

7 MAY 2020



A Monthly  
Newsletter

The official newsletter of  
TWY Search International



## THE IMPORTANCE OF EMPLOYEE ENGAGEMENT DURING THIS DIFFICULT PERIOD

**“For people in business, 2020 is just a year for staying alive. Don’t even talk about your dreams or plans. Just make sure you stay alive. If you can stay alive, then you would have made a profit already”** quoted by Jack Ma (Alibaba Group). This reality is unfortunately true to many of us. Can we survive 2020? One of the key success factors for survival or even recovery is the employees themselves. They are the ones that can determine whether Companies can survive and recover successfully and beyond. As such, employee engagement is particularly important during this difficult time for their commitment, efficiency, and productivity.

To strengthen employee engagement, management must commit to their employees. In times like this where businesses are looking to make saving through cutting staff, the management must persevere not to go through such a channel (unless it is absolute for the survival of the business) and this will go a long way to show that the management is fighting on the staff behalf. They need to show that their employees are valued, even in times of financial difficulties and this is a sure way of building a stronger employee engagement.

Building trust between management and employees is another way of strengthening employee engagement especially with the “New Norm” or working environment after the MCO period. Encouraging frequent communication, feedbacks, opinions and acting on them within reason and practicality will make them feel valued and respected. It will strengthen the atmosphere of trust and they will be more willing to run the extra mile for the success of the business.

Management must have a clear strategy and direction for their employees to achieve good result. Employees who are lost or confused may become unsatisfied and unproductive. At this moment, organisation that focus on good communication and clear directions will have more engaged teams that are effective and operate as one.

Strong employee engagement equates to committed and efficient employees who will propel the chances of survival and recovery in 2020 and beyond.

The views expressed here are entirely the writer’s own.



# CANDIDATES' VIEWS ON LOOKING FOR OPPORTUNITY DURING THIS DIFFICULT TIME

Under normal circumstances, talented candidates are readily opened to explore new opportunities when they are presented with one. However, during the Covid-19 period, this may not be the case. In fact, candidates are overly cautious and not willing to move unless it is absolutely necessary for their survival. What are the candidates' thoughts during this difficult and uncertain time? Based on our research, here are some of our findings on the candidates' views: -

1. They generally have no confidence that now is the right time to move to a new career due to the current economic situation.
2. They no longer have the urge to learn new skills in a new company under a different environment at this moment. They believe that the Company will have no patience for mistake (less forgiving) or learning time for new employees to pick up especially now is the time the Company needs speed and productivity to recover.



3. They have no confidence that the Company will be able to meet their expectations as they are concerned that the budget for hiring may have been severely tightened due to the current situation.
4. Worry that Last In First Out (LIFO) will be a reality that they may face in 2020 with the new Company as the current uncertainty will continue for the next couple of months.
5. There are concerns on the way interviews will be conducted and whether there are SOPs implemented to safeguard both parties from risk of exposure.
6. They are more risk-averse now especially if they are the sole bread earner for the family. The perceived risk now is much greater than under normal circumstances.

Nonetheless, it doesn't mean that hiring is impossible, but employers would need to adapt to address the concerns above in order to attract the talented candidates. One would say that this will be the "New Norm" post MCO.



**TWY** remains committed to our clients and we have been working tirelessly to assist on their recruitment needs during this period. Even with the conditional MCO in place since 4th May 2020, **TWY** will continue to work from home until 12th May 2020. Once our office opens its door, we will have strict SOP in place that is well in line with the government guidelines. We would have teams taking turns to work alternate days in the office, wearing masks in and out of office, practicing social distancing in and out of office and frequent temperature monitoring as well as providing hand sanitizer and rubber gloves. **TWY** are committed to ensure our consultants' wellbeing and in turn our commitments to our clients' recruitment needs.



Website:- [www.twysearch.com](http://www.twysearch.com)

Linked in:- <https://www.linkedin.com/company/twy-search/?viewAsMember=true>