

# Human Resources & Recruitment Trends

EXECUTIVE SUMMARY FOR THE SEMI-ANNUAL REPORT



Kingdom of Saudi Arabia 2022



PROCAPITA

# Executive Summary

**PROCAPITA Management Consulting** has launched its semi-annual report that discusses the latest trends in human resources and talent management in the **Kingdom of Saudi Arabia** that is based on PROCAPITA's semi-annual survey that targeted business leaders and HR professionals of 300 companies, 84 of which are listed and 216 that are not listed across various industries in the Kingdom and the region.

This reported resulted from the analysis of **PROCAPITA's** database and collaborations with its strategic partners, **ZENITHR**, specializing in HR intelligence solutions and employee experience, and **Thomas International**, specializing in behavioral and professional employee assessments. Additionally, the findings were benchmarked against global leading practices, enabling the report to provide a holistic analysis of the latest human resources and recruitment trends in KSA's labor market during 2022's first half. The report furthermore provides a demographic analysis of job seekers and sheds light on their current challenges.

## Executive Summary of the report's main findings:

### Global changes

- **57.8%** of the participants believe that the main challenge in the business environment impacting the organizations' growth is the availability of the required talent.
- **68.6%** of the participants are restructuring their organizations, and 60.3% are adopting digital transformation due to its effectiveness in reducing the impact of an unstable work environment and ensuring business sustainability.
- **61.1%** of participants believe that the structural imbalance that took place in the Saudi labor market has been narrowed but is still far away from expectations.

# Executive Summary

## Recruitment and Manpower Planning

- As reported by **46%** of the participants, receiving counter offers remains the main reason why employees reject job offers.
- Compensation & benefits packages are the main reasons employees voluntarily leave their jobs.
- **72.2%** believe that the trainees or the internship programs at organizations should be developed to improve competencies in the local market. Trainee programs not only support improving competencies but provide organizations with a lower-cost employment option, which benefits both the supply and demand side of the Saudi labor market.
- **38.9%** of the participants reported that their organizations witnessed an increase in the resignations' rate during 2022's first half in comparison to the same period of 2021. The increase in resignation rates indicates that the great resignation phenomenon is taking place in the region, fueled by employees resigning for many reasons, mainly seeking better compensation and benefits packages, career development, and better work culture.

## Talent Management trends

- **87.1%** of the participating HR professionals believe that the importance and recognition of the overall HR function increased after the pandemic.
- **77.8%** of the participants provide learning and development plans to their employees, significantly increasing since 2021's first half at **37.2%**.
- **36.2%** increased their learning and development plans' budget while 18.2% decreased it.

To get the full report, contact us at: [pr@pro-capita.com](mailto:pr@pro-capita.com).

# PROCAPITA



[www.pro-capita.com](http://www.pro-capita.com) | [info@pro-capita.com](mailto:info@pro-capita.com)

## **Kuwait**

Sharq, Ahmad Al Jaber St.  
Arzan Tower - 8<sup>th</sup> Floor  
(+965) 222 03100

## **Dubai**

Jumeirah Lakes Towers,  
Laguna Tower  
Unit No: 2001 - 20<sup>th</sup> Floor  
(+971) 4874 8168

## **Amman**

Mecca Al Mukarramah St.  
Building 164 – 2<sup>nd</sup> Floor  
(+962) 6553 3877

