the perception of social media channels.

Candidate experience has been researched for several years in North America and Europe but remains an emerging topic across APAC.

### **80% of respondents express some frustration concerning their candidate experience**

Over 80% of MRIC 2015 survey respondents encountered frustration as a candidate. Results to this question are similar whether professionals apply via a recruitment agency or directly with the company, with 82% and 81% reporting frustration respectively.

Were there sources of frustration during your last candidate experience?



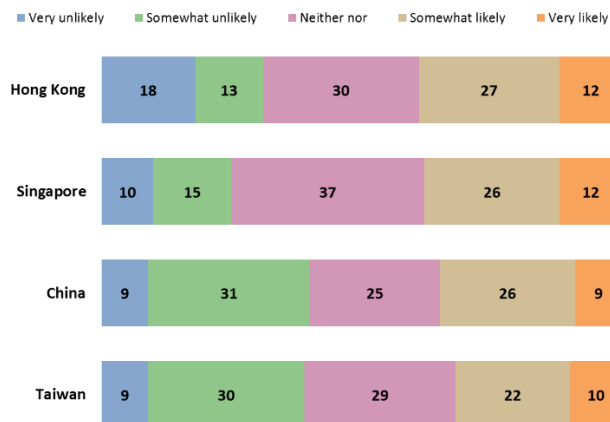
On the corporate side, the waiting time and the lack of upfront information about compensation are the top concerns.

On the agency side, candidates expect better knowledge about the position and the company.

“It is MRIC experience that a recruitment process should not last more than 8 weeks for junior professionals and 12 weeks for senior ones otherwise the candidate may be lost. Large firms necessarily involve multiple stakeholders yet they should aim to keep the process as condensed as possible,” commented MRIC CEO Christine Raynaud.

This frustration, at times, is so deep that only 40% to 50% are likely to refer that company to others.

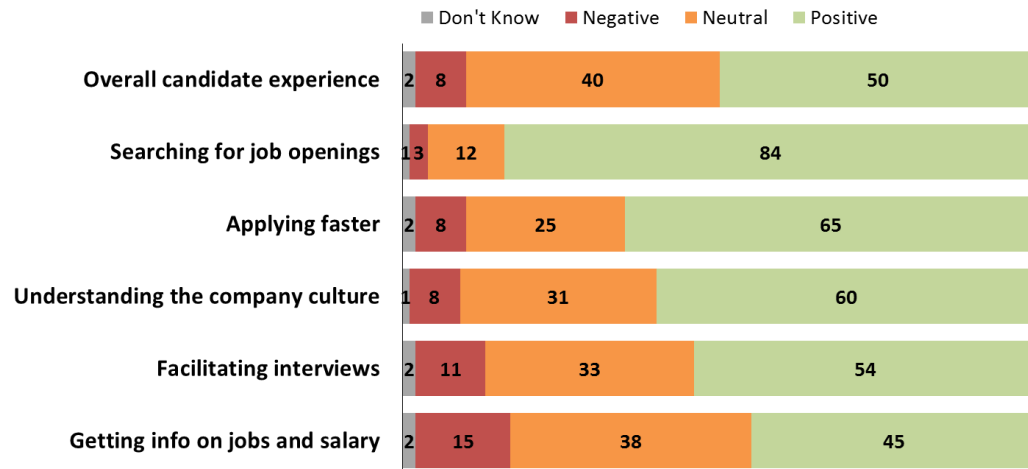
How likely would you be to apply to the same company again?



## 50% of respondents think that online technology improves their candidate experience

84% of respondents have a positive view of online technology when it relates to job searching but their appreciation is less positive on other dimensions. 50% still expressed neutral or negative opinions on their overall experience as a candidate.

How would you assess the impact of online technology concerning each of the following aspects?



“Companies and external recruiters alike could better leverage online technology to improve the overall candidate experience; beyond the posting of job openings, they could better manage their process, build employer brand and personalize their relationships” said MRIC Managing Director for China Angie Eagan.

A copy of the full 2015 MRIC Talent Report can be downloaded from MRIC website: <http://www.mric.asia/2015talentreport>

**ENDS**

**About MRIC**

MRIC Group's long history and deep cultural roots in Asia, coupled with our global best practices gained through leveraging the MRINetwork, make us ideal recruitment partners.

Pioneers: Founded in Hong Kong in 1998, MRIC was among the 1st international executive recruitment firms to enter Mainland China in 2000.

Track record: We have placed more than 5000 professionals region-wide since 1998 and now fill more than 500 professional positions per year.

Specialized: We offer deep expertise in four sectors – Banking & Financial Services, Consumer & Retail, Life Sciences, Industrial & Technology – as well as Functional Finance, Functional HR.

Recognized: Creators of the annual MRIC Talent Report: Greater China & Singapore – the region's most influential annual HR report (developed from 5000 survey respondents).

Award winning: 9 time winner/finalist in the annual CCH China Staff Awards since 2003; finalist "Most in Demand HR Recruitment Firm, China" for 2013.

**About Ipsos**

Founded in 1975, Ipsos is the only independent market research company that is controlled and managed by research professionals. In October 2011 Ipsos completed the acquisition of Synovate. The combination forms the world's third largest market research company.

With offices in 84 countries, Ipsos has the resources to conduct research wherever in the world our clients do business.

Ipsos professionals deliver insightful expertise across six research specializations: customer and employee relationship management, advertising, marketing, media, public affairs research, and survey operations.

Ipsos has been listed on the Paris Stock Exchange since 1999.

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