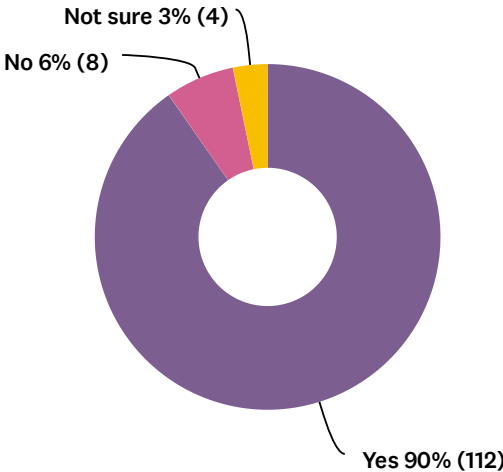


Q1 Have you heard of the Greater Bay Area Development Plan?

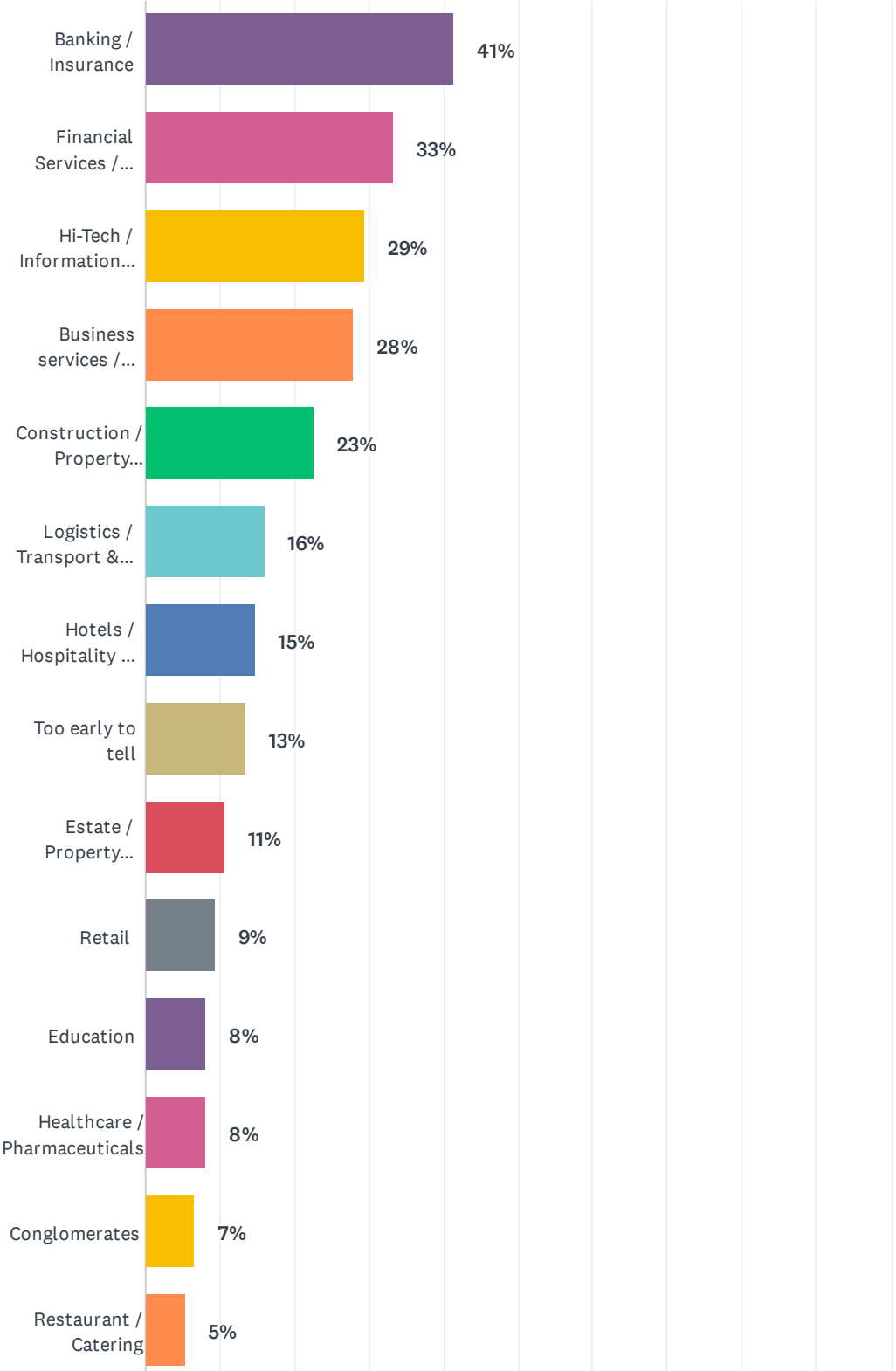
Answered: 124 Skipped: 0



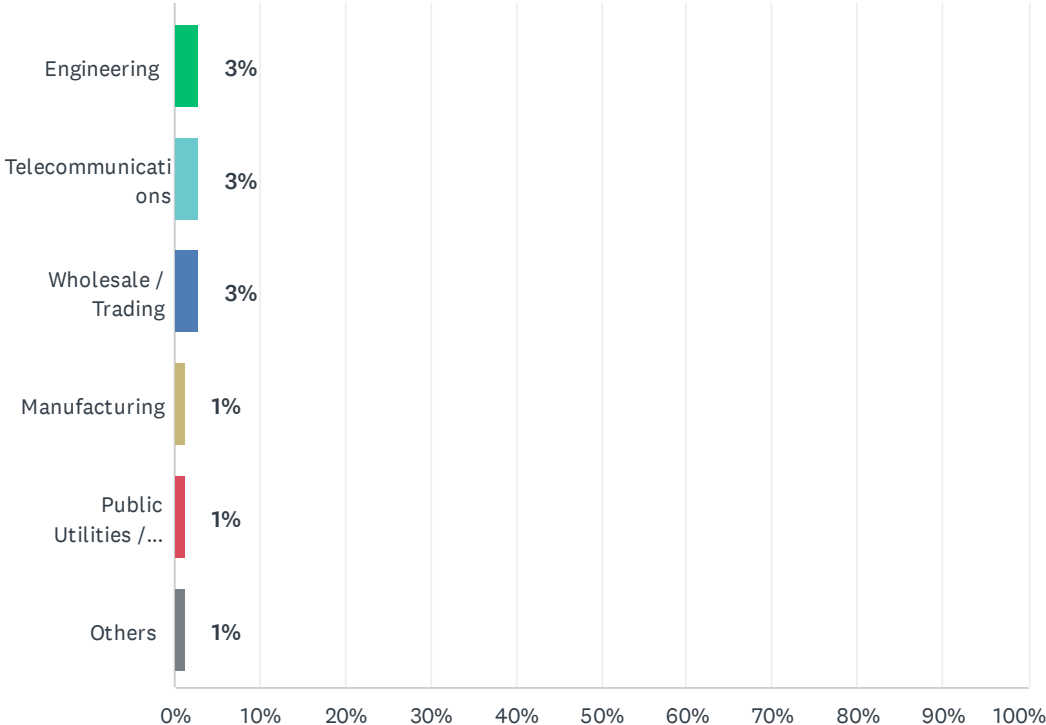
ANSWER CHOICES	RESPONSES	
Yes	90%	112
No	6%	8
Not sure	3%	4
TOTAL		124

Q2 Which of the following industries in Hong Kong will most likely benefit from the Greater Bay Area's development? (Please select up to THREE answers)

Answered: 75 Skipped: 49



HKIHRM HR Pulse Check on Greater Bay Area

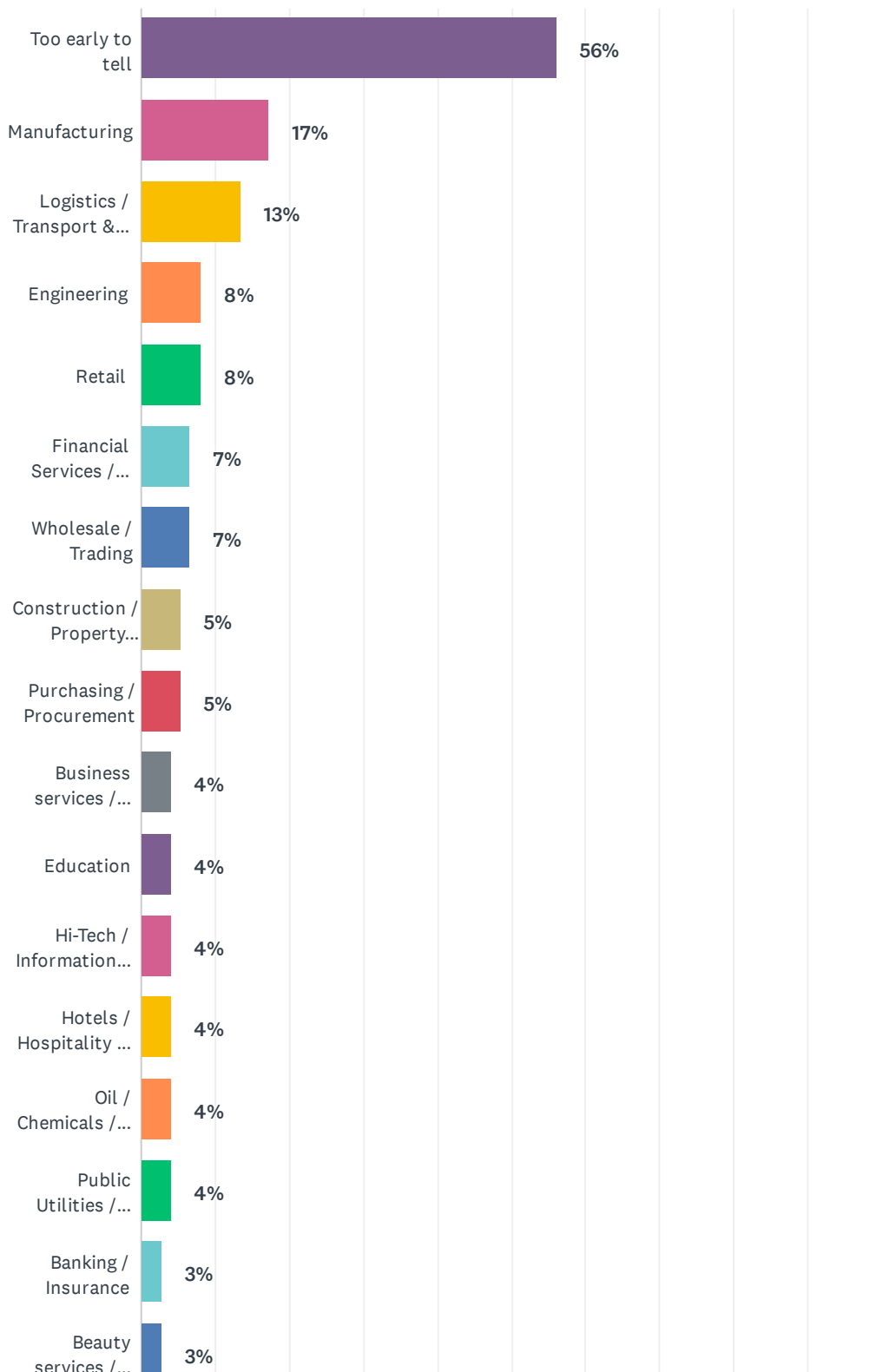


HKIHRM HR Pulse Check on Greater Bay Area

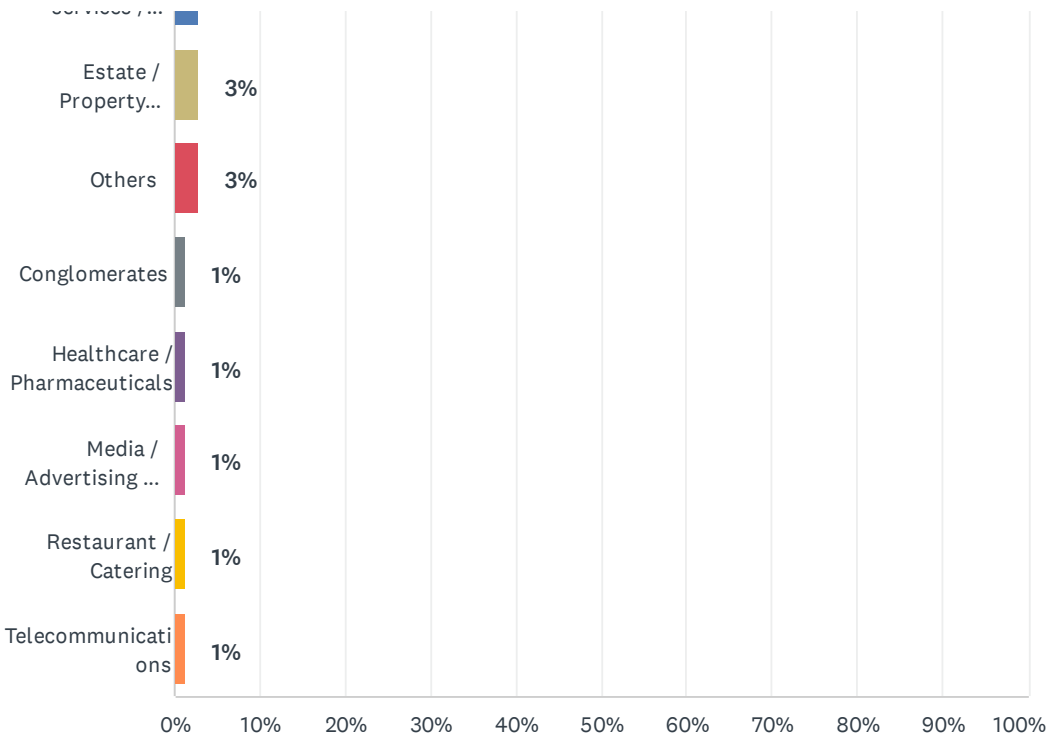
ANSWER CHOICES	RESPONSES	
Banking / Insurance	41%	31
Financial Services / FinTech	33%	25
Hi-Tech / Information Technology / ICT	29%	22
Business services / Professional services	28%	21
Construction / Property Development	23%	17
Logistics / Transport & related services	16%	12
Hotels / Hospitality / Tourism related services	15%	11
Too early to tell	13%	10
Estate / Property Management	11%	8
Retail	9%	7
Education	8%	6
Healthcare / Pharmaceuticals	8%	6
Conglomerates	7%	5
Restaurant / Catering	5%	4
Engineering	3%	2
Telecommunications	3%	2
Wholesale / Trading	3%	2
Manufacturing	1%	1
Public Utilities / Statutory bodies / Government	1%	1
Others	1%	1
Total Respondents: 75		

Q3 Which of the following industries in Hong Kong will most likely suffer as a result of the Greater Bay Area's development? (Please select up to THREE answers)

Answered: 75 Skipped: 49



HKIHRM HR Pulse Check on Greater Bay Area

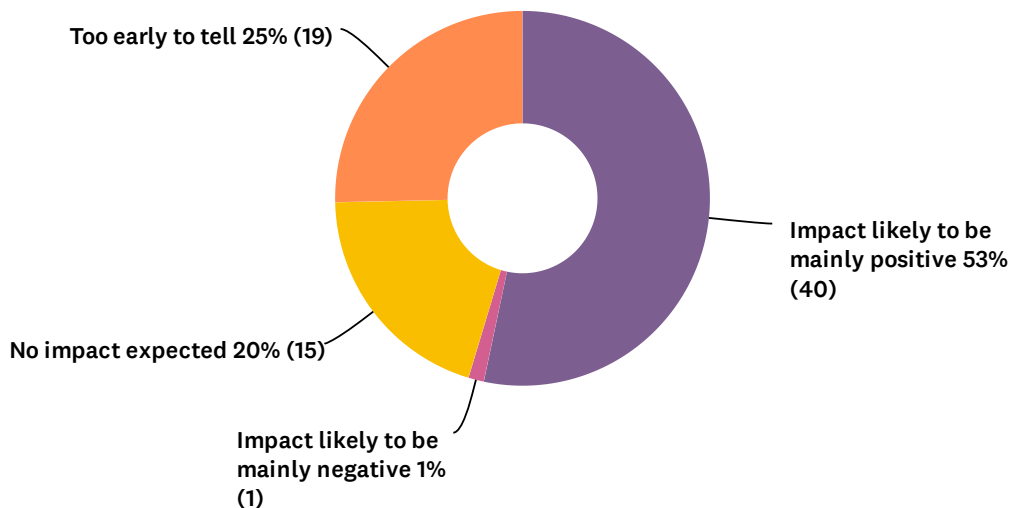


HKIHRM HR Pulse Check on Greater Bay Area

ANSWER CHOICES	RESPONSES	
Too early to tell	56%	42
Manufacturing	17%	13
Logistics / Transport & related services	13%	10
Engineering	8%	6
Retail	8%	6
Financial Services / FinTech	7%	5
Wholesale / Trading	7%	5
Construction / Property Development	5%	4
Purchasing / Procurement	5%	4
Business services / Professional services	4%	3
Education	4%	3
Hi-Tech / Information Technology / ICT	4%	3
Hotels / Hospitality / Tourism related services	4%	3
Oil / Chemicals / Energy	4%	3
Public Utilities / Statutory bodies / Government	4%	3
Banking / Insurance	3%	2
Beauty services / Personal services	3%	2
Estate / Property Management	3%	2
Others	3%	2
Conglomerates	1%	1
Healthcare / Pharmaceuticals	1%	1
Media / Advertising / Publishing	1%	1
Restaurant / Catering	1%	1
Telecommunications	1%	1
Total Respondents: 75		

Q4 Which of the following best describes the expected impact of the development of Greater Bay Area will have on your organisation's industry?

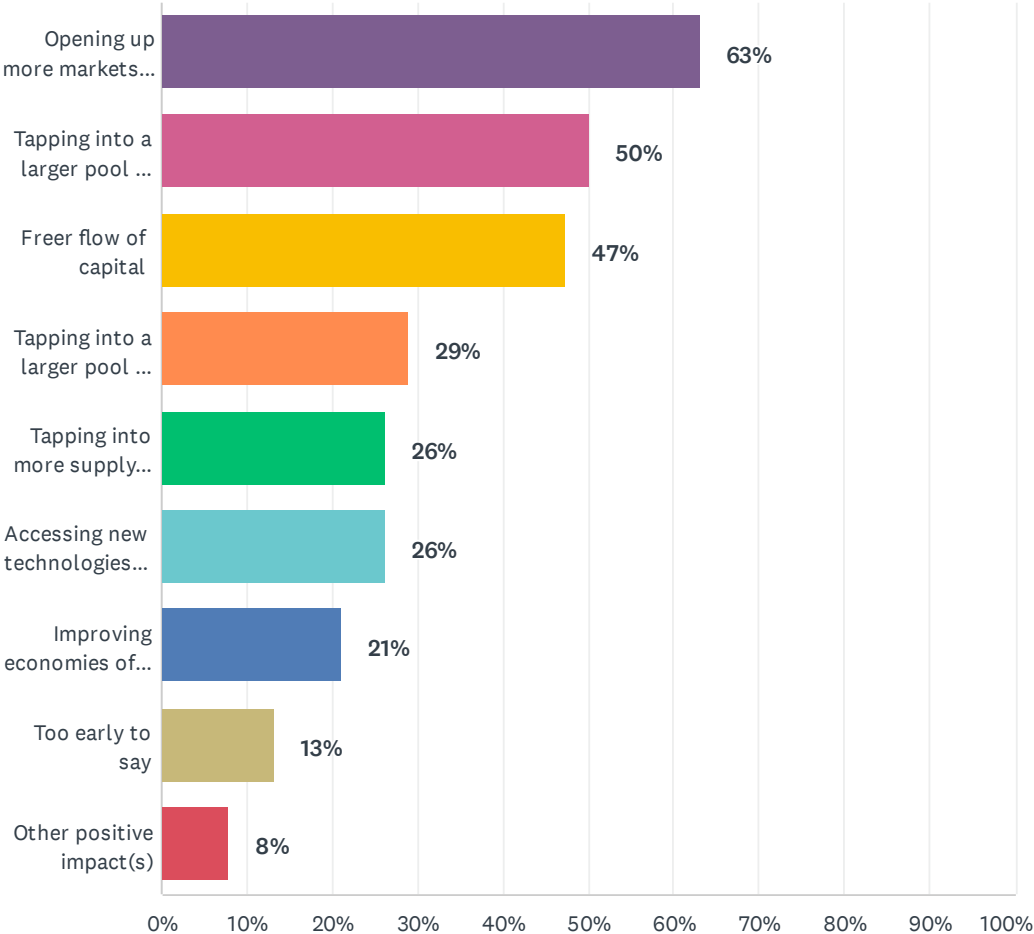
Answered: 75 Skipped: 49



ANSWER CHOICES	RESPONSES	
Impact likely to be mainly positive	53%	40
Impact likely to be mainly negative	1%	1
No impact expected	20%	15
Too early to tell	25%	19
TOTAL		75

Q5 With the development in the Greater Bay Area, what type(s) of positive impact, if any, is likely to be experienced by organisations in your industry? (Please select all that apply)

Answered: 38 Skipped: 86

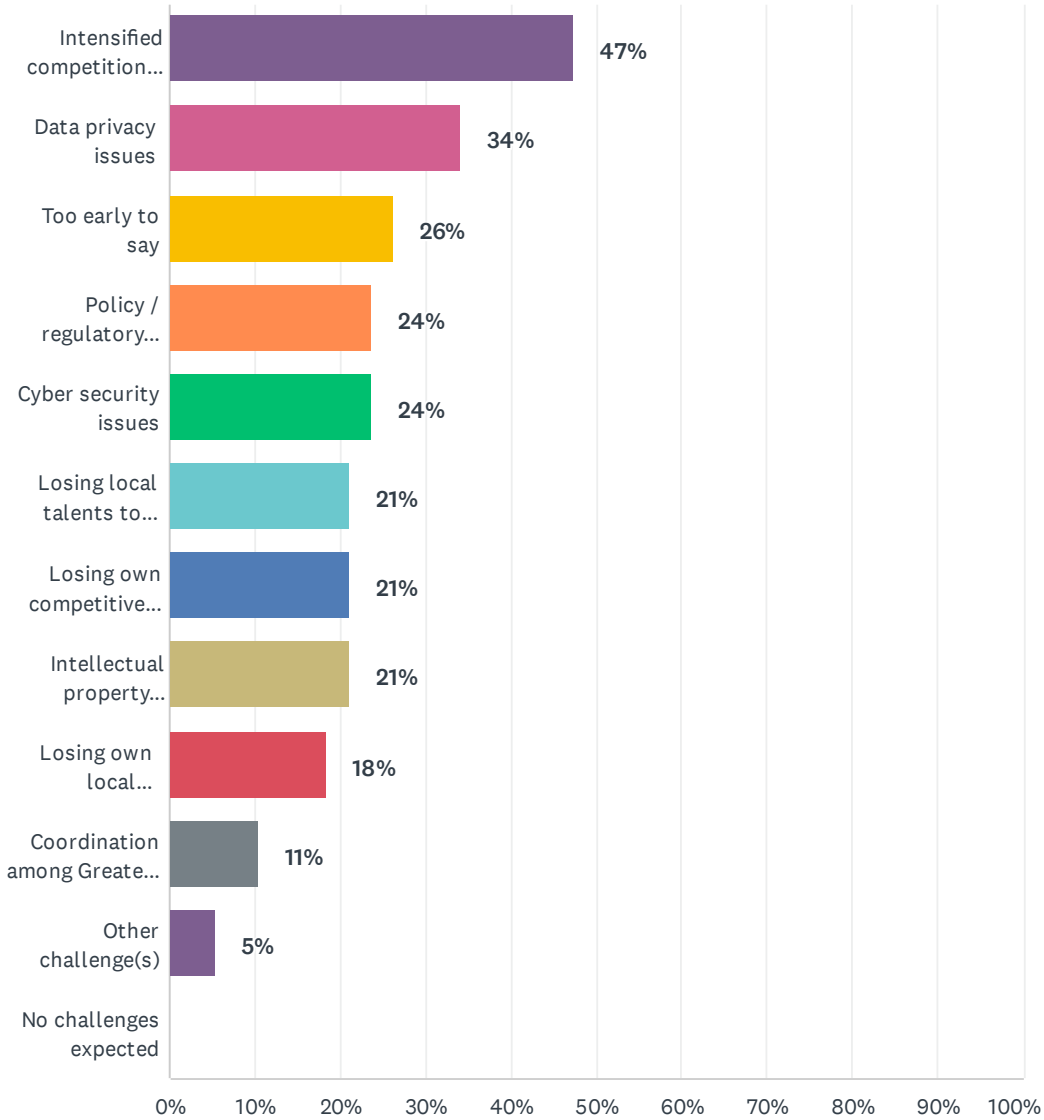


HKIHRM HR Pulse Check on Greater Bay Area

ANSWER CHOICES	RESPONSES	
Opening up more markets for our products / services	63%	24
Tapping into a larger pool of talents	50%	19
Freer flow of capital	47%	18
Tapping into a larger pool of service providers	29%	11
Tapping into more supply sources	26%	10
Accessing new technologies / expertise	26%	10
Improving economies of scale in operations	21%	8
Too early to say	13%	5
Other positive impact(s)	8%	3
Total Respondents: 38		

Q6 With the development of the Greater Bay Area, what type(s) of negative impact, if any, is likely to be experienced by organisations in your industry? (Please select all that apply)

Answered: 38 Skipped: 86

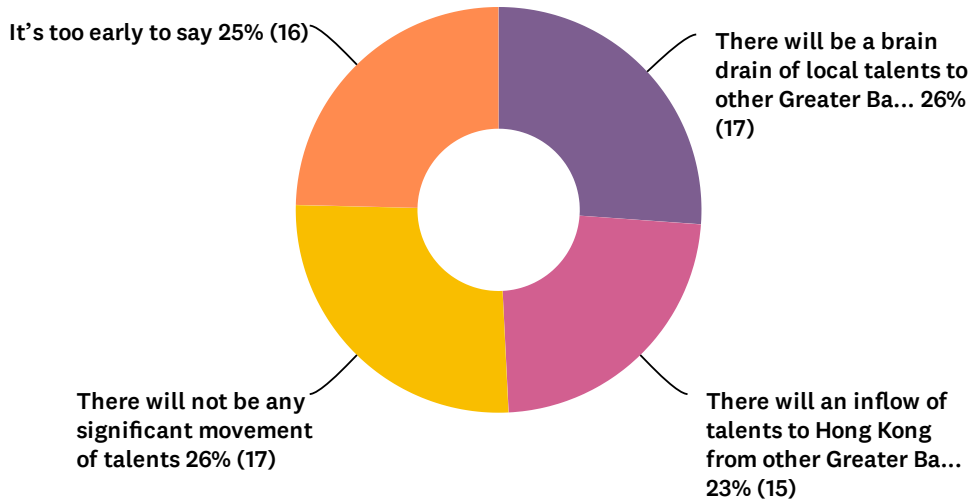


HKIHRM HR Pulse Check on Greater Bay Area

ANSWER CHOICES	RESPONSES	
Intensified competition from competitors in other Greater Bay Area cities	47%	18
Data privacy issues	34%	13
Too early to say	26%	10
Policy / regulatory ambiguity and uncertainty	24%	9
Cyber security issues	24%	9
Losing local talents to other Greater Bay Area cities	21%	8
Losing own competitive edge	21%	8
Intellectual property infringement	21%	8
Losing own local characteristics	18%	7
Coordination among Greater Bay Area cities	11%	4
Other challenge(s)	5%	2
No challenges expected	0%	0
Total Respondents: 38		

Q7 Which of the following statement best describes the expected movement of talents in your industry as the Greater Bay Area develops?

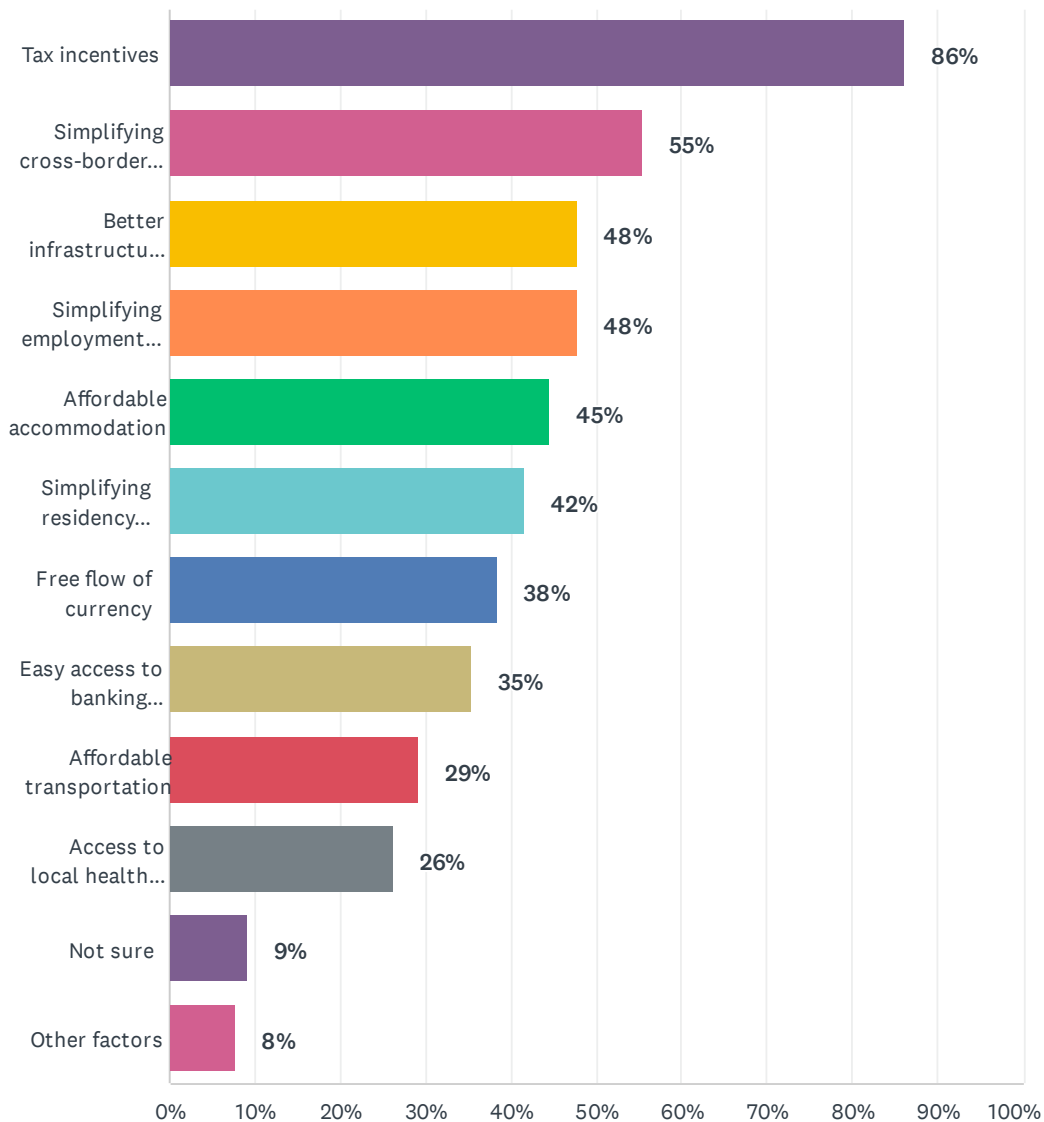
Answered: 65 Skipped: 59



ANSWER CHOICES	RESPONSES	
There will be a brain drain of local talents to other Greater Bay Area cities	26%	17
There will an inflow of talents to Hong Kong from other Greater Bay Area cities	23%	15
There will not be any significant movement of talents	26%	17
It's too early to say	25%	16
TOTAL		65

Q8 Which of the following are important factors that facilitate the movement of talents between Hong Kong and the other Greater Bay Area cities? (Please select ALL that apply)

Answered: 65 Skipped: 59

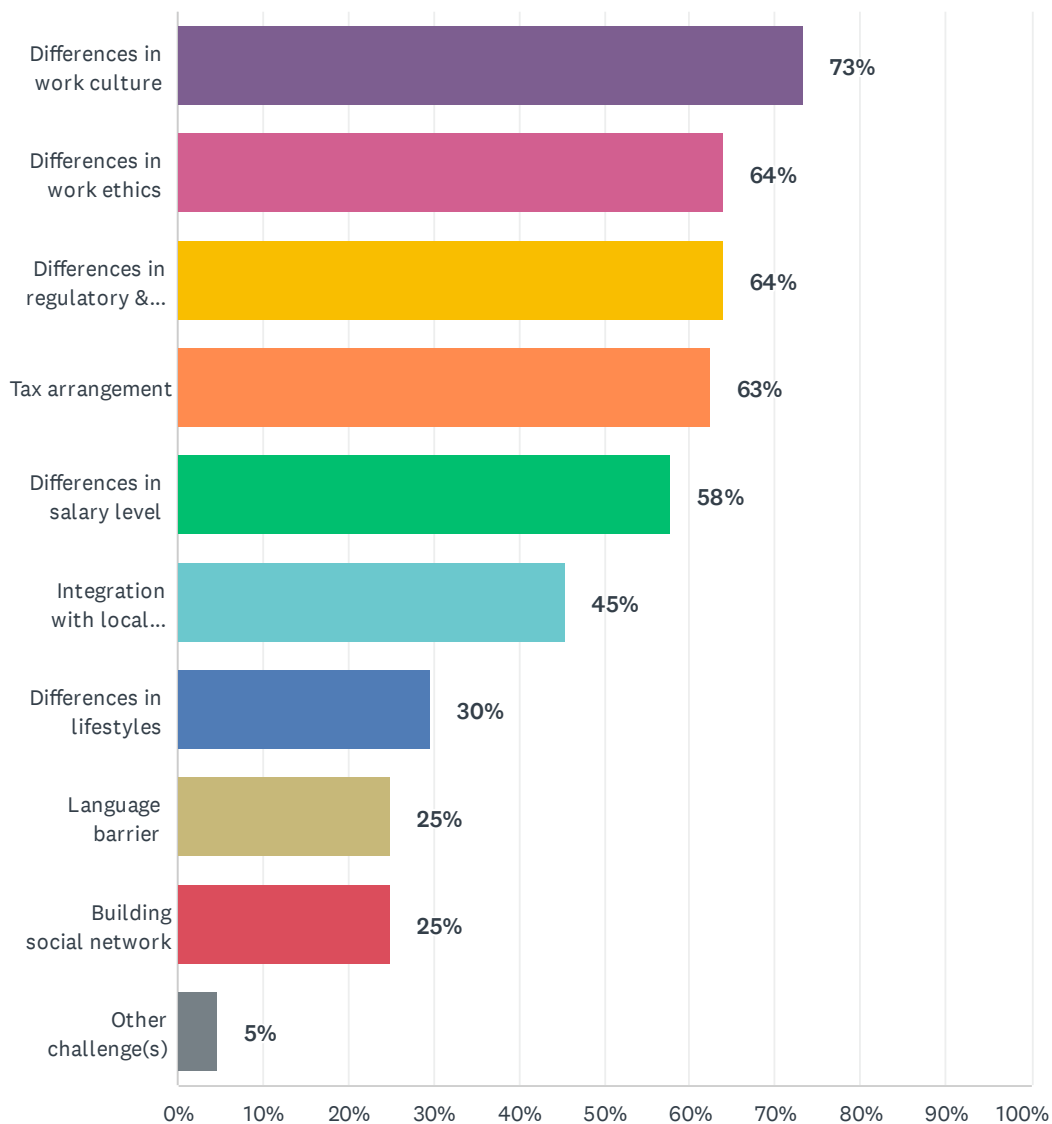


HKIHRM HR Pulse Check on Greater Bay Area

ANSWER CHOICES	RESPONSES	
Tax incentives	86%	56
Simplifying cross-border entry / exit procedures	55%	36
Better infrastructure to facilitate commuting between Hong Kong & GBA cities	48%	31
Simplifying employment procedures	48%	31
Affordable accommodation	45%	29
Simplifying residency procedures	42%	27
Free flow of currency	38%	25
Easy access to banking services	35%	23
Affordable transportation	29%	19
Access to local health services	26%	17
Not sure	9%	6
Other factors	8%	5
Total Respondents: 65		

Q9 What types of challenges can be expected when organisations employ talents from the other Greater Bay Area cities? (Please select All that apply)

Answered: 64 Skipped: 60

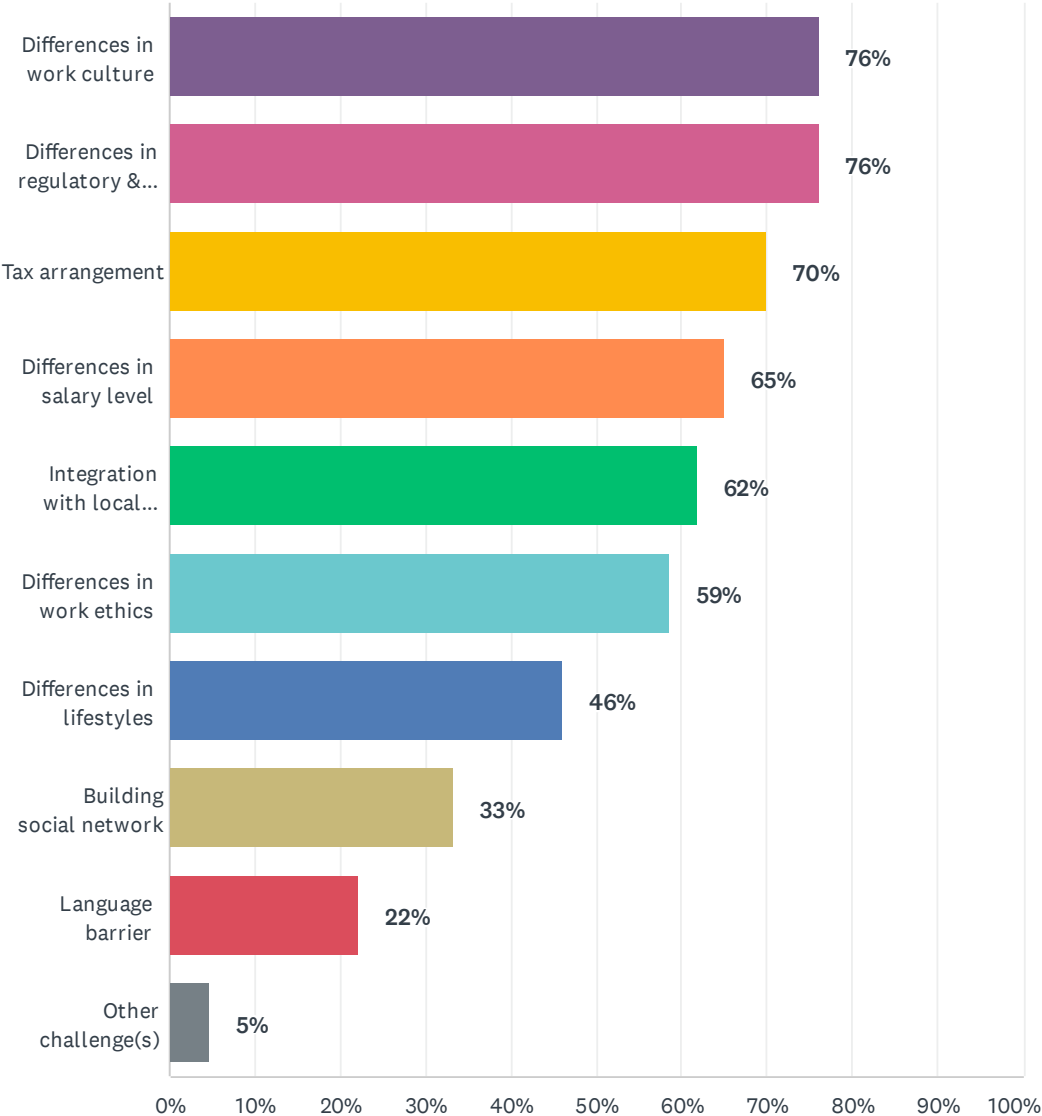


HKIHRM HR Pulse Check on Greater Bay Area

ANSWER CHOICES	RESPONSES	
Differences in work culture	73%	47
Differences in work ethics	64%	41
Differences in regulatory & legal environment	64%	41
Tax arrangement	63%	40
Differences in salary level	58%	37
Integration with local workforce	45%	29
Differences in lifestyles	30%	19
Language barrier	25%	16
Building social network	25%	16
Other challenge(s)	5%	3
Total Respondents: 64		

Q10 For Hong Kong talents planning to work in the Greater Bay Area, what challenges are they likely to face? (Please select All that apply)

Answered: 63 Skipped: 61

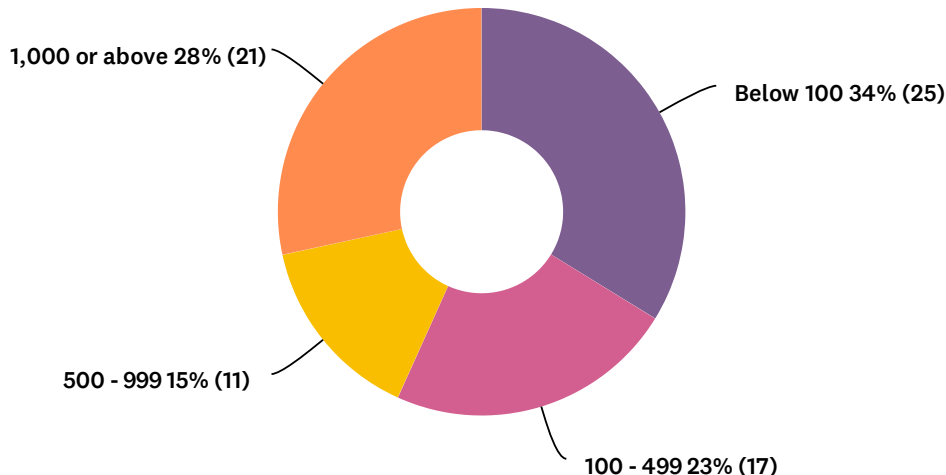


HKIHRM HR Pulse Check on Greater Bay Area

ANSWER CHOICES	RESPONSES	
Differences in work culture	76%	48
Differences in regulatory & legal environment	76%	48
Tax arrangement	70%	44
Differences in salary level	65%	41
Integration with local workforce	62%	39
Differences in work ethics	59%	37
Differences in lifestyles	46%	29
Building social network	33%	21
Language barrier	22%	14
Other challenge(s)	5%	3
Total Respondents: 63		

Q11 Please indicate the total number of Hong Kong based full-time employees on the payroll of your organisation.

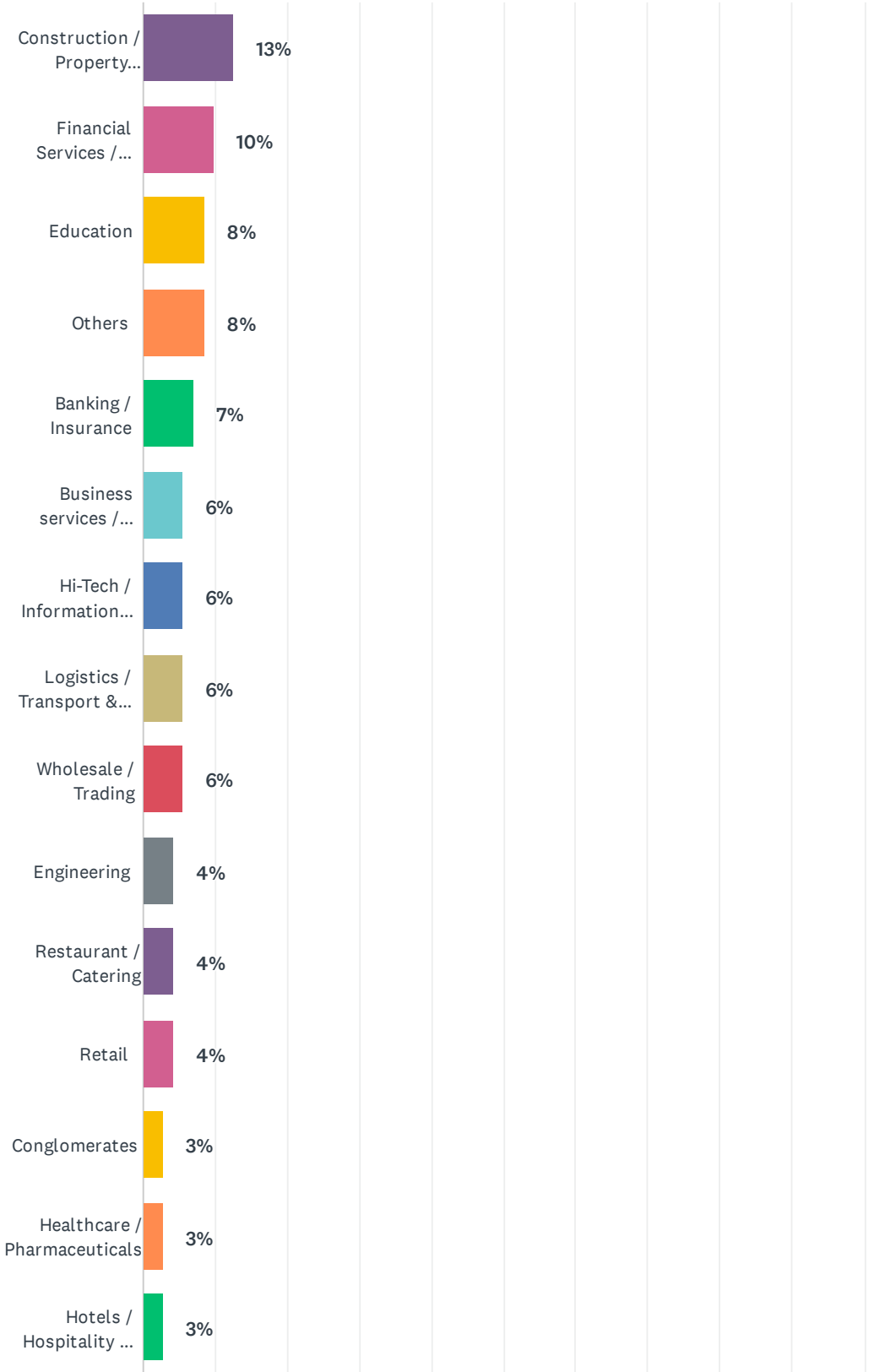
Answered: 74 Skipped: 50



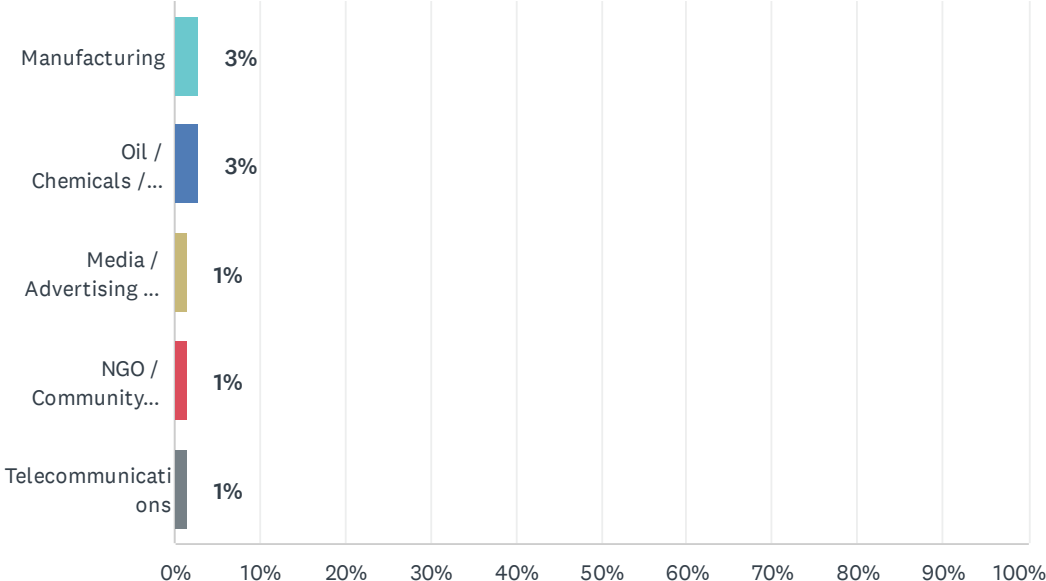
ANSWER CHOICES	RESPONSES	
Below 100	34%	25
100 - 499	23%	17
500 - 999	15%	11
1,000 or above	28%	21
TOTAL		74

Q12 Which of the following industrial classifications best describes the principal operation(s) of your organisation in Hong Kong?

Answered: 71 Skipped: 53



HKIHRM HR Pulse Check on Greater Bay Area



HKIHRM HR Pulse Check on Greater Bay Area

ANSWER CHOICES	RESPONSES	
Construction / Property Development	13%	9
Financial Services / FinTech	10%	7
Education	8%	6
Others	8%	6
Banking / Insurance	7%	5
Business services / Professional services	6%	4
Hi-Tech / Information Technology / ICT	6%	4
Logistics / Transport & related services	6%	4
Wholesale / Trading	6%	4
Engineering	4%	3
Restaurant / Catering	4%	3
Retail	4%	3
Conglomerates	3%	2
Healthcare / Pharmaceuticals	3%	2
Hotels / Hospitality / Tourism related services	3%	2
Manufacturing	3%	2
Oil / Chemicals / Energy	3%	2
Media / Advertising / Publishing	1%	1
NGO / Community services / Social services	1%	1
Telecommunications	1%	1
TOTAL		71