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Every HR Professional Should Know

Global Attitudes Toward Work – Qualtrics

In all countries, people turn to friends first when looking for a new job—more than job sites, family, a former employer or Facebook.

Most people in all countries (except the Netherlands) find working for a large established company most appealing. Americans, at 38 percent, feel the preference most strongly, while the French demonstrate the strongest penchant for entrepreneurialism, with 16 percent most likely to report that working at a startup is most appealing.

American respondents estimate their own personal productivity to be a whopping 11 percentage points higher than their estimate of the average American worker's productivity.

Greeks score themselves low for productivity in terms of the number of hours worked, though Italians rank themselves the least productive. It's likely no coincidence that Greeks and Italians also report they spend the most time on personal social media use at work each day.

Germans, meanwhile, report the highest levels of personal productivity, and they, along with the Swedish, place the most importance on punctuality.

The French prioritize "dressing formally at work" far more than any other country. Over 55 percent feel it is "extremely" or "very important" to dress to the nines, while the Swedish and Greeks feel the least compelled to don formal wear at work.

The Polish report the lowest levels of job satisfaction, with fewer than 43 percent of respondents stating that they are "extremely" or "moderately" satisfied.

Compensation Best Practices Report – PayScale

70 percent of technology industry employers cited retention as a top or high concern.

61 percent of top performing companies are willing to pay above the 50th percentile for competitive jobs.

40 percent of employers reported having transparent, open communication around compensation.

82 percent of employees would feel satisfied with below-market pay, as long as their employer was transparent about the reasons.

More than 50 percent of average companies will not change compensation strategies to accommodate millennials.

The Pursuit of Employee Purpose – Cornerstone

89 percent of American employees would consider a lateral career move with no financial incentive.

Reasons people would consider a lateral move:

57 percent for a position with greater satisfaction

41 percent for an entirely new career path

40 percent for a new professional challenge

77 percent of employees are willing to relocate for work.

86 percent of millennials are willing to relocate for work.

38 percent of employees stay with their current company because of their satisfaction with their career and their work-life balance.

Only 4 percent of employees stay for company perks and benefits.

On a quest to find a career with more purpose and greater satisfaction, 42 percent of employees expect to have three or more careers in their lifetimes.

Then and Now: How a Decade Changed the Workplace – BambooHR

70 percent of employees feel like they are receiving meaningful recognition for their work vs. 54 percent in 2006. (Want to improve employee job satisfaction in 2017? Reward and recognition may be the answer).

In 2016, two out of three employees said they would choose their current job over a similar job elsewhere, while less than half of employees surveyed a decade ago (48 percent) felt the same way.

In 2006, 55 percent of employers said they monitored employee e-mails. In 2016, that number was cut in half, with only 26 percent of HR and management reporting that they keep an eye on employee emails.

In 2006, employers thought that it was important to regulate e-mail usage—76 percent said their organizations had e-mail usage and content policies. Ten years later, that number decreased by more than half, with only 34 percent of companies reporting they have such policies.

A decade ago, 65 percent of companies used technology to block connections to banned websites. Ten years later, fewer than one out of three (30 percent) HR professionals and members of management told us they do this.

Far fewer employees in 2016 (just one in ten) experienced persistent stress or excessive anxiety in their daily lives than they did before (four in ten).

53 percent of employees say the daily stress they experience interferes with their lives at least moderately, while almost three-fourths of employees who experienced frequent stress in 2006 felt like it interfered with their daily lives.

Global Human Capital Trends 2016 - Deloitte University Press

92 percent of executives rate organizational redesign as a critical priority.

The trends HR leaders and senior executives ranked as most important were:

1. Organizational design

2. Leadership

3. Culture

4. Engagement

5. Learning

6. Design thinking

7. Changing skills of the HR organization

8. People analytics

9. Digital HR

10. Workforce management

More than 80 percent of respondents report that they are either currently restructuring their organization or have recently completed the process. Only 7 percent say they have no plans to restructure.

28 percent of respondents reported weak or very weak leadership pipelines.

Only 28 percent of survey respondents believe they understand their culture well, while only 19 percent believe they have the "right culture."

Despite the emergence of many tools for frequently evaluating employee sentiment, 64 percent of organizations still only measure employee engagement annually.

What's next for HR in 2016? – CEB Corporate Leadership Council

Only 5 percent of organizations feel they are effective at tracking and using talent analytics.

89 percent of organizations have or are considering the ability of HR business partners to self-serve HR metrics and information.

Only 12 percent of HR organizations currently use predictive analytics for talent decision making. 49 percent of organizations plan to do so in the near future.

58 percent of heads of HR chose high-potential and future leader identification as most in need of improved HR analytics.

Only 4 percent of HR leaders feel they are effective at accurately assessing employee performance.

HR leaders believe simplification is the solution.

>   85 percent have or will simplify performance management processes

>   49 percent have or will eliminate performance ratings

>   38 percent have or will eliminate annual performance goal setting

66 percent of organizations have or are considering reducing the number of job titles.

Only 5 percent of organizations have talent management processes that are effective at helping employees adapt to change.

Only 9 percent of organizations provide unlimited maternity and paternity leave.

Only 9 percent of organizations allow employees to take unlimited vacation days.

Only 21 percent of organizations are able to initiate change as soon as the need arises.

83 percent of HR leaders report they are influential in shaping decisions.
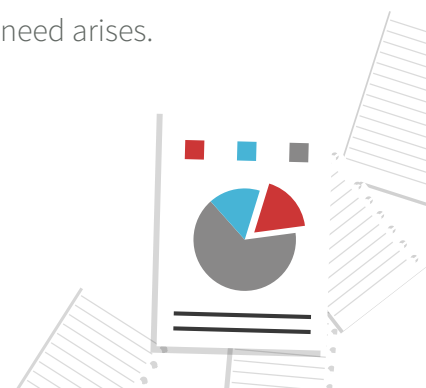
The most important skills heads of HR need to develop in 2017 to succeed:

1. Business acumen

2. Communication effectiveness

3. Analytics

4. Negotiation

71 percent of heads of HR are spending more time on business issues not related to HR or talent.

70 percent of heads of HR are spending more time participating in business projects in a leadership capacity.

Top non-talent activities heads of HR have worked on in the past year:

1. Driving the company's corporate social responsibility agenda

2. Updating the company's rules for corporate governance

3. Managing relationships between board members

4. Planning a response to new legislative requirements

5. Forging strategic partnerships with external organizations