

新聞稿

超過一半僱主會聘請畢業生 六成企業將在內地增聘人手

[2010年9月1日 – 香港] 根據 JobsDB 2010年第二季招聘指數顯示，有七成僱主會在未來三個月招聘人手。另外，大部分企業在內地都有業務，並打算在來年增聘人手。

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7月至8月期間進行網上調查，搜集僱主的招聘意向和喜好的資料，包括他們在內地業務的人力資源管理。JobsDB.com 以電郵邀請企業會員於網上填寫問卷，共收到 109 間企業的回應。

七成僱主會招聘人手

是次調查顯示，七成的受訪者在未來三個月會招聘人手，比去年同期上升 27% (2009年第二季有 43%)。只有 15% 表示他們會凍結人手。

打算招聘人手的僱主中，有 46% 表示會聘請畢業生，並且差不多所有都表示會給畢業生跟去年一樣或較去年更高的薪酬。

JobsDB.com 執行董事顧家強先生指出，「香港經濟正逐步改善，而招聘市場又再次活躍起來。求職者都積極轉工，因此僱主要聘請新的員工。這亦為畢業生製造了不少機會。」

內地業務發展

調查顯示，超過一半的受訪者在內地成立了分公司。從行業分析，電子 / 電器設備及製造業擁有內地分公司的百分比最高，分別是 100% 和 86%。而現時沒有成立內地分公司的企業，8% 打算在未來於內地開拓業務。

顧家強先生說：「內地提供了龐大的發展機會，所以不少企業都在內地有業務的營運。求職者要有準備，即使不是遷往內地工作，恆常到內地公幹是必須的。除了電子及製造業外，其他行業如會計、資訊科技和工程等也不例外。」

在內地成立了分公司的企業中，六成需要其香港員工往內地公幹。企業補償給這些香港員工，最普遍的是保險，有 82% 的企業提供，其次是交通津貼(74%)、手提電話咭(65%)，及房屋津貼(50%)。

增聘內地分公司的人手

調查發現，在內地有分公司的企業中，超過一半(56%)表示會在未來一年增加在內地的人手。至於管理內地分公司，37% 企業沒有特別偏好聘請內地或香港員工，有 35% 喜歡聘請香港員工，而 28% 則喜歡聘請內地員工。

喜歡聘請香港員工管理內地分公司的企業中，超過一半(55%)表示，選擇香港員工的最重要因素是他們有「較強的管理技巧」。有三成認為「國際視野」最重要，而只有一成認為「較高的工作效率」最重要。有 5%的企業選擇香港員工，因為「英語能力高」最重要。

另一方面，喜歡聘請內地員工管理內地分公司的企業，有 79%認為最重要的是內地員工熟悉當地文化及制度，有 11%則認為內地員工精通普通話及方言最為重要。

顧家強先生表示，現時很多香港企業都需要員工到內地公幹，若想跟內地的求職者競爭，香港的僱員應該提高自己的知識及技能水平。例如，他們應該多了解內地的文化，並且增強他們的普通話能力。

雖然企業在來年會增聘在內地分公司的人手，但卻不會影響它們在香港的人手安排。在這些企業中，75%表示不會增加或削減香港的人手。

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有關 JobsDB 2010 年第二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_Q2/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。

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。

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Press Release

Nearly half of employers intend to hire fresh graduates About 60% of companies to increase headcount in mainland

[1 September 2010 – Hong Kong] According to JobsDB's Q2 2010 Hiring Index, 70% of employers intend to hire staff in the coming three months. Most corporations have business operations in mainland China and will increase headcount in the coming year.

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 July to August 2010, gathering information on their hiring intention and preference, including human resources management in the mainland. Companies were invited through e-mail to fill in an online questionnaire, and 109 companies participated in the survey.

70% of Respondents will Hire Staff

The survey finds that 70% of the respondents will hire staff in the coming three months. This finding is 27% more than the result in the same period last year (Q2 2009: 43%). Only 15% of respondents said they will freeze head count.

For employers who will hire staff, 46% reported they will hire fresh graduates, with nearly all of them going to pay the same or higher salaries to fresh graduates than in 2009.

Mr. Vincent Koo, Executive Director of JobsDB.com, comments, "The economy in Hong Kong continues to improve and the career market is active again. Job seekers are changing jobs and therefore employers have to look for new staff. This also creates opportunities for fresh graduates."

Business Developments in Mainland

According to the survey, more than half (52%) of the respondents have subsidiaries in the mainland. In terms of industry, those in electronics / electrical equipment and general manufacturing sectors have the highest proportion of having subsidiaries in the mainland, respectively 100% and 86%. Among those who do not have subsidiary in mainland now, 8% plan to set up business operations there in the future.

Mr. Vincent Koo says, "It is very common for companies to have business operations in the mainland since development opportunities are huge there. Job seekers have to prepare for frequent business trips even if not relocation. This is not only limited to electronics and general manufacturing, but also other industries such as accounting, IT and engineering."

Among respondents who have subsidiaries in mainland, 60% require their Hong Kong staff to work in mainland. The most common compensation corporations provide to staff working in the mainland is insurance, with 82% of companies providing, followed by travel allowance (74%), mobile phone card (65%), and accommodation allowance (50%).

To Hire More Staff for Mainland Subsidiary

For respondents who have subsidiaries in mainland, more than half (56%) reported they will hire more staff for the mainland subsidiary in the coming year. To manage the mainland subsidiary, 37% of the respondents do not have preference on hiring mainland or Hong Kong staff. Whereas 35% prefer hiring Hong Kong staff, 28% prefer mainland staff.

For respondents who prefer hiring Hong Kong staff, 55% said that they consider “better management skills” the most important strength of staff in Hong Kong. Nearly one-third (30%) said “international perspectives” is the most important. Only 10% said “higher working efficiency” is the most important, and 5% chose “proficient in English”.

On the other hand, for respondents who prefer hiring mainland staff to manage the subsidiary, 79% said mainland staff have more knowledge about the culture and various systems in mainland and that is the most important strength of them. About 11% prefer mainland staff because of their proficiency in Mandarin and Chinese dialects.

Mr. Vincent Koo says, “Nowadays, many corporations in Hong Kong require staff to work in the mainland, so job seekers need to enhance their knowledge and skills if they want to compete for jobs with counterparts in the mainland. For example, they should acquire more knowledge about the culture in mainland. Also, they have to brush up their Mandarin.”

Although companies will hire more staff for their mainland subsidiaries in the coming year, it will not change most of their hiring plans in Hong Kong. Among these companies, 75% said they will not increase or decrease headcount in Hong Kong.

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Details of JobsDB Q2 2010 Hiring Index Report can be found at:

http://www.jobsdb.com/HK/en/StaticContent/promo/survey2010/EM_Q2/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.

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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