

COVID 19 AND IMPACT OF OTHER FACTORS ON EMPLOYEE BEHAVIOR IN AUSTRALIA

(SEGMENT B) – Consulting, Education, FMCG-Retail, FMCG-Apparel, Food & Beverages

A Report By Atticus Advisors
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Methodology



Objective

Research of the factors that affect the employee behavior in various sectors in Australia



Method

We have divided the major sectors of Australia into the segments and highlighted the key characteristic of the sectors and study the impact of various factors on employee behavior



Segments

There are three segments A, B and C. Sectors in the individual segment share similar characteristic in terms of employee related problems

Segment A

- Agriculture
- Manufacturing
- Aviation
- Hospitals
- Logistics
- Mine and Minerals

Segment B

- Consulting
- Education
- FMCG-Retail
- FMCG-Apparel
- Food & Beverages

Segment C

- Banking
- Financial Services
- Information Technology

Analysis Of Human Resource Related Issues (Segment B)

PROBLEM

Retention Problem

- According to recruitment firm Hays, 40% of Australians seeks a new job in the first 12 months and another 28% haven't decided whether to stay in their current role or look elsewhere
- Major reason behind this is burnout

Workplace Burnout

- Survey by company Asana Australian has one of the highest rates of burnout in 2020
- The average worker's overtime increased from 236 hours to 436 hours in 2020

SOLUTION

- According to hay and Gartner in order to retain employees, employers will need to reinvest in training offer career development pathways, think beyond staggered start and finish times to offer genuine work-life balance initiatives

- Letting employees to have a break in between their work
- Adequate training to enhance their skills
- Abolishing the rule of working for long hours or doing overtime

Analysis Of Human Resource Related Issues (Segment B)

PROBLEM

Mental Health Wellbeing

- According to the research 2/3rd of the employees working in the retail sector faces mental health problem during covid
- Victorian worker bearing the burnt of the worst impact
- Retail is 2nd worst effected sector after hospitality due to covid

SOLUTION

- AI can set up flexible scheduling system which help in reducing stress and increase productivity
- Personalized plan can be created to support employee suffering from poor mental health

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