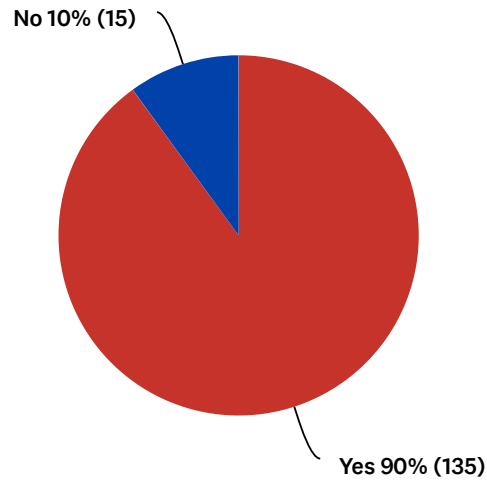


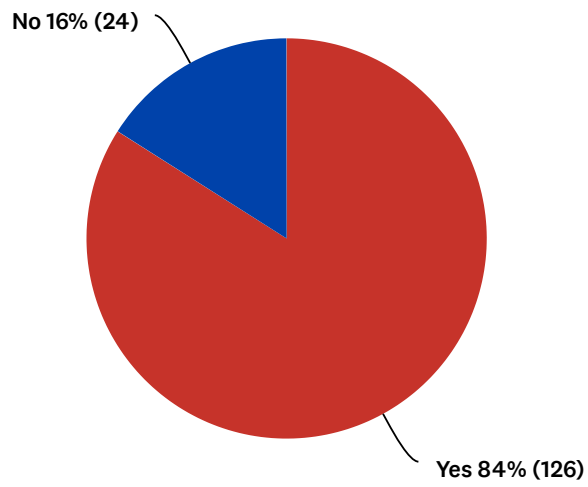
Q1 As a HR practitioner, do you think that an organisation should set a standard retirement age?

Answered: 150 Skipped: 0



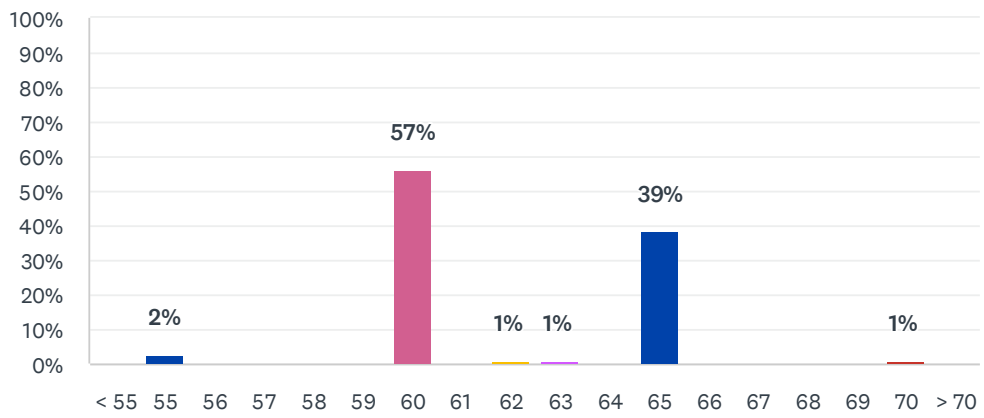
Q2 Does your organisation set a standard retirement age?

Answered: 150 Skipped: 0



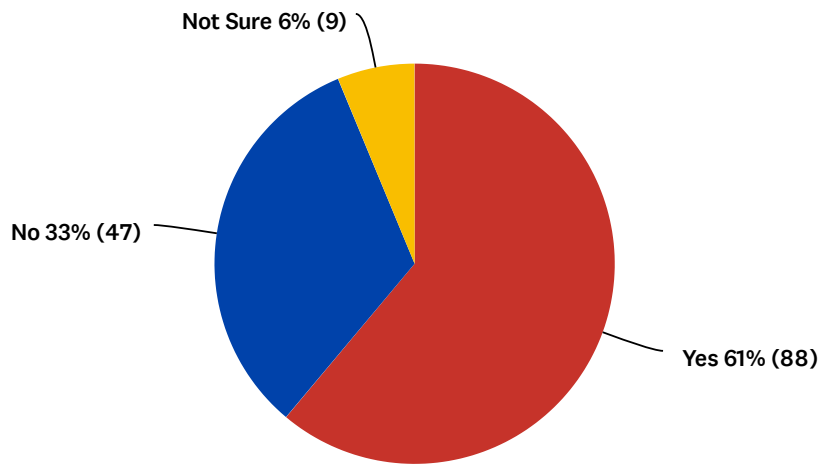
Q3 What is the standard retirement age of your organisation?

Answered: 122 Skipped: 28



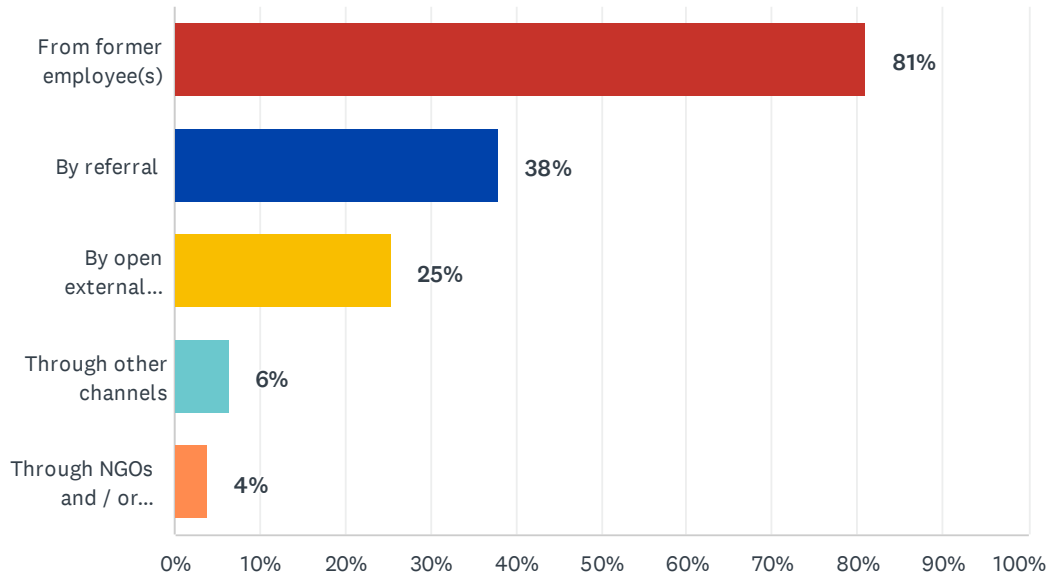
Q4 In the past THREE years, did your organisation hire any retirees?

Answered: 144 Skipped: 6



Q5 Which of the following channels have been used to recruit retirees in the past three years?

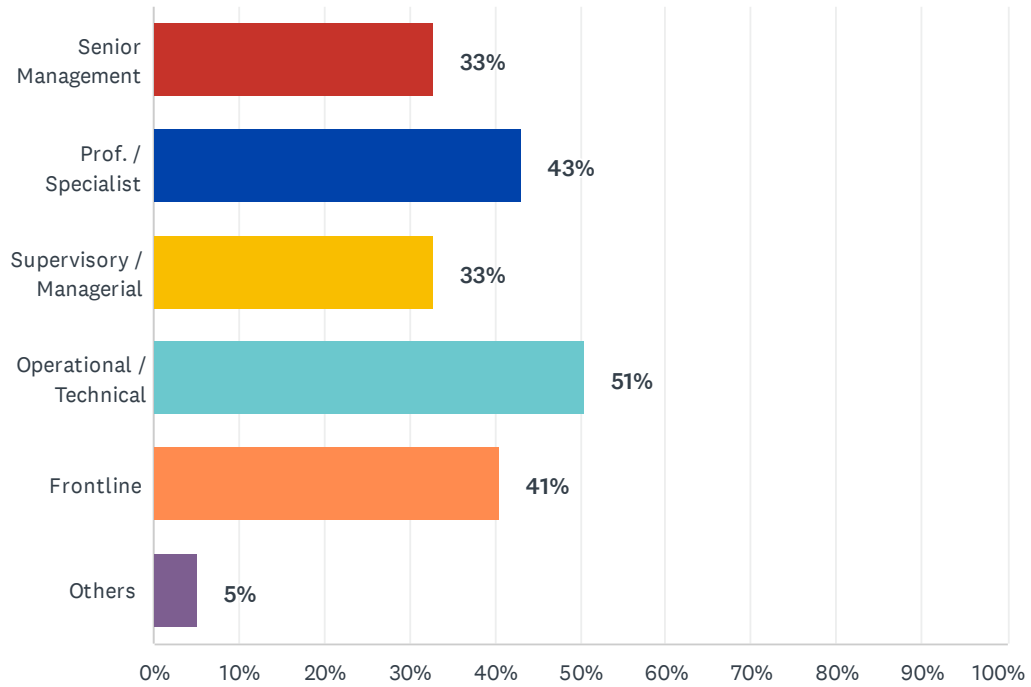
Answered: 79 Skipped: 71



ANSWER CHOICES	RESPONSES	
From former employee(s)	81%	64
By referral	38%	30
By open external recruitment	25%	20
Through other channels	6%	5
Through NGOs and / or charitable organisations	4%	3
Total Respondents: 79		

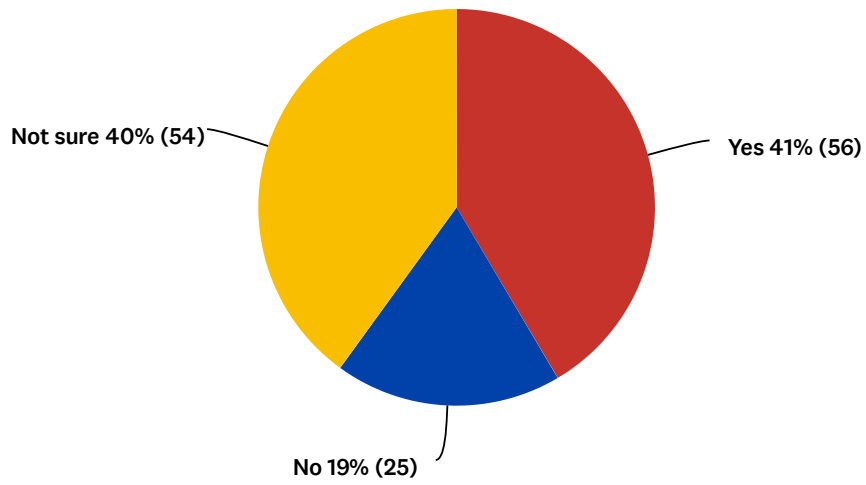
Q6 Please indicate the job level for which the retirees have been hired in the past THREE years?

Answered: 79 Skipped: 71



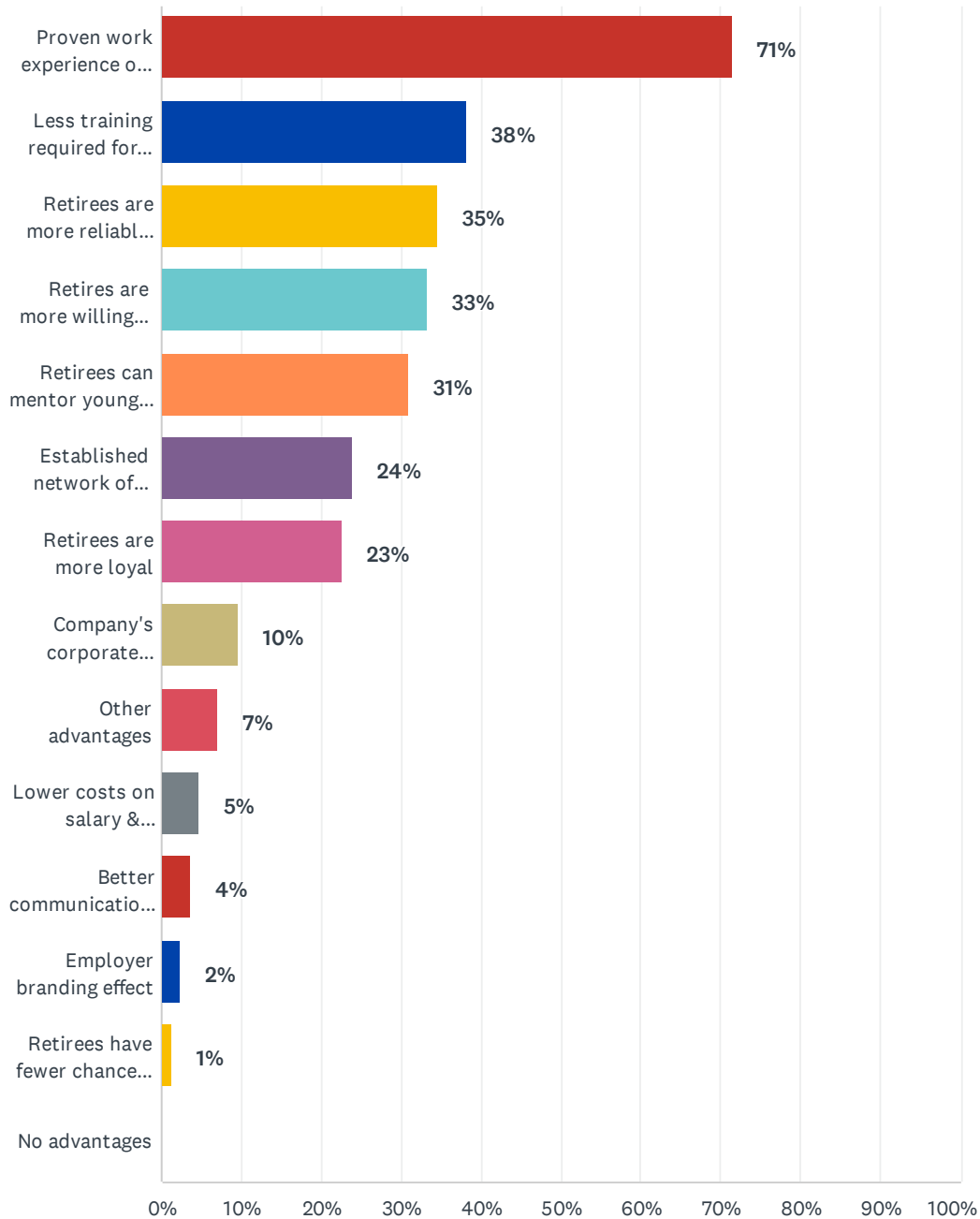
Q7 Does your organisation plan to hire any retirees in the COMING year?

Answered: 135 Skipped: 15



Q8 What are the main advantages of hiring retirees in your organisation? Please select any THREE answers

Answered: 84 Skipped: 66

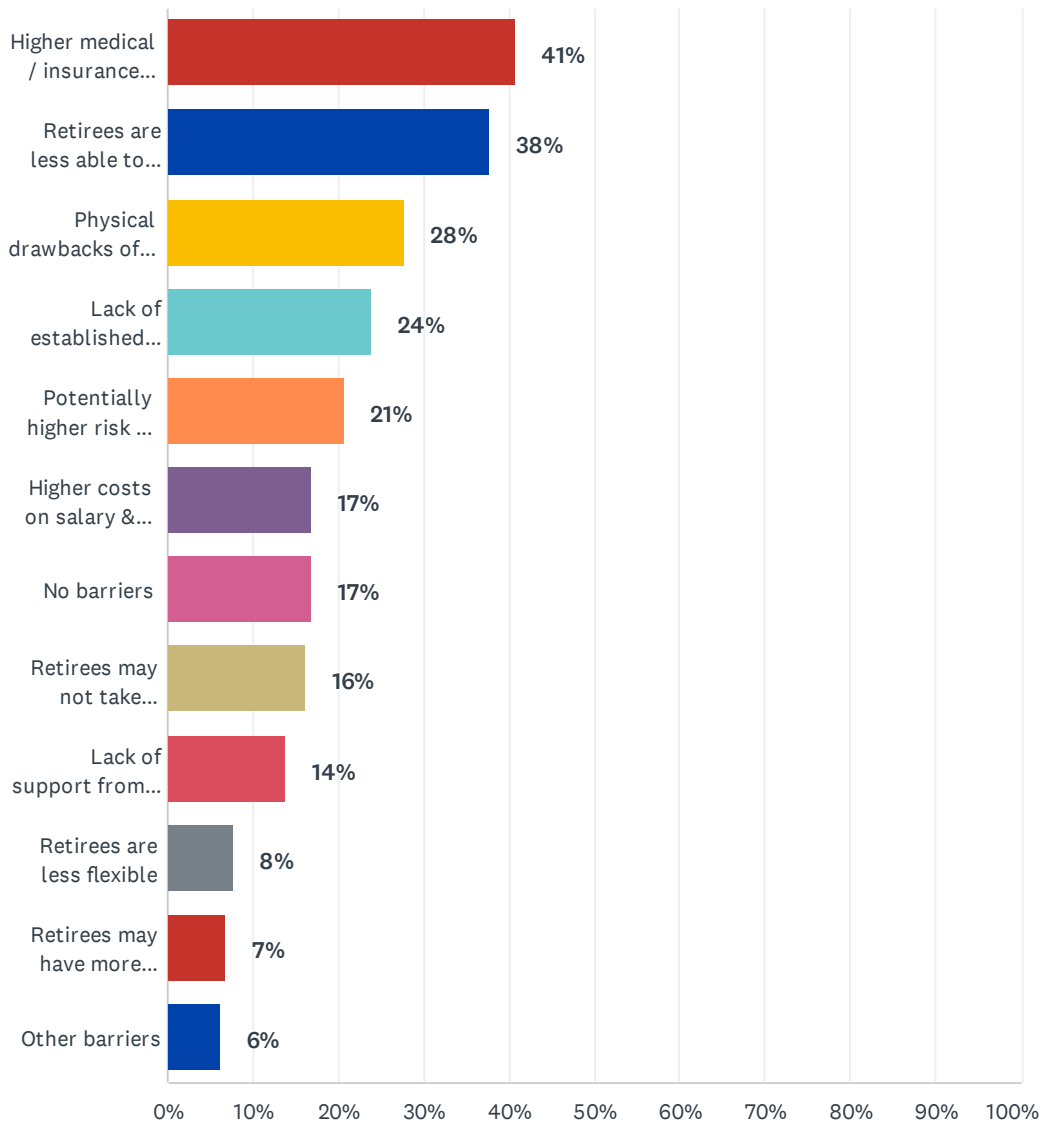


HKIHRM HR Pulse Check - Employing Retirees

ANSWER CHOICES	RESPONSES	
Proven work experience of retirees	71%	60
Less training required for retirees	38%	32
Retirees are more reliable / dependable	35%	29
Retirees are more willing to take part-time or seasonal work	33%	28
Retirees can mentor younger or less-experienced employees	31%	26
Established network of clients & contacts of retirees	24%	20
Retirees are more loyal	23%	19
Company's corporate social responsibility	10%	8
Other advantages	7%	6
Lower costs on salary & benefits for retirees	5%	4
Better communication skills and tact of retirees	4%	3
Employer branding effect	2%	2
Retirees have fewer chances of mistakes	1%	1
No advantages	0%	0
Total Respondents: 84		

Q9 What are the major barriers to hiring retirees in your organisation? Please select any THREE answers

Answered: 130 Skipped: 20

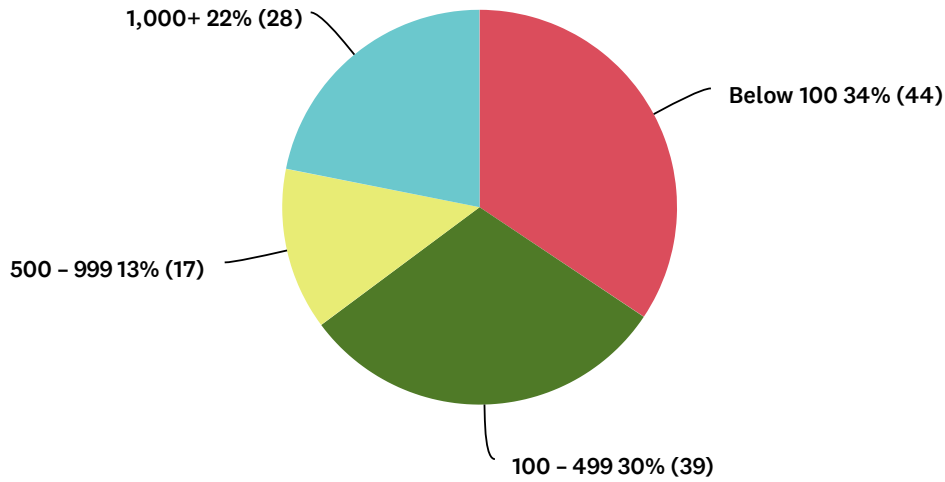


HKIHRM HR Pulse Check - Employing Retirees

ANSWER CHOICES	RESPONSES	
Higher medical / insurance expenses	41%	53
Retirees are less able to keep up with technology	38%	49
Physical drawbacks of retirees	28%	36
Lack of established policy on hiring retirees	24%	31
Potentially higher risk of work injury	21%	27
Higher costs on salary & benefits of retirees	17%	22
No barriers	17%	22
Retirees may not take instructions given to them from younger leader(s) well	16%	21
Lack of support from senior management	14%	18
Retirees are less flexible	8%	10
Retirees may have more accrued vacation or sick leave	7%	9
Other barriers	6%	8
Total Respondents: 130		

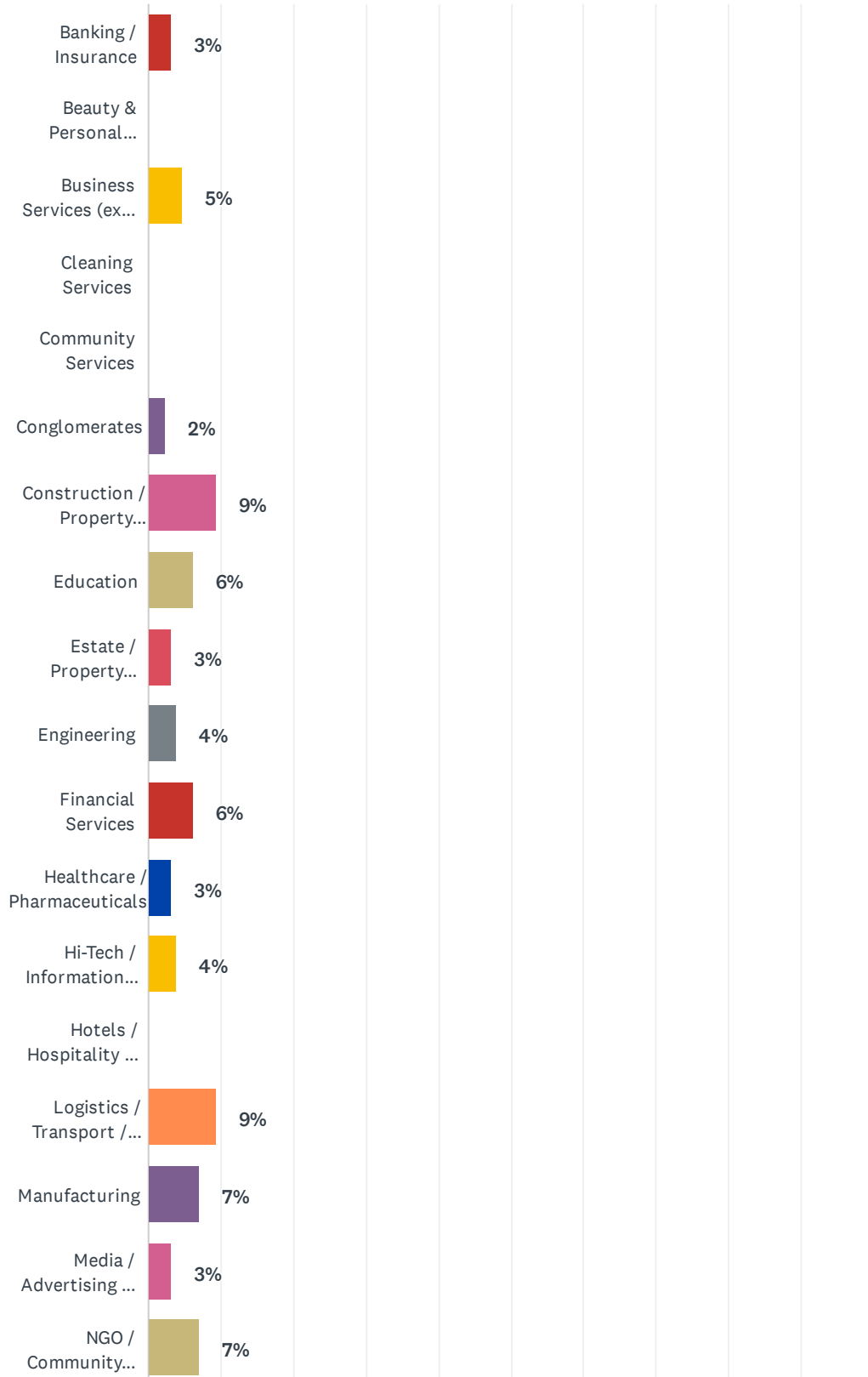
Q10 Please indicate the total number of Hong Kong based full-time employees on payroll in your organisation.

Answered: 128 Skipped: 22

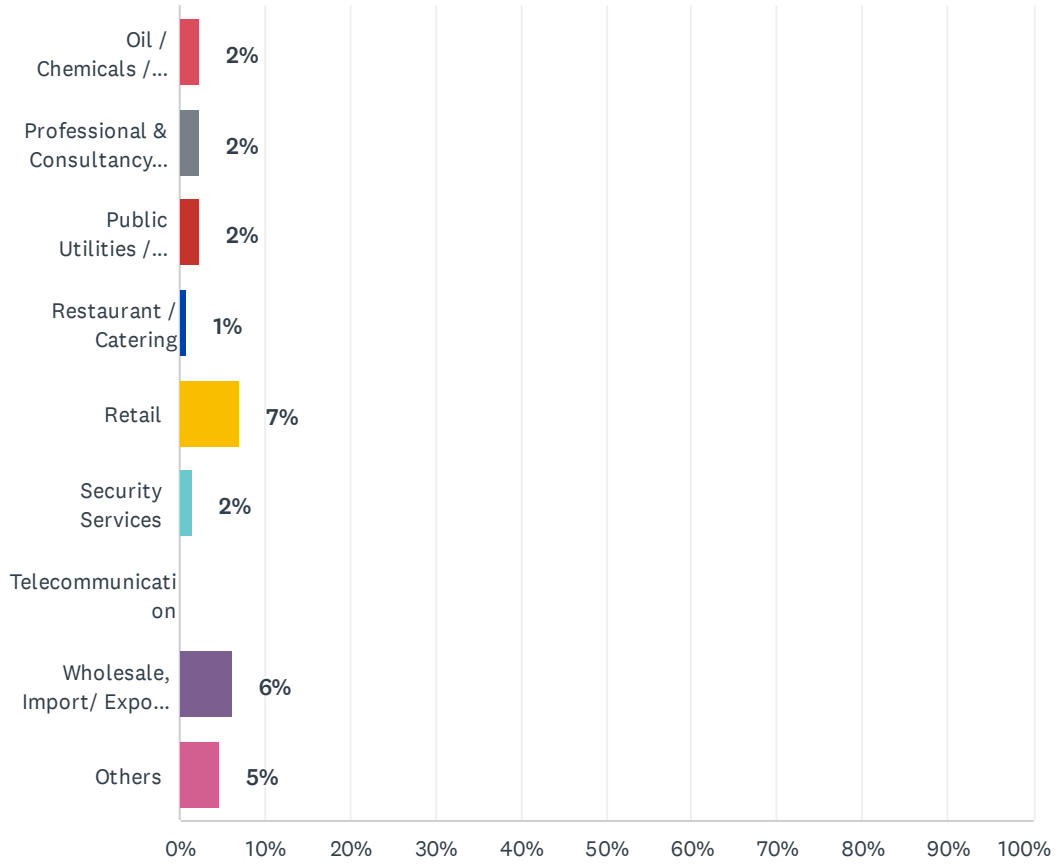


Q11 Which of the following best describes the principal operation(s) at your organisation?

Answered: 128 Skipped: 22



HKIHRM HR Pulse Check - Employing Retirees



HKIHRM HR Pulse Check - Employing Retirees

ANSWER CHOICES	RESPONSES	
Banking / Insurance	3%	4
Beauty & Personal Services	0%	0
Business Services (excl. professional & consultancy services)	5%	6
Cleaning Services	0%	0
Community Services	0%	0
Conglomerates	2%	3
Construction / Property Development	9%	12
Education	6%	8
Estate / Property Management	3%	4
Engineering	4%	5
Financial Services	6%	8
Healthcare / Pharmaceuticals	3%	4
Hi-Tech / Information Technology	4%	5
Hotels / Hospitality / Tourism related services	0%	0
Logistics / Transport / Transport services	9%	12
Manufacturing	7%	9
Media / Advertising / Publishing	3%	4
NGO / Community services / Social services	7%	9
Oil / Chemicals / Energy	2%	3
Professional & Consultancy Services	2%	3
Public Utilities / Statutory bodies / Government	2%	3
Restaurant / Catering	1%	1
Retail	7%	9
Security Services	2%	2
Telecommunication	0%	0
Wholesale, Import/ Export, Trading, Distribution	6%	8
Others	5%	6
TOTAL		128