

# The Future of Work Around the World

An Oxford Economics survey sponsored by SAP takes a forward look at what employees and executives around the world think about topics such as workforce development, the role of millennials, organizational leadership, and the skills gap. Here's some of what we learned.

# 27

We surveyed  
**2,700 employees**  
and  
**2,700 executives**  
in  
**27 countries**



## The New Face of Work

### Top trends impacting workforce strategy

- 1 Millennials entering the workforce
- 2 Globalization of labor supply
- 3 Difficulty recruiting employees with base-level skills

### Challenges to building a workforce that meets future business needs

- 1 A low level of employee longevity and loyalty
- 2 Limited access to adequate technology
- 3 Lack of qualified leadership



# 83%

of executives say they will be increasing the use of contingent, intermittent, or consultant employees.



# 34%

of executives feel that they've made progress in building a workforce that can meet future business goals.

## The Millennial Workforce

What's important to you?	Millennials	Nonmillennials
Making a positive difference in the world	20%	20%
Compensation	68%	64%
Work-life balance	29%	31%
Meaningful work	14%	18%
Achievement of income goals	32%	30%



# Only 30%

of executives say their companies give special attention to the particular wants and needs of millennials.

## What Matters Most at Work



### Employee concerns about their jobs

- ✓ Position changing or becoming obsolete
- ✓ Not enough opportunities for advancement
- ✓ Inadequate staffing levels

### Ways to increase employee loyalty and engagement



#### What employees want:

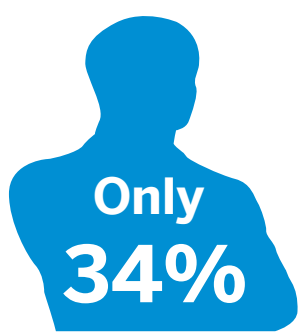
- ✓ Higher compensation
- ✓ More comprehensive benefits
- ✓ Career opportunities



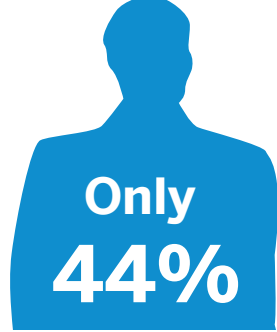
#### What employers offer:

- ✓ Bonuses
- ✓ Training
- ✓ Benefits for families

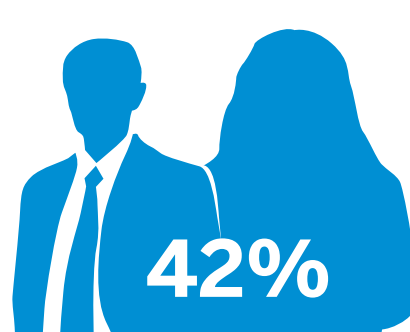
## The Leadership Cliff



of executives agree that their leaders are prepared to lead a diverse workforce.



of employees say that leadership at their companies is equipped to lead their organizations to success.



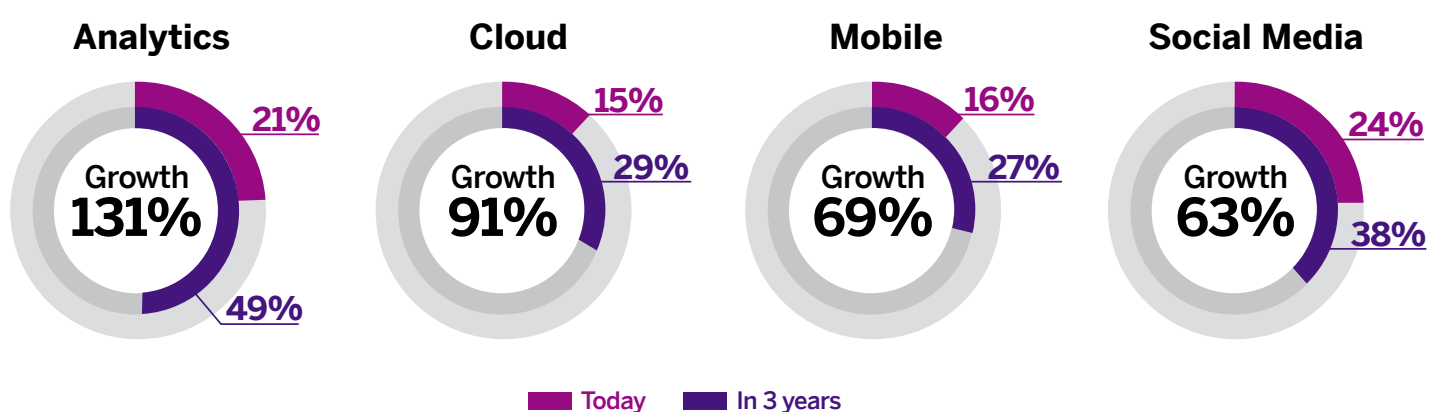
of executives agree that their expansion plans for growth markets are limited unless the right leadership is in place.

## Bridging the Skills Gap: The Learning Mandate

### The most cited areas of employee professional development and learning

- 1 Managerial relationships
- 2 Informal mentoring
- 3 Self-directed learning

### Skills needed today and in the future



## How is your company preparing its workforce for the future?

To learn more details about this study, please visit us at <http://sfsf.ly/Workforce2020>.