

Asia Pacific Japan HR Newsletter

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Since our March update this time last month we've heard mixed reports on the economic outlook for the region. Obviously there's talk of 'green shoots' appearing in the US economy and there have certainly been some companies reporting more positive Quarter 1 earnings. However in the HR world in Asia Pacific Japan, it's still very much a case of cost control with salaries, hiring and training budgets. Our gut feel in the last month is that we've seen the most number of HR-related retrenchments in a month since October 2008. Conversely, we also saw the most number of HR hires in the last month across the region since November 2008 - most of these being for absolutely critical HR positions.

Among our successful assignments in the last month were senior HR appointments in Singapore, Australia, Japan, India and China. We also hosted a roundtable lunch for a group of 14 Regional Resourcing Directors where we discussed the subject of keeping resourcing teams engaged during times of lower hiring volumes. On Thursday this week we will publish our 2009 Quarter 2 HR Salary Expectations Report for the region, building on similar previous quarterly reports. Our Twitter site (www.twitter.com/chapmancg) is also steadily growing, and our followers are being updated sometimes twice daily on our latest HR searches, HR questions or latest HR news.

Visit our homepage on www.chapmancg.com to participate in our latest **HR Study** for April 09 - this looks at expectations regarding your organisation's 2009 training budget.

Click [here](#) for more **Thought Leadership Articles** added in the last month, or follow the links to our latest ones below:

- [HR Career Planning: Getting Your Marketing Strategy Right \(pdf\)](#)
- [Regional Resourcing Heads Discuss: Optimising Internal Recruitment Teams in Current Times \(pdf\)](#)
- [2008 HR Bonus Payouts Were Still Strong In Certain Sectors \(pdf\)](#)
- [Get Ahead of the Curve If You are Feeling Uncertain about the Security of Your Job \(pdf\)](#)

Click [here](#) to review our regularly-updated HR Q&A forum, or follow the links below to a selection from the last month:

- [Will I find regional HR positions out of Taiwan?](#)
- [How is HR unique in the Philippines?](#)
- [Do you see many regional HR positions based out of the Philippines?](#)
- [What does the future hold for HR in India, according to your view?](#)
- [Do you see many regional HR positions in Japan?](#)
- [What's been your exposure to the New Zealand HR market?](#)
- [I'm Malaysian and keen to further my HR career outside Malaysia, perhaps into Singapore or Hong Kong. How should I do this?](#)
- [Do you hear of many Korean HR practitioners returning to Korea after international assignments?](#)
- [Are Japanese language skills necessary for an HR career in Japan?](#)
- [What sorts of HR positions can I expect to see in Indonesia?](#)
- [How is HR in India different to the rest of the region?](#)
- [What type of HR jobs can I expect to find in HK?](#)
- [What trends have you observed in the HR market in Dubai?](#)

Click [here](#) to browse a sample of the **Current HR Positions** that our team is leading, or follow the links to a selection below:

- [Vice President HR, APAC \(219/TCCG\) based in Kuala Lumpur](#)
- [Asia Pacific Head of HR Operations \(218/TCCG\) based in Singapore](#)
- [Senior Manager, Sales Training and Development, Asia Pacific \(193/TCCG\) based in Singapore](#)
- [Japan HR Director - M&A \(217/TCCG\) based in Tokyo](#)
- [Interim Rewards Director \(216/TCCG\) based in Singapore](#)
- [Head of Talent Acquisition, Thailand \(185/TCCG\) based in Bangkok](#)
- [Transformational Change Consultant, APAC \(213/TCCG\) based in Singapore](#)

And on a more personal note, Matt's also been busy running a lot this month! There's an extra article on this below:

[Matthew Chapman Nears Completion of Training for the Namibia Ultra-Marathon in May 2009 \(pdf\)](#)

From the Chapman Consulting Group team