



An Investigation in China



Scope:

- The survey took place in a multinational automotive corporation.
- 150 employees were interviewed, working as professionals in different technical departments.
- Response rate yielded in 80%.
- Most interviewees were residents from Suzhou area.

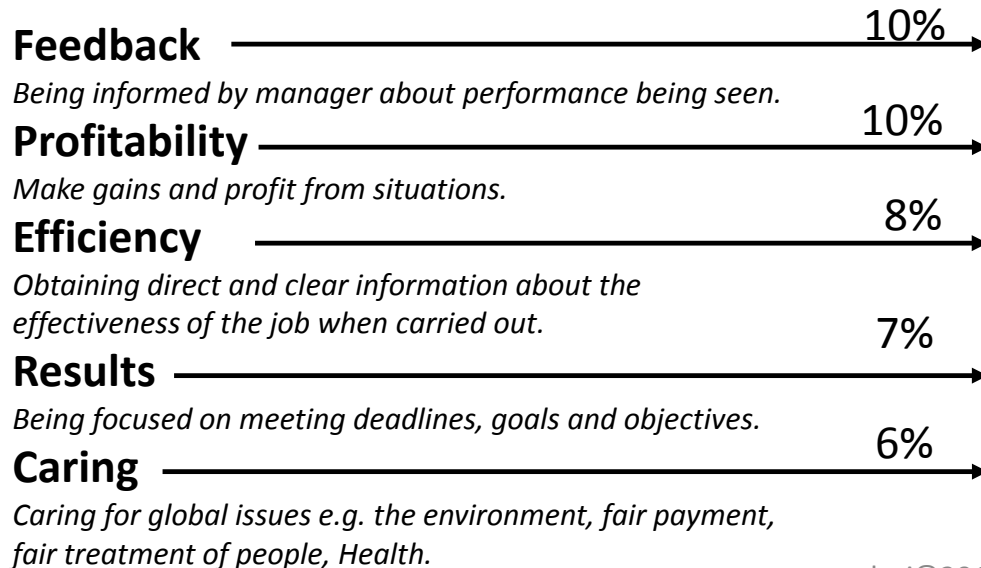


Attrition in China:

- Attrition rate in China is still an ongoing issue.
- The average voluntary turnover rate ranges between 10% and 20% depending on the industry or region.
- Employees stay between 3-5 years in a position.
- Equipped with new knowledge and experience people move on to climb the next career ladder if no further opportunities been offered.
- Loyalty to foreign multinationals is based on give and take, treatment of people and company culture.



Attrition in China – Top 5 influencer -





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