

新聞稿

## 超過七成僱主將招聘人手 四成會聘請大學畢業生 八十後僱員以工作前景為辭職主因

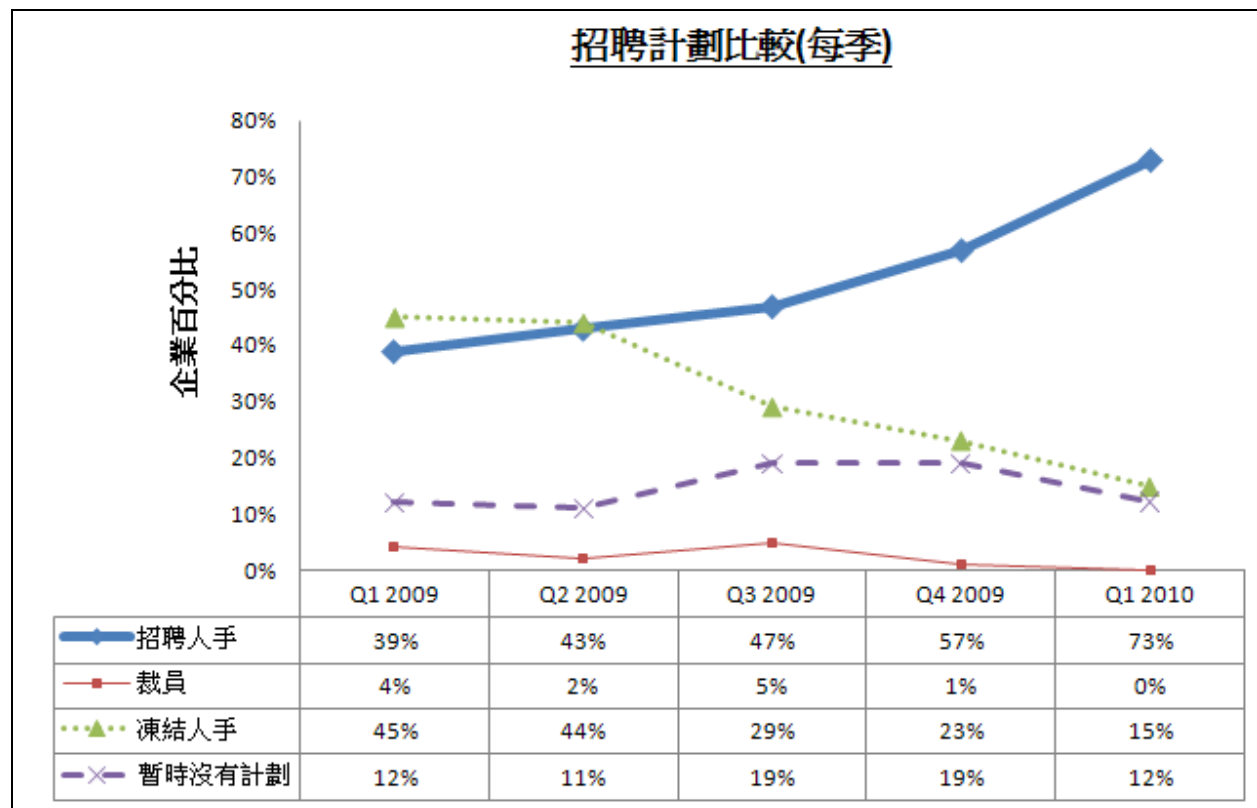
[2010年5月17日 - 香港] 根據 JobsDB 2010 年第一季招聘指數顯示，超過七成僱主將會在未來三個月增聘人手，其中有超過四成會聘請大學畢業生。

JobsDB.com，亞太區最具規模的招聘網站並全香港最多求職者選用的求職媒體，於 2010 年 4 月期間進行網上調查，搜集僱主的招聘意向和喜好的資料。是次調查亦搜集了過去三個月員工流失率的有關資料以及求職者不獲面試機會的主要原因。JobsDB.com 以電郵邀請企業會員於網上填寫問卷，共收到超過 110 間企業的回應。

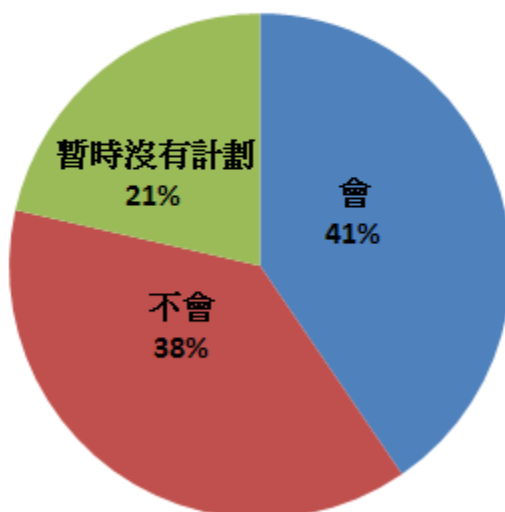
### 七成僱主會增聘人手

是次調查顯示，73%受訪者在 2010 年 4 至 6 月會增聘人手，比 2009 年第四季預測今年第一季的招聘意欲(57%)上升 16%。而跟去年第一季比較，招聘意欲增加了接近一倍，當時有 39%的僱主表示會在未來三個月增聘人手。

在本年第二季增聘人手的僱主中，41%表示會聘請大學畢業生。JobsDB.com 執行董事顧家強先生指出，「香港的經濟已經復甦，很多企業開始擴展它們的業務。而有超過四成企業會聘請大學畢業生，這對於畢業生來說是個好消息，因為今年會有更多職位空缺提供給他們。」



## 聘請大學畢業生的意欲



### 接近四分一企業拒絕邀請資歷過高的求職者進行面試

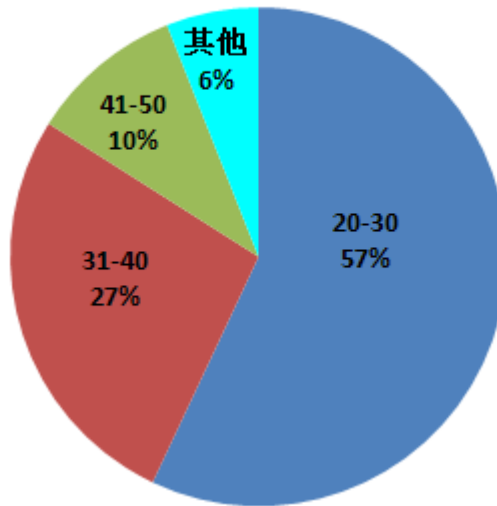
在招聘的過程中，有82%的企業拒絕邀請沒有相關工作經驗的求職者進行面試。而因為求職者資歷不足而拒絕邀請他們的有42%，其次，因為沒有相關學歷而不邀請他們面試的有27%。不過，資歷過高(24%)以及聯絡資料錯誤(19%)都是重要的原因。顧家強先生表示，「有些正在待業的求職者，因為希望早日有工作，於是降低要求，申請一些需要較低資歷的工作。其實長遠來說，這些工作未必能給他們帶來事業上的滿足感，因此求職者應該細心閱讀招聘廣告，盡量找一些跟他們的資歷相符的工作。另外，寄出求職信前，要檢查一下提供的聯絡資料是否正確，以免失去獲得好工的機會。」

拒絕邀請求職者進行面試的原因	企業百分比
沒有相關工作經驗	82%
資歷不足	42%
沒有相關學歷	27%
履歷表太籠統	25%
資歷過高	24%
履歷表的形式不夠專業	23%
聯絡資料錯誤	19%
履歷表出現錯字和/或文法上錯誤	18%
其他	11%

### 過去三個月的員工流失率是 4.7%

在過去三個月，員工流失率是 4.7%，而 29%的企業表示沒有員工離職。至於離職的員工，57%屬於 20-30 歲、27%屬於 31-40 歲，只有 10%屬於 41-50 歲。

### 過去三個月員工離職的年齡分佈



#### 不同年齡組別有不同的離職原因

尋找更好工作前景(89%)和不滿意現時的薪酬福利(65%)是 20-30 歲員工最普遍的離職原因，其次是工作性質轉變。顧家強先生指出，「八十後的員工仍然在尋找他們的職業路向，所以會嘗試不同的工作。」

至於 31-40 歲的員工，最普遍的兩個離職原因都是尋找更好工作前景(67%)和不滿意現時的薪酬福利(55%)。不過，這個年齡組別的員工希望在企業發展他們的事業，所以企業的前景、同事之間合作融洽與否和企業的領導層都是他們考慮會否離職的重要因素。相比 20-30 歲的員工，企業前景變差(23%)、企業領導層轉變(21%)和工作場所的衝突(21%)都是這個年齡組別較為普遍的離職原因。

年齡介乎 41-50 的員工，其離職原因較多變化，但最普遍的是工作場所的衝突(27%)。

離職原因	年齡組別		
	20-30	31-40	41-50
工作性質轉變	37%	13%	23%
企業領導層轉變	7%	21%	24%
工作場所衝突	3%	21%	27%
對公司文化不滿	18%	16%	21%
對工作地點不滿	6%	10%	14%
不滿意現時薪酬福利	65%	55%	25%
尋找更好前景	89%	67%	25%
培訓和發展不足	17%	9%	4%
公司前景變差	4%	23%	21%
其他	4%	3%	5%

JobsDB 2010 年第一季招聘指數的詳細報告可瀏覽以下網址：

[http://www.jobsdb.com/HK/en/StaticContent/promo/survey2010/EM\\_Q1/index.htm](http://www.jobsdb.com/HK/en/StaticContent/promo/survey2010/EM_Q1/index.htm)

## **關於 JobsDB.com**

根據 Nielsen Opportunity Hunter Telebus Survey 2007-2010，JobsDB.com 是全香港最多求職者選用的求職媒體。在過去十二年內，JobsDB.com 成功地建立了全亞太區最大的會員及履歷庫，擁有超六百萬求職者會員和十四萬企業客戶，並每日提供數以萬計職位空缺。JobsDB.com 為求職者提供一個先進的工作搜尋系統，讓求職者方便快捷地搜尋並申請理想工作，亦為僱主提供一個既方便又高效益的網上招聘平台。

## **顧家強先生檔案**

顧家強先生現時任職 JobsDB.com 的執行董事，負責處理香港總公司、馬來西亞分公司及在中國大陸其他有關業務的營運及業務。

## **傳媒查詢**

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## Press Release

### 73% of employers intend to hire staff 40% will hire fresh graduates Most staff of post-80s quit for better prospects

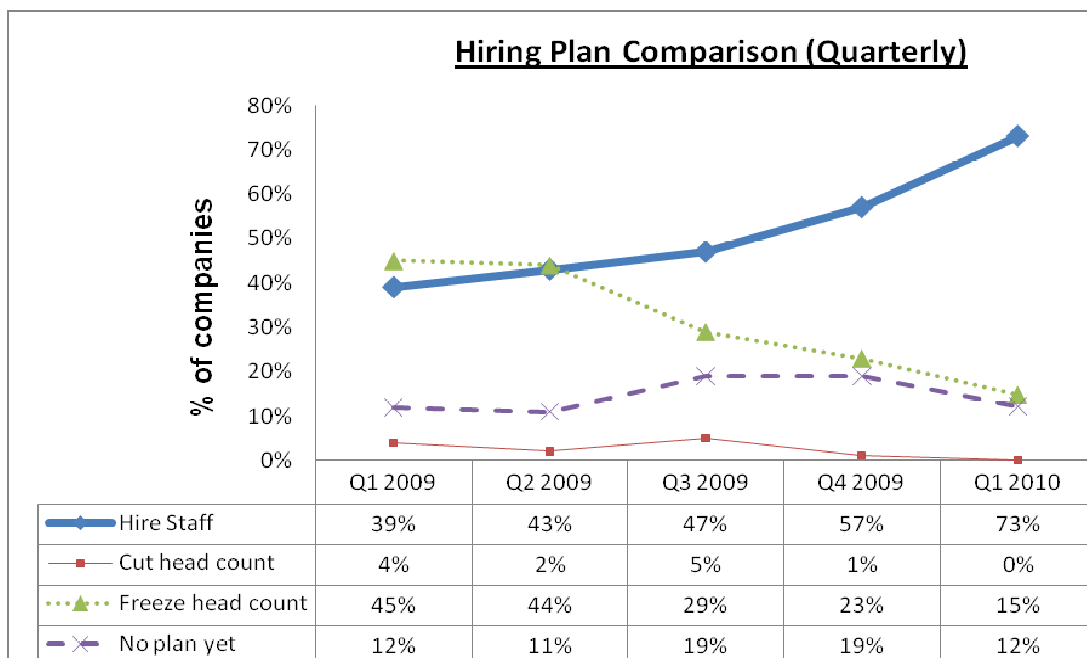
[17 May 2010– Hong Kong] According to JobsDB’s Q1 2010 Hiring Index, more than 70% of employers intend to hire staff in the coming three months. Among them, more than 40% will hire fresh graduates.

JobsDB.com, the leading online recruitment network in Asia Pacific and the most used recruitment media in Hong Kong, conducted an online employer survey in April 2010, gathering information on their hiring intention and preference. Information about staff turnover in the past three months and popular reasons for not giving an interview to job seekers are also collected. Companies were invited through e-mail to fill in an online questionnaire, and more than 110 companies participated in the survey.

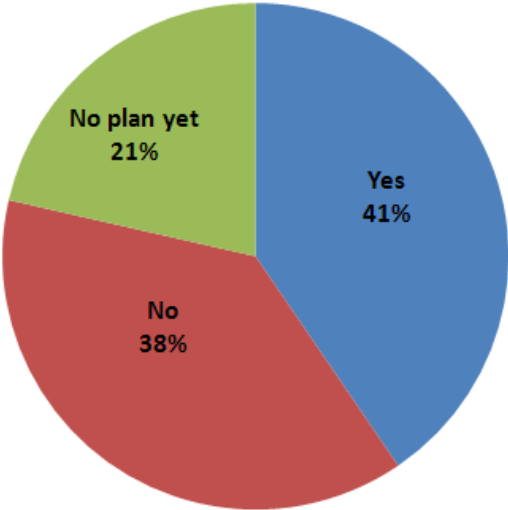
#### More than 70% of employers intend to hire staff

The survey finds that 73% of the respondents intend to hire staff from April to June 2010, 16% higher than the hiring intention of Q4 2009 (57%, predicting January to March 2010). It is also nearly twice as the percentage in the same period last year (Q1 2009) when 39% said they will hire staff in the coming three months.

Among respondents who will hire staff in Q2 2010, 41% reported they will hire fresh graduates. Mr. Vincent Koo, Executive Director of JobsDB.com, comments, “The economy is recovering, and many companies try to expand their businesses. Also, more than 40% of them will hire fresh graduates. We believe this should be a better year for fresh graduates as more job opportunities will be available to them.”



## Interest in Hiring Fresh Graduates



### **24% of companies rejected job seekers due to over-qualification**

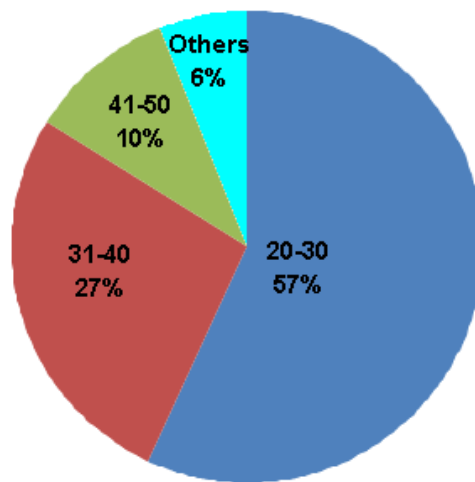
It is found out that in the recruitment process, 82% of the companies surveyed did not invite a job seeker for an interview because of their unrelated work experience, followed by under-qualification (42%) and unrelated education background (27%). However, over-qualification (24%) and incorrect contact information (19%) are also important reasons. Vincent Koo comments, “Some job seekers who do not have a job may lower their expectations and look for jobs that require less qualifications. In the long term, such jobs may not give them job satisfaction. Job seekers should read the job advertisement carefully and look for jobs that match their qualifications. Also, before sending an application letter, they should check whether they have provided correct contact information or else they will miss the chance of getting a job offer.”

Reasons for not inviting a job seeker for interview	% of companies
Work experience unrelated to job position	82%
Under-qualified	42%
Education unrelated to job position	27%
Resume is too general	25%
Over-qualified	24%
Resume's format is unprofessional/confusing	23%
Incorrect contact information	19%
Spelling and/or grammatical errors in resume	18%
Others	11%

## Staff turnover rate 4.7% in the past three months

In the past three months, the staff turnover rate was found to be 4.7% and 29% of companies reported they had no staff leaving in the past three months. Among staff leaving the companies, 57% are in the 20-30 age group, 27% are in the 31-40 age group, and only 10% are in the 41-50 age group.

Staff leaving companies in the past three months (by age group)



## Reasons for resignation differ in age groups

In the 20-30 age group, “Looking for better prospects” (89%) and “Dissatisfaction with current salary & fringe benefits” (65%) are the most popular reasons for resignation, followed by “Change in job nature”. Vincent Koo comments, “Staff of the post-80s are still looking for their career paths and would like to try different jobs.”

In the 31-40 age group, “Looking for better prospects” (67%) and “Dissatisfaction with current salary & fringe benefits” (55%) are the two most popular resignation reasons. However, staff in this age group would like to develop their career in a company. Company prospects, harmony in workplace and organization leader are all important factors for them to consider leaving the company or not. “Worsened company prospects” (23%), “Change in organization leaders” (21%) and “Conflict in the workplace” (21%) are more popular reasons in this age group than those aged 20-30.

In the 41-50 age group, the reasons for resignation are diverse, but “Conflict in the workplace” (27%) is the most popular one.

Reasons for Resignation	Age Group		
	20-30	31-40	41-50
Change in job nature	37%	13%	23%
Change in organization leaders	7%	21%	24%
Conflict in the workplace	3%	21%	27%
Discontent with company culture	18%	16%	21%
Discontent with workplace location	6%	10%	14%
Dissatisfaction with current salary & fringe benefits	65%	55%	25%
Looking for better prospects	89%	67%	25%
Not enough training & development	17%	9%	4%
Worsened company prospects	4%	23%	21%
Others	4%	3%	5%

– End –

Details of JobsDB Q1 2010 Hiring Index Report can be found at:

[http://www.jobsdb.com/HK/en/StaticContent/promo/survey2010/EM\\_Q1/index.htm](http://www.jobsdb.com/HK/en/StaticContent/promo/survey2010/EM_Q1/index.htm)

## About JobsDB.com

According to Nielsen Opportunity Hunter Telebus Survey 2007-2009, JobsDB.com is the most used recruitment media among job seekers in Hong Kong. Over the past 12 years, JobsDB.com has built one of the largest member and résumé databases in Asia Pacific with over 6 million job seeker members and more than 140,000 corporate clients, offering over tens of thousands of job opportunities per day. JobsDB.com provides an advanced and powerful job searching system for job seekers to look for and apply for favorite jobs efficiently with privacy, and a sophisticated yet user-friendly recruitment management system for employers to post job advertisements.

## Biography of Mr. Vincent Koo

Mr. Vincent Koo, Executive Director of JobsDB.com, is responsible for the operation and businesses of JobsDB's Hong Kong headquarters, the branch in Malaysia and related businesses in mainland China.

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