

# *HR Pulse Survey Presentation of results*

Restricted use

January 2018

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## *Collaboration*

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# *Methodology & demographics*

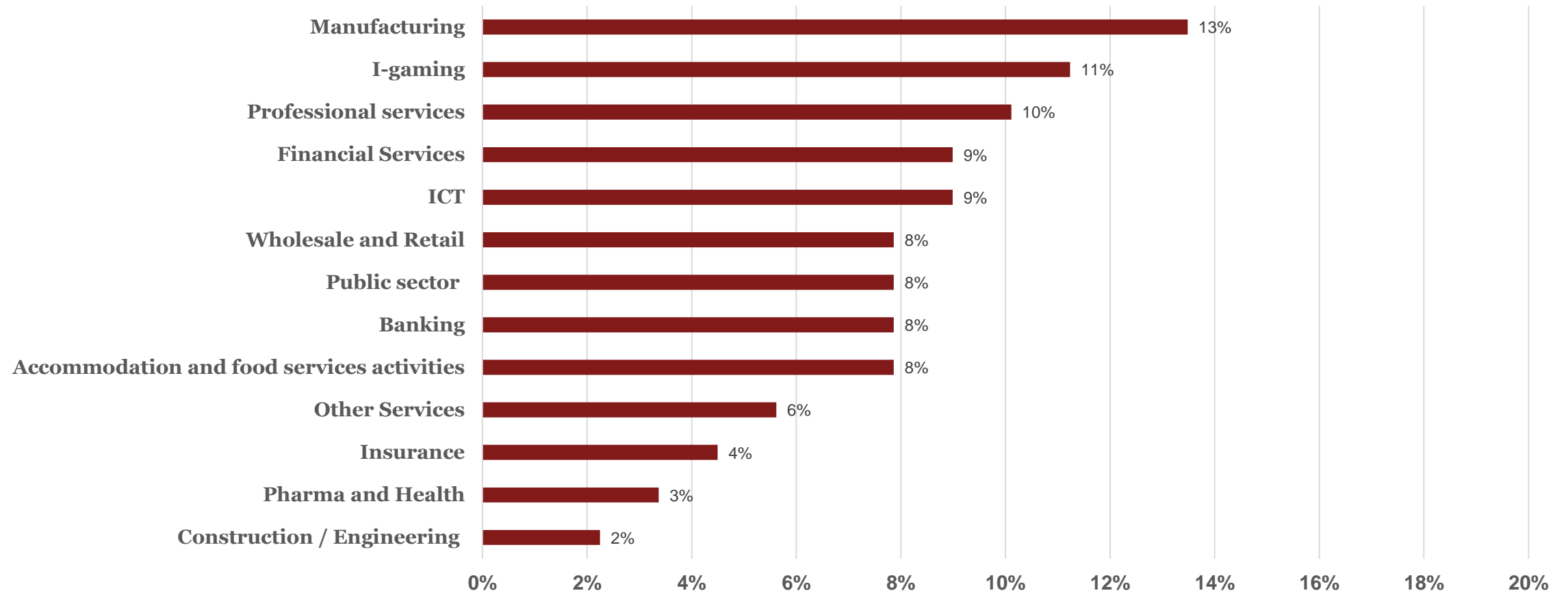
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## *Methodology*

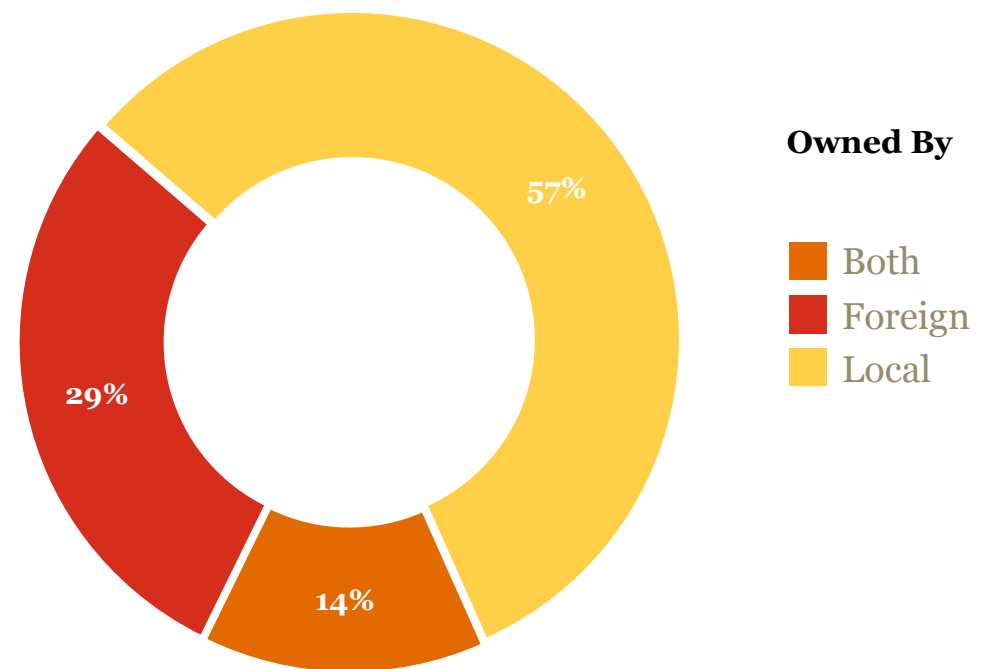
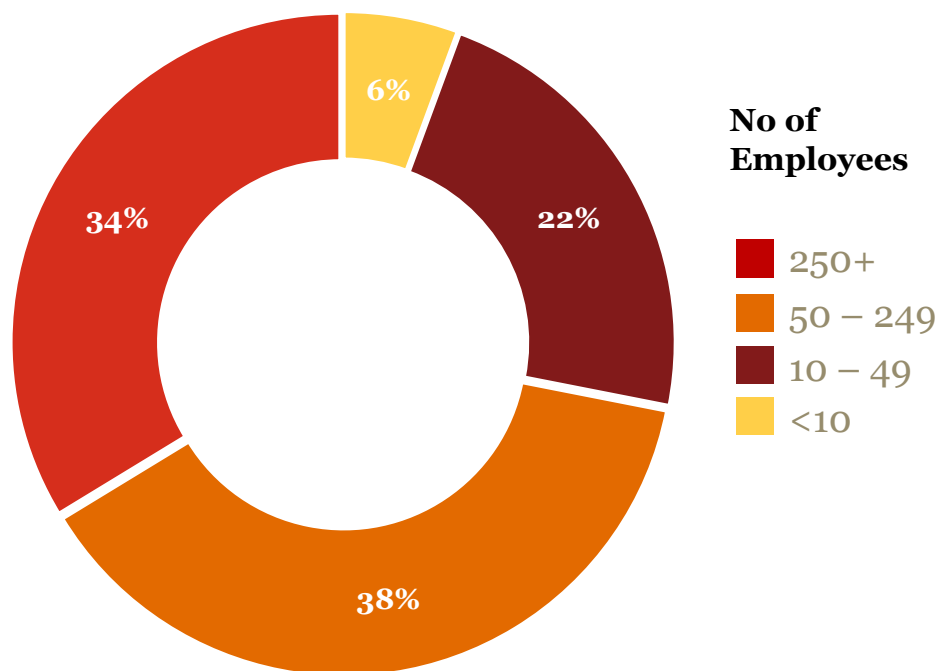
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- Survey carried out on-line between July and September 2017
- Data collection based on a Questionnaire
- Target respondents: Mainly HR Managers (though CEO and GMs were also invited)
- No of respondents: 89

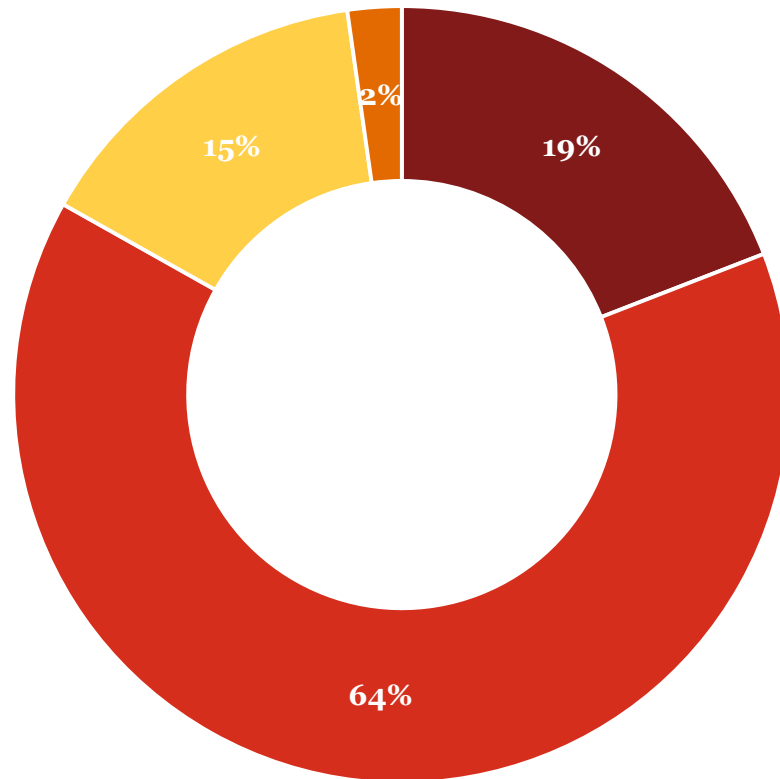
## Responses by Sector (89 Respondents)



## Employees and ownership



## *Position within the firm*



### **Position**

- CEO/Managing Director/General Manager
- HR Director/HR Manager
- HR Executive or Below
- Other

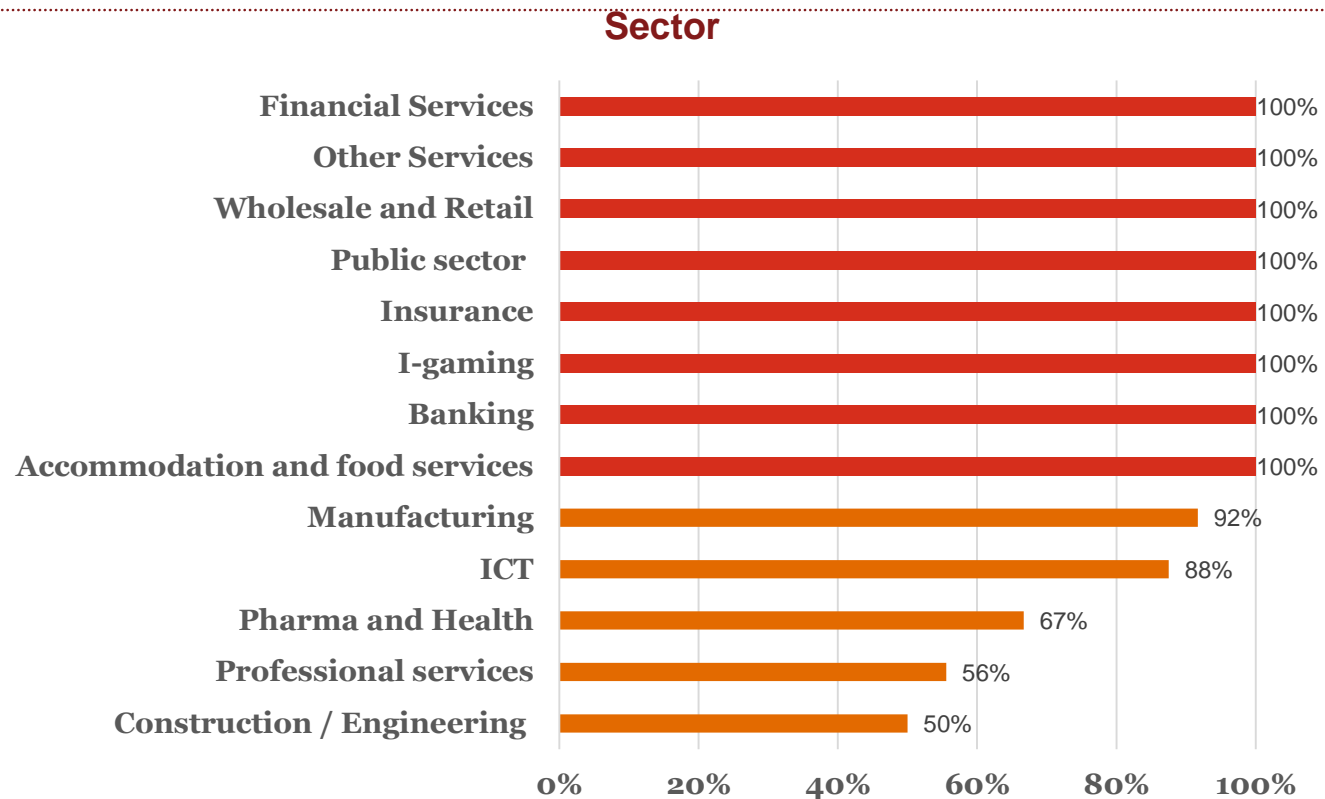
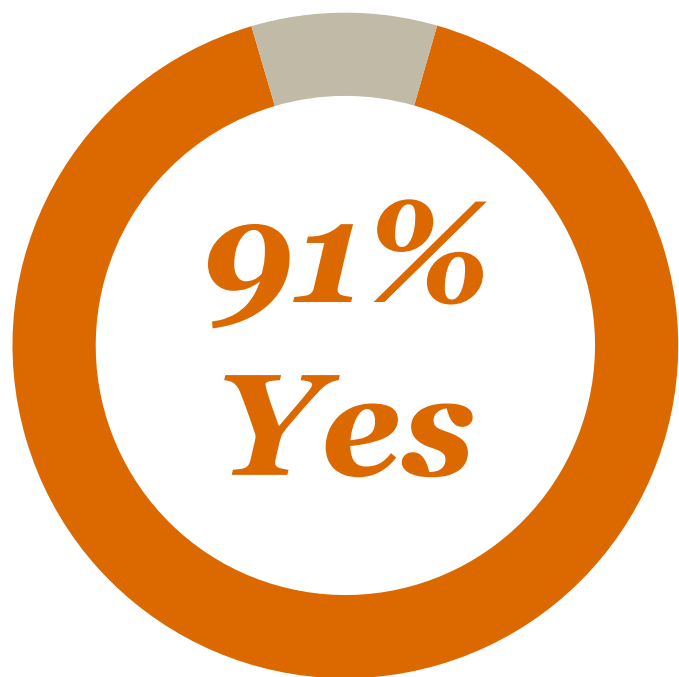
## *Areas surveyed*





*HR function*

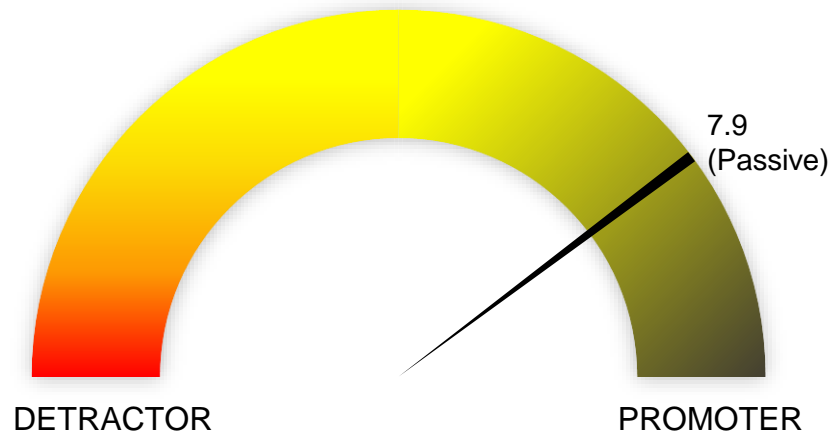
## Does your organisation have a formal HR function?



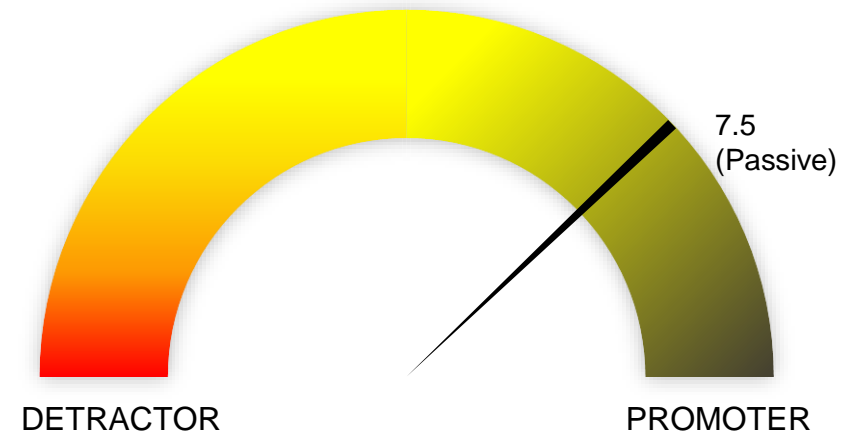
# *Extent to which respondents believe that the HR function contributes highly to the success of the organisation*

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**HR Managers**

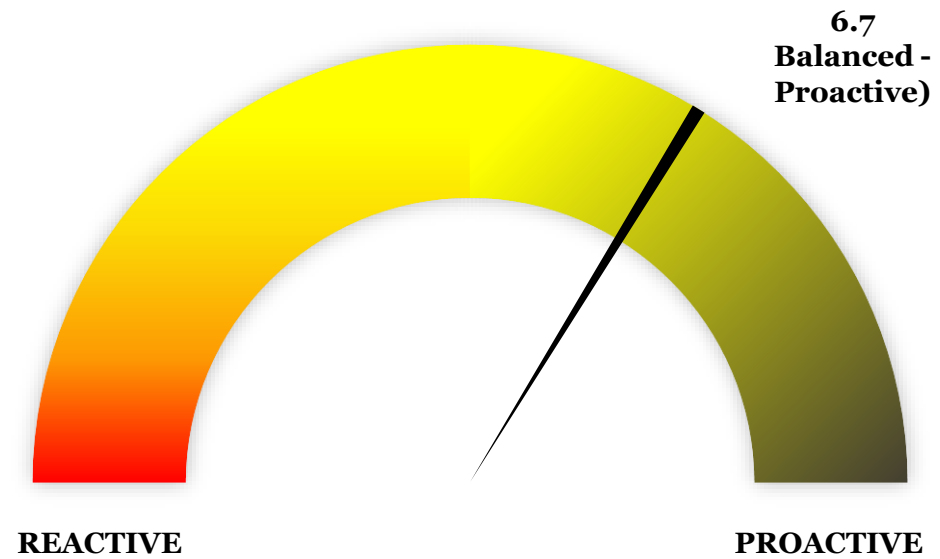


**CEO/GMs**



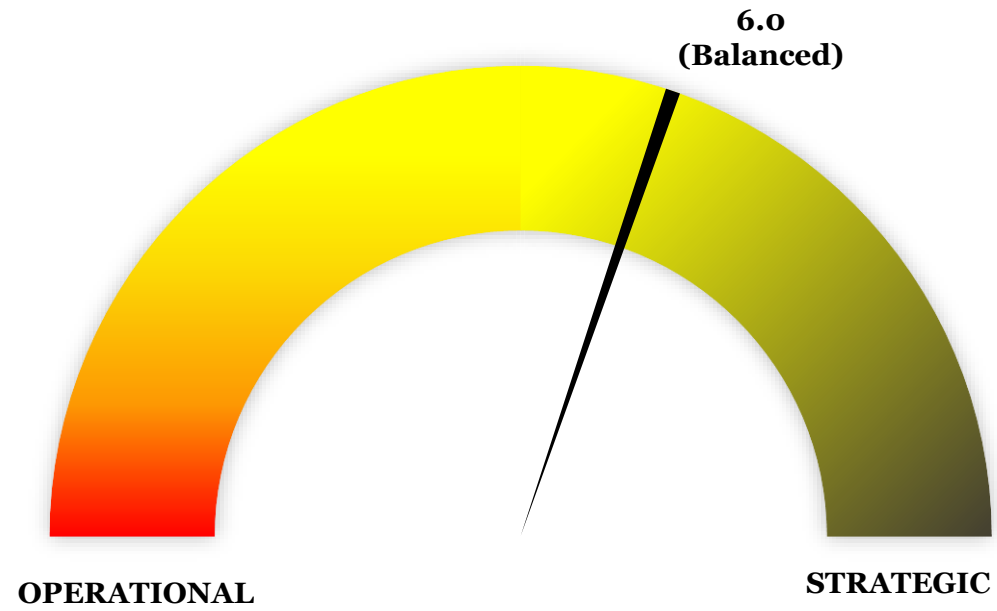
## *Reactive vs Proactive approach of your HR function*

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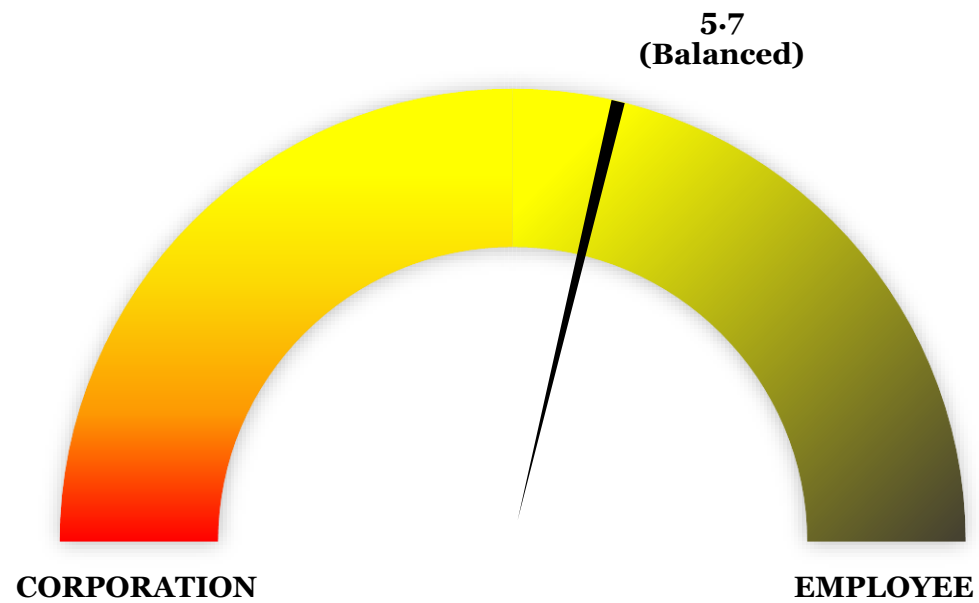
# *Operational Approach vs Strategic Approach*

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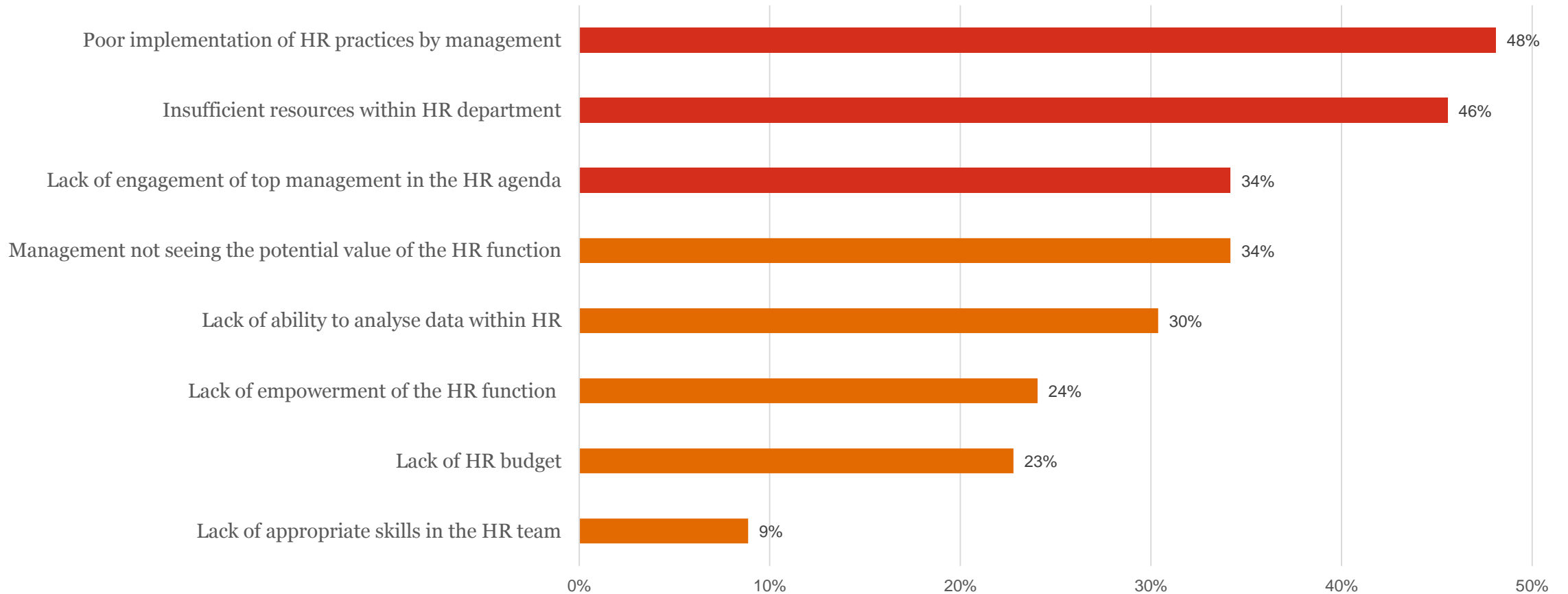


## *Corporation vs Employee Focus*

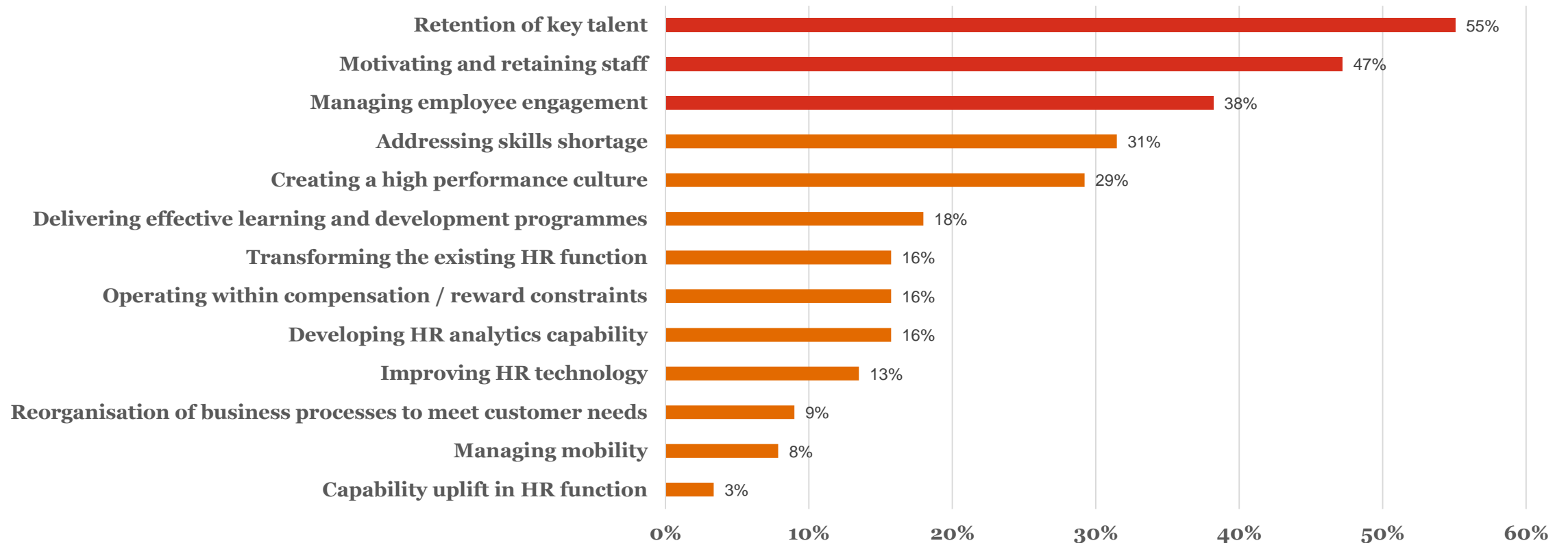
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## *Top 3 barriers affecting negatively the performance of the HR function*



## Top 3 HR priorities in the next 12 months?





# *Risk and Regulation*

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## *Employment contracts for all your employees*

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**100%**  
**Yes**

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## *Respondents having disciplinary procedures in place*

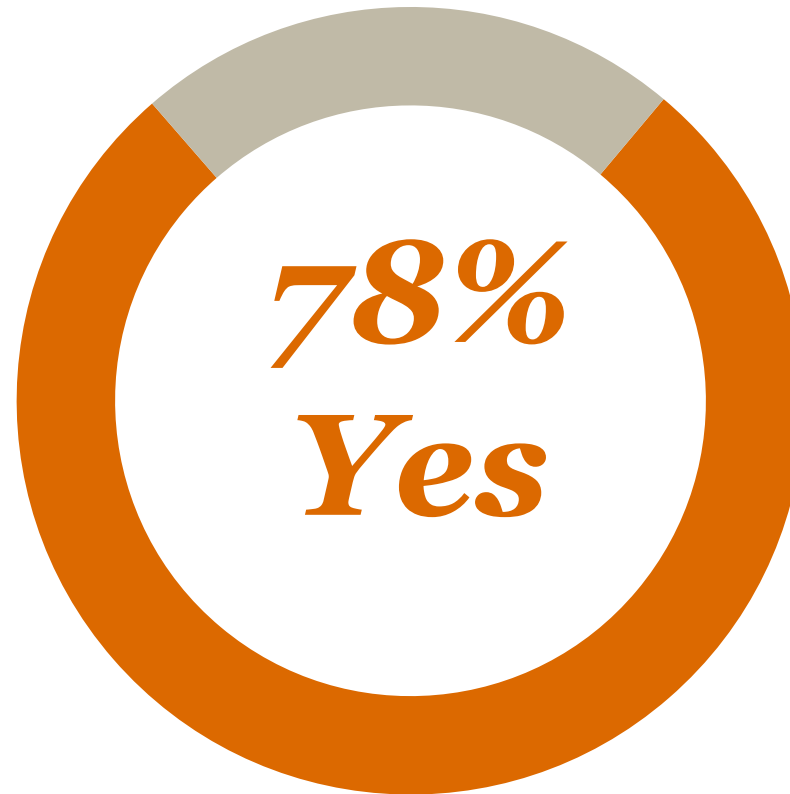
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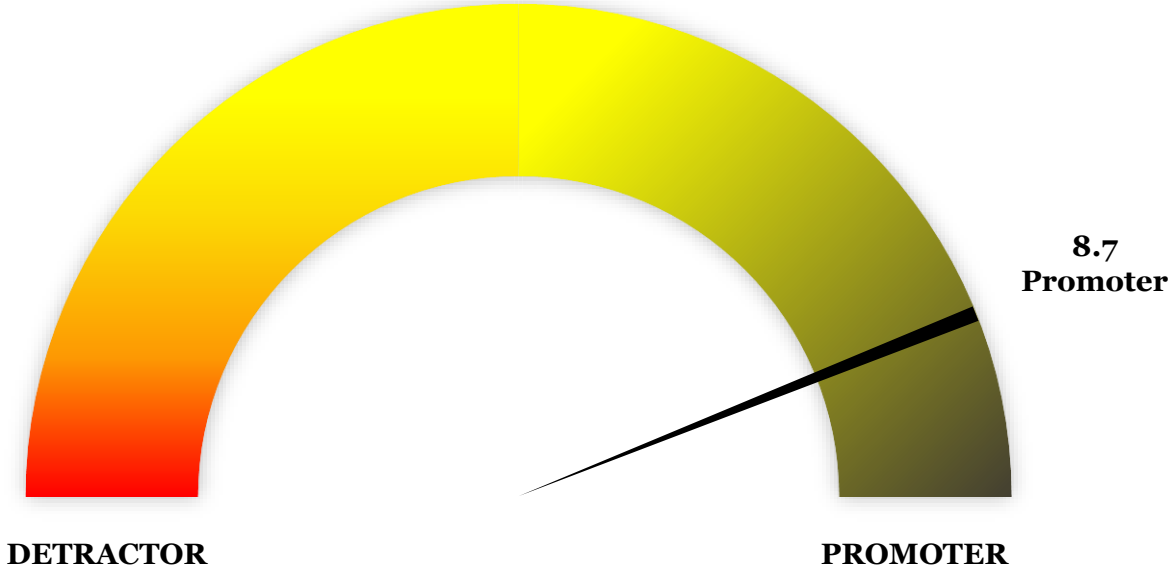
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## *Registration with the Office of the Information and Data Protection Commissioner*

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# Compliance with all related employment legislation



# *Employee Satisfaction*

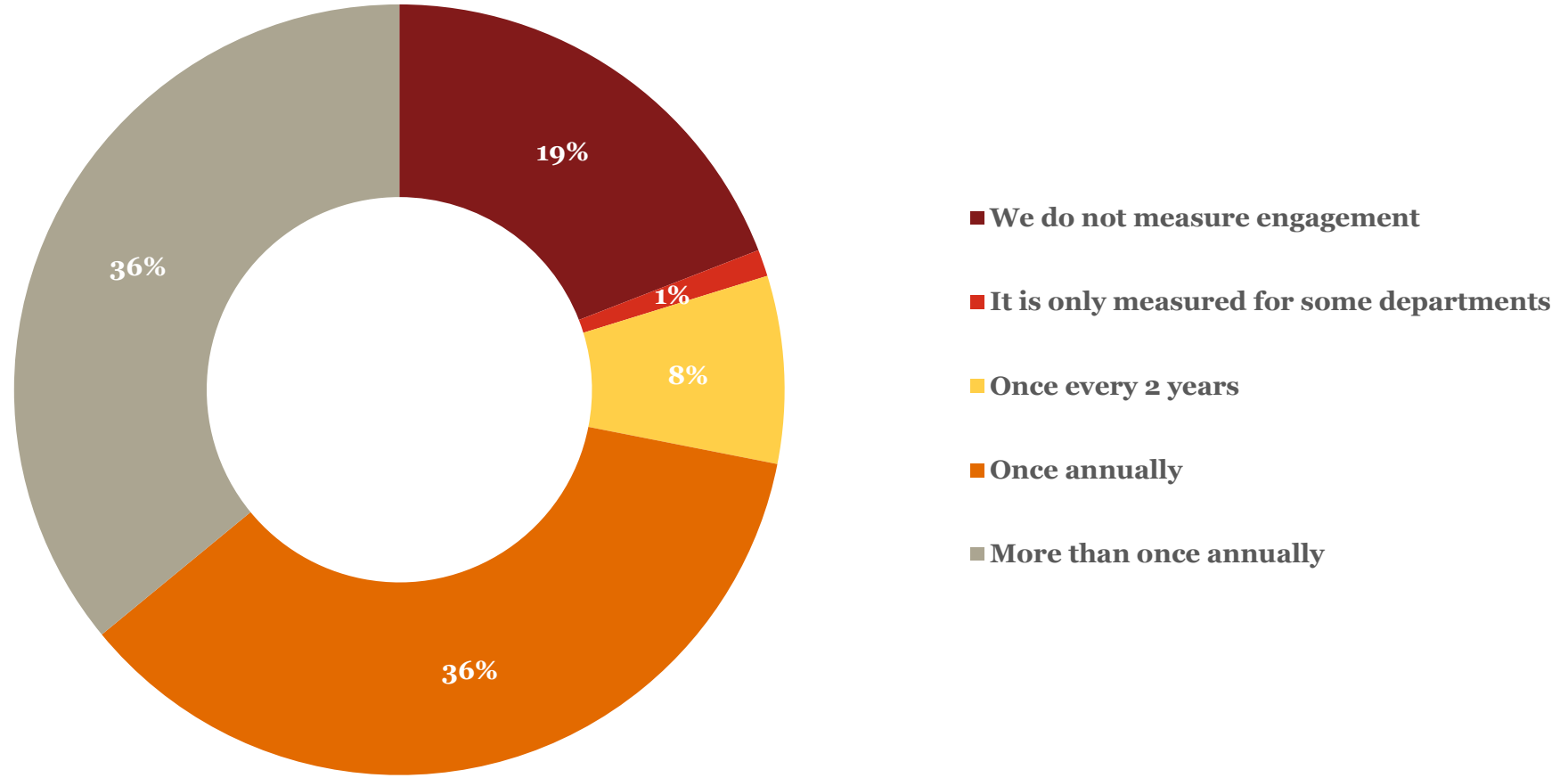
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## *Measurement of employee satisfaction*

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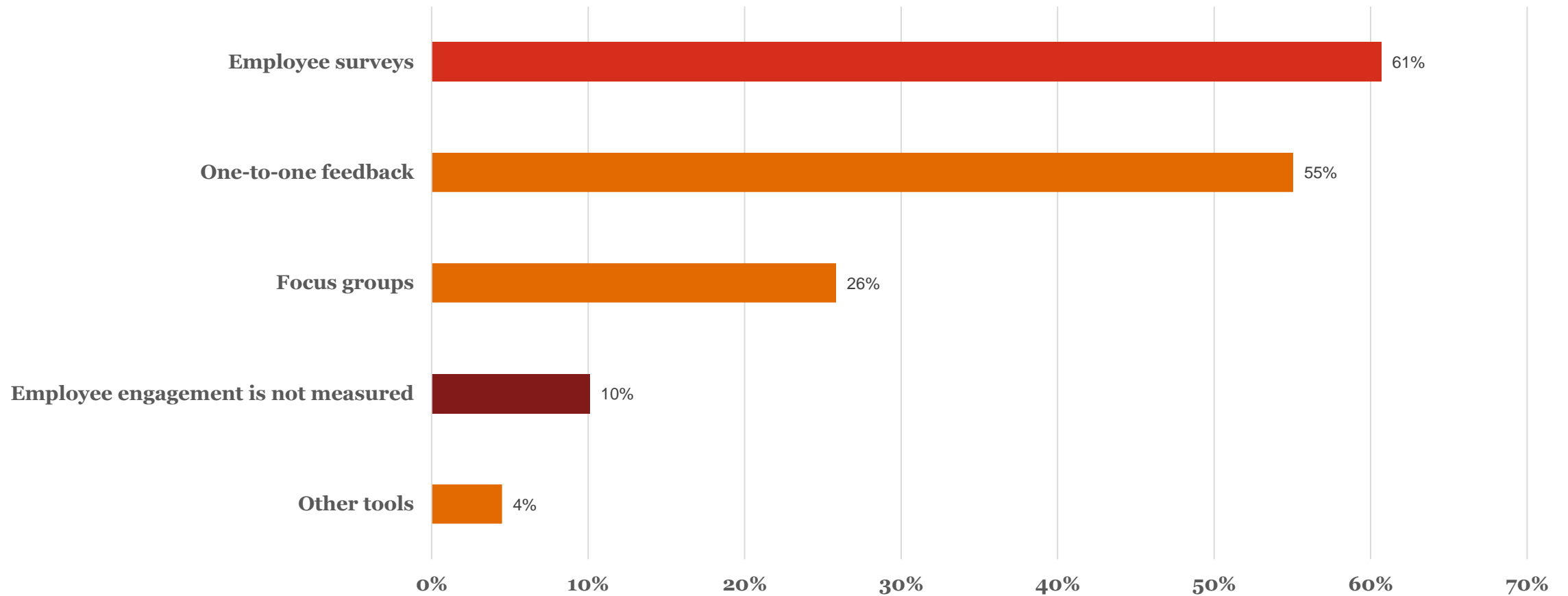


## *Frequency of measurement of employee satisfaction*

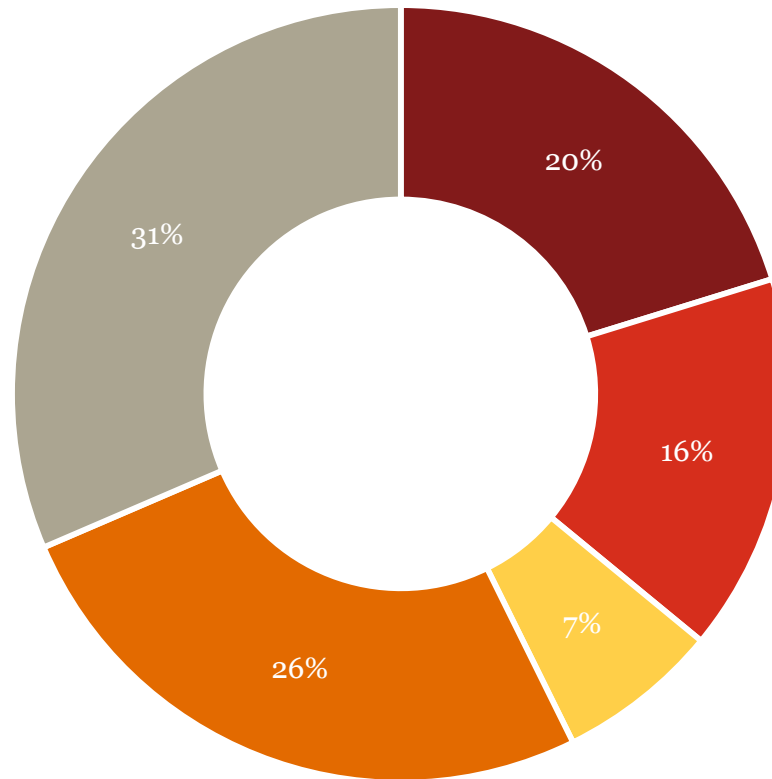




## *Method of measurement of employee satisfaction*

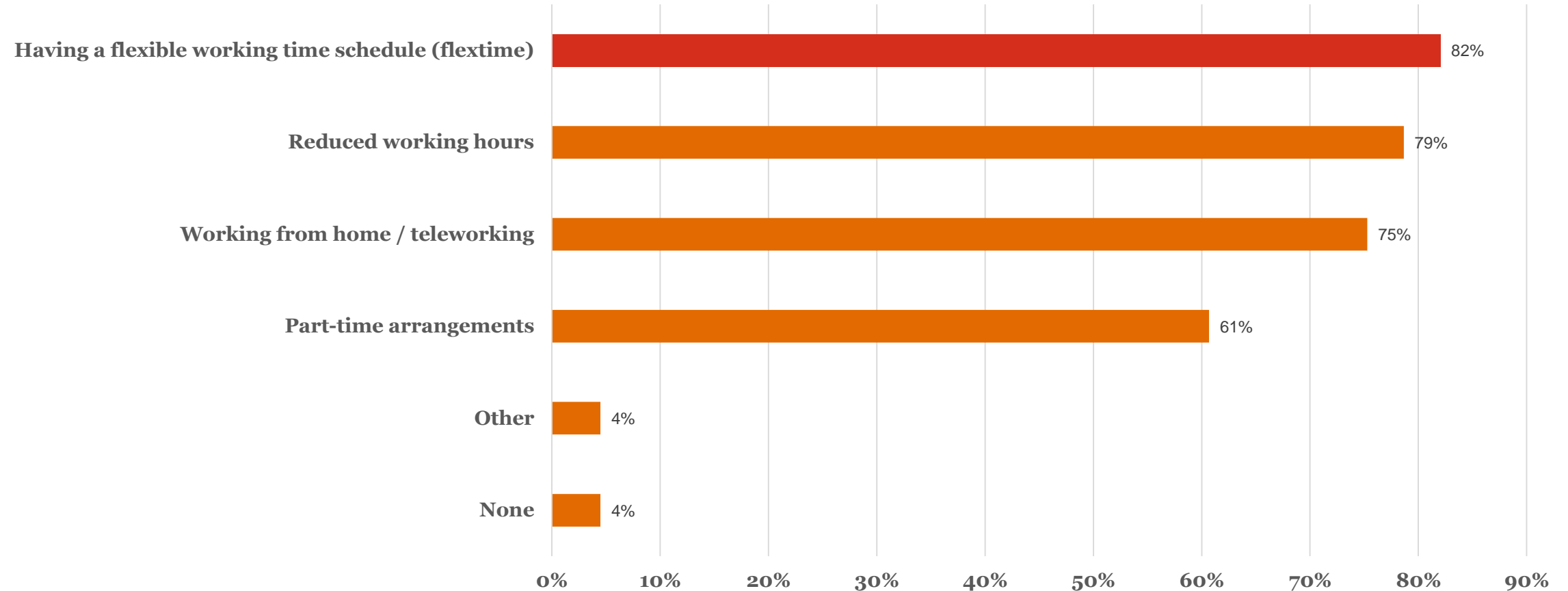


## Communication of employee engagement feedback

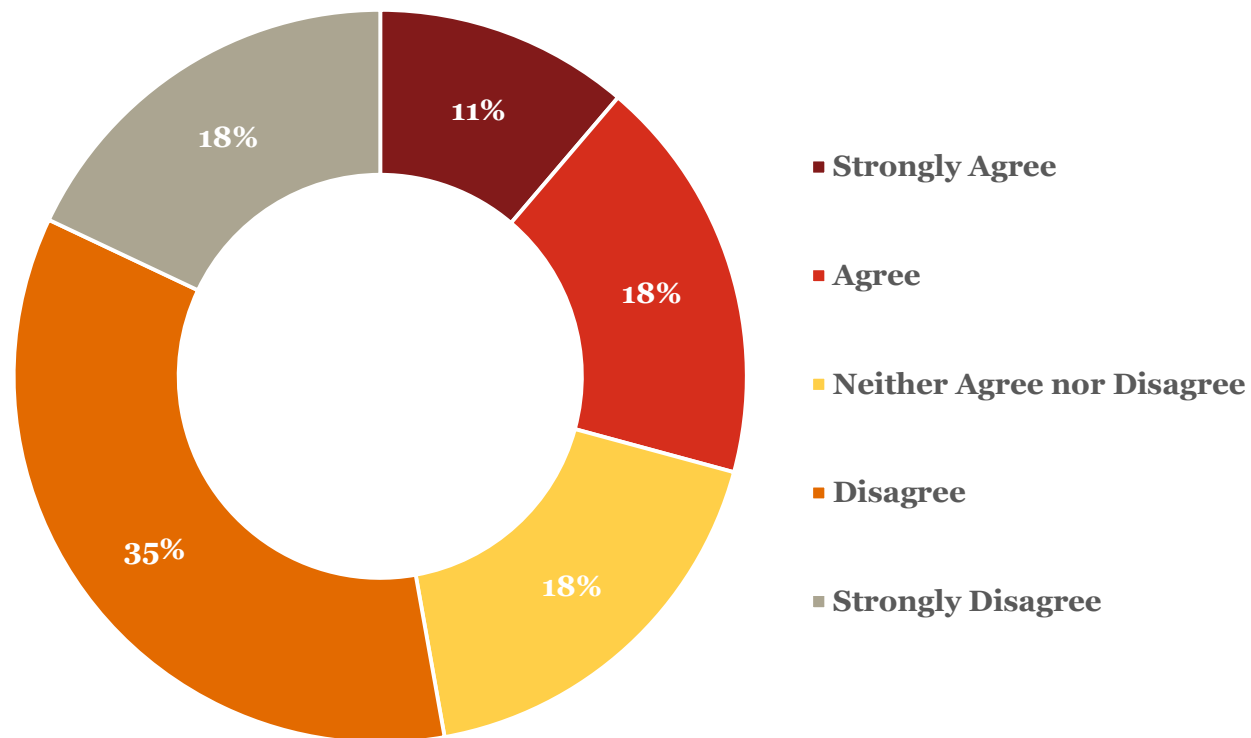


- **Not applicable - We do not measure employee engagement.**
- **Results are not communicated to staff**
- **Results are sent by email to employees.**
- **Results are communicated during meetings with staff members and action points developed for improvement.**
- **Results are communicated during meetings with staff members, action points for improvement are developed, and implementation of action points are monitored.**

## *Adoption of flexible working arrangements*

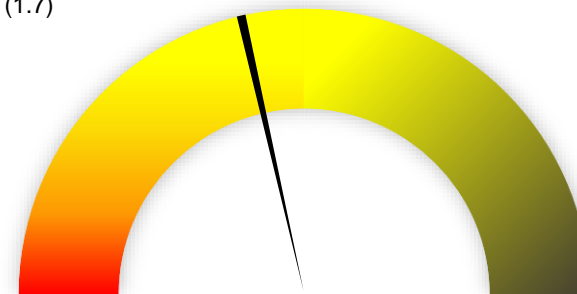


## *Our organisation has had very little staff turnover over the last few years*



**Agree or Strongly Agree**

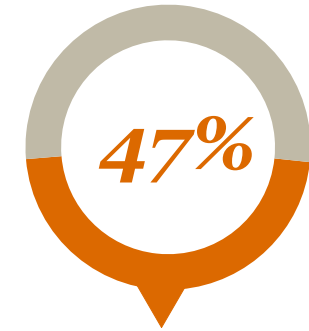
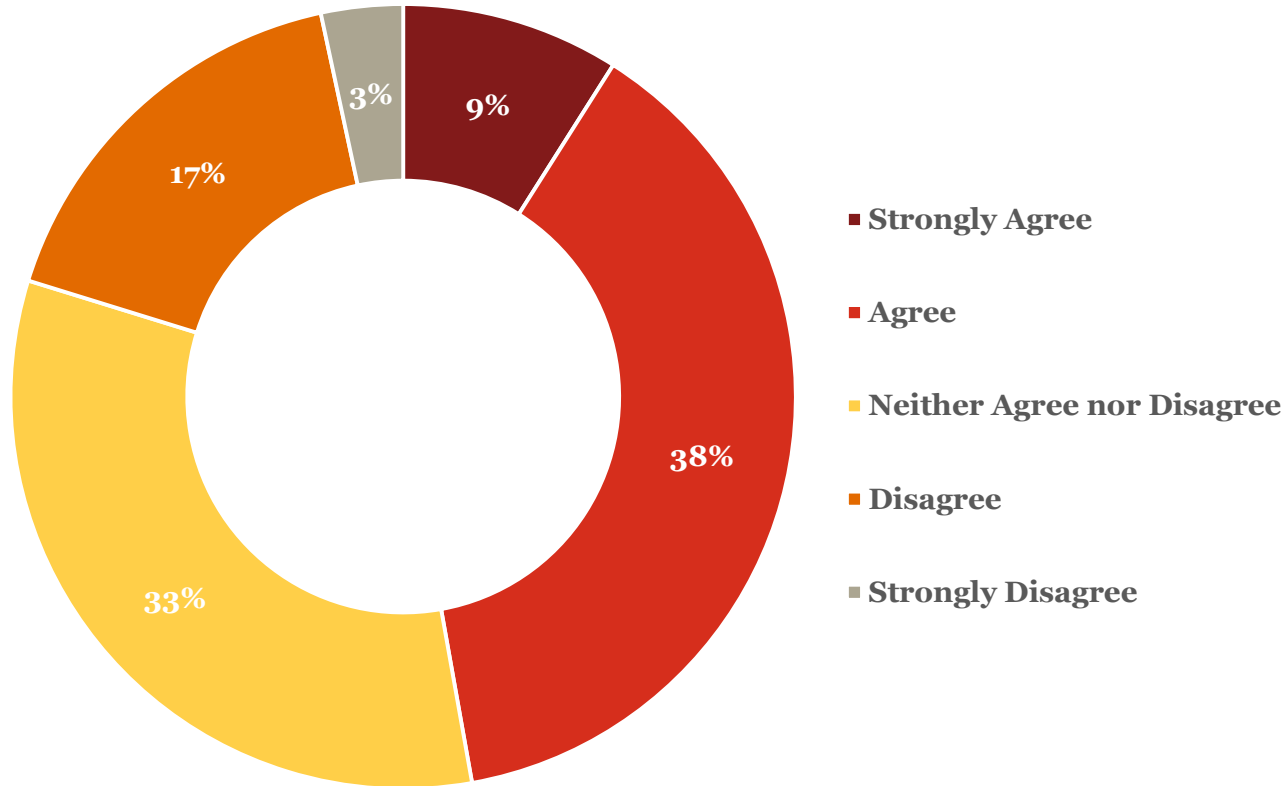
Somewhat Disagree  
(1.7)



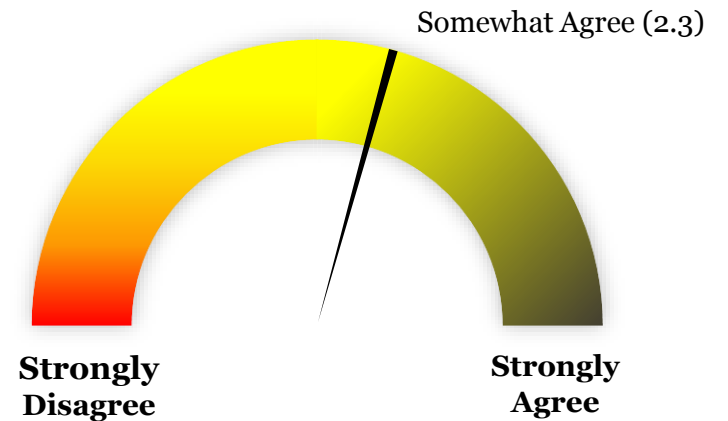
Strongly Disagree

Strongly Agree

# Clear progression paths which employees are well aware of



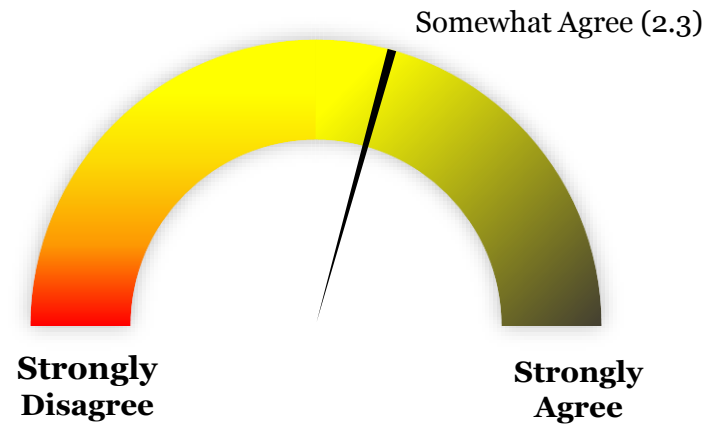
Agree or Strongly Agree



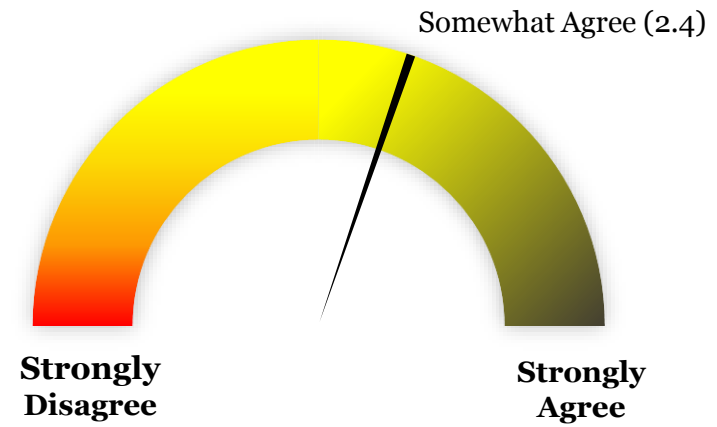
## *HR Manager / CEO views*

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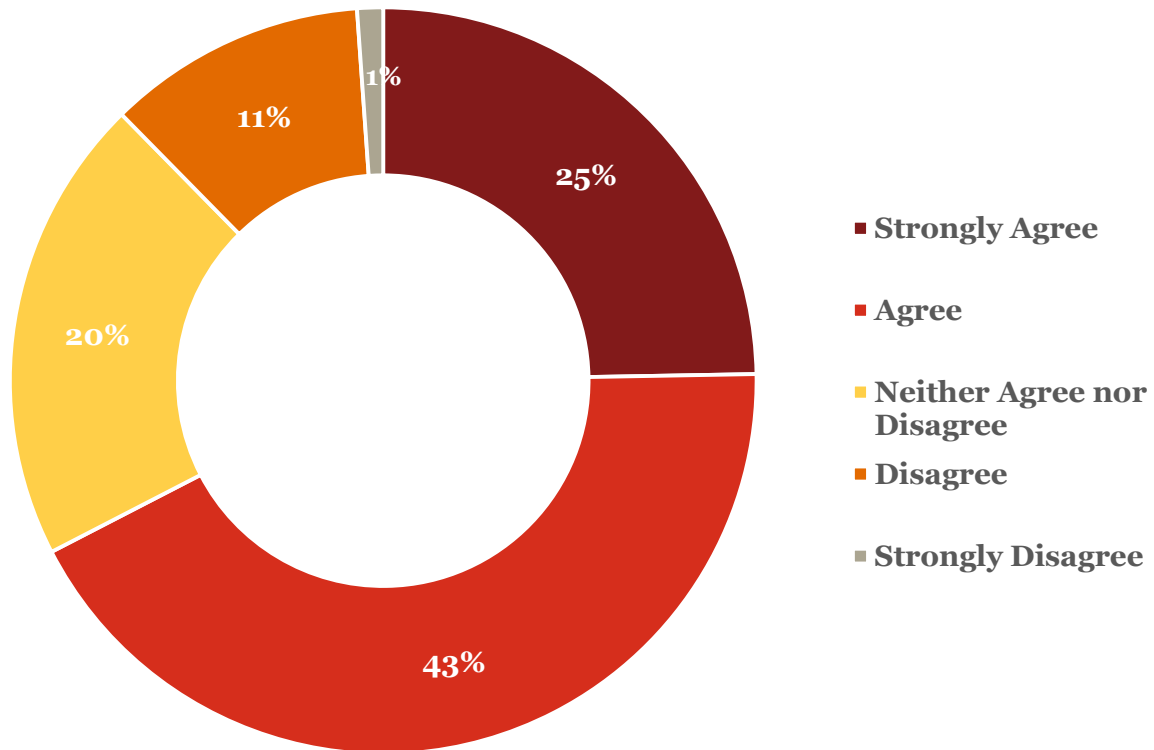
### **HR Managers**



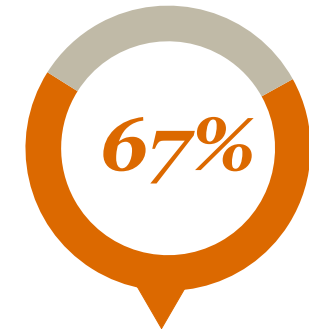
### **CEO / GM**



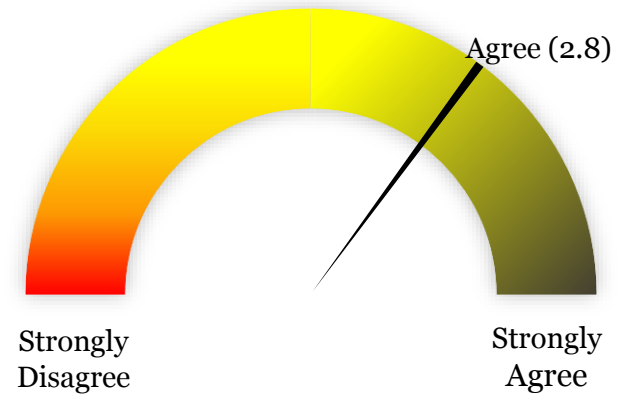
# Active role of Managers in building engagement plans with their team members



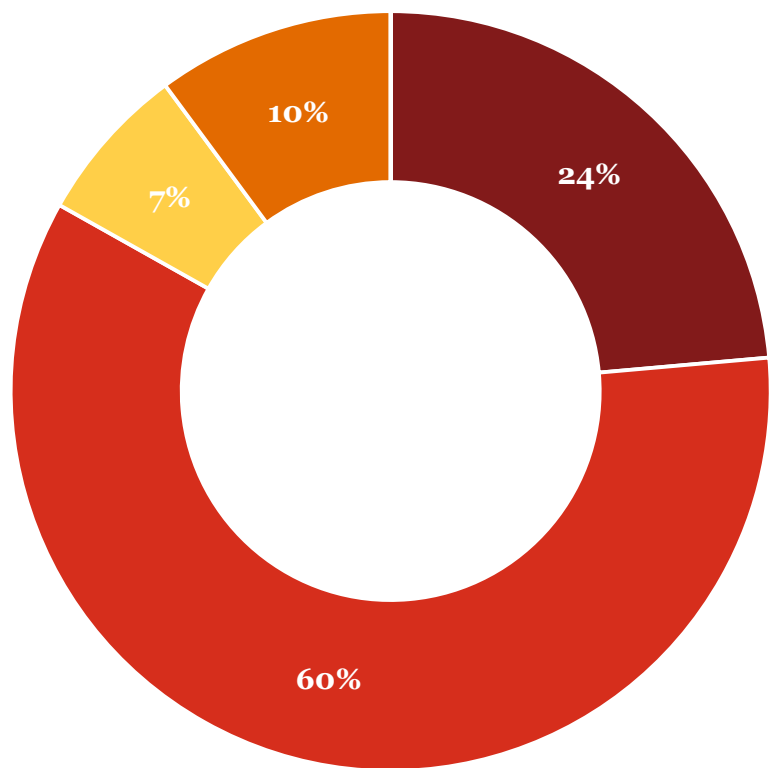
- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree



**Agree or Strongly Agree**



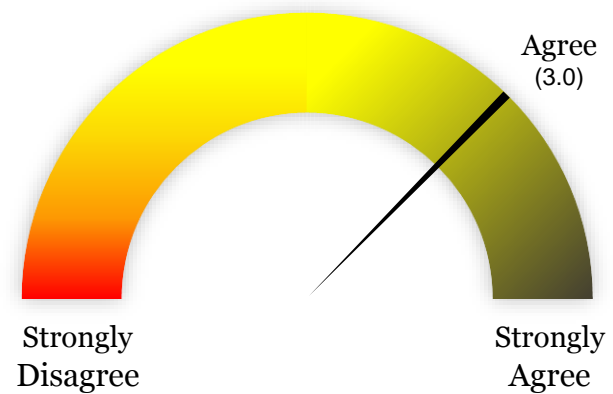
# Managers are held accountable for both their own performance as well as that of their team



- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

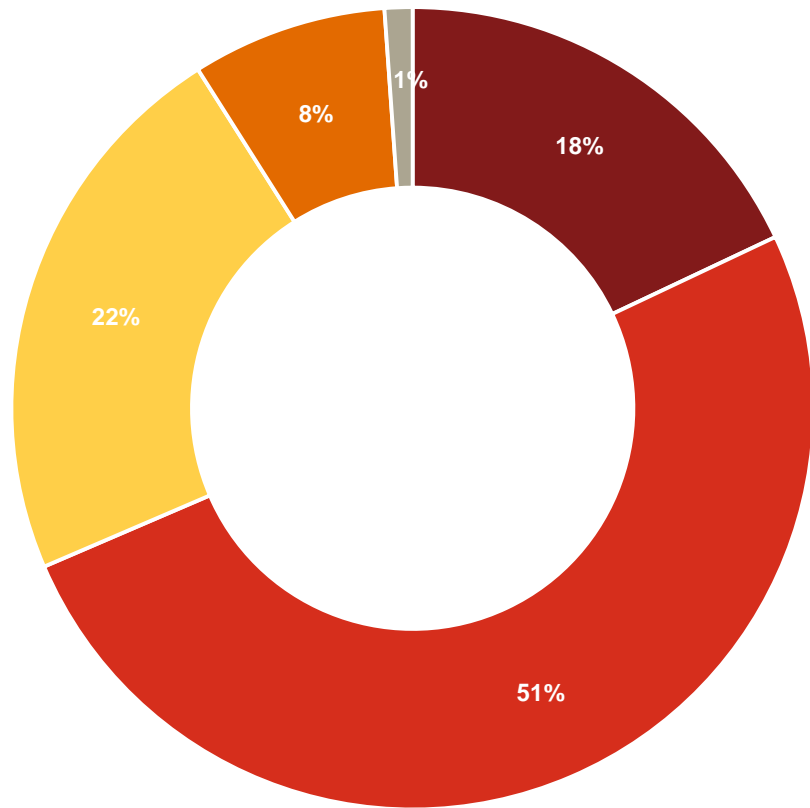


Agree or Strongly Agree





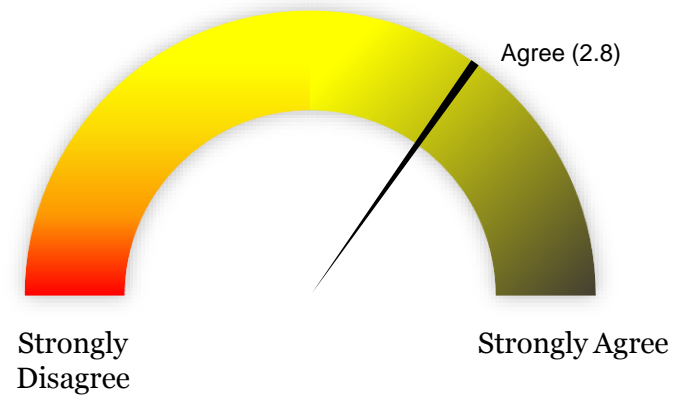
# Managers' progress is continuously tracked



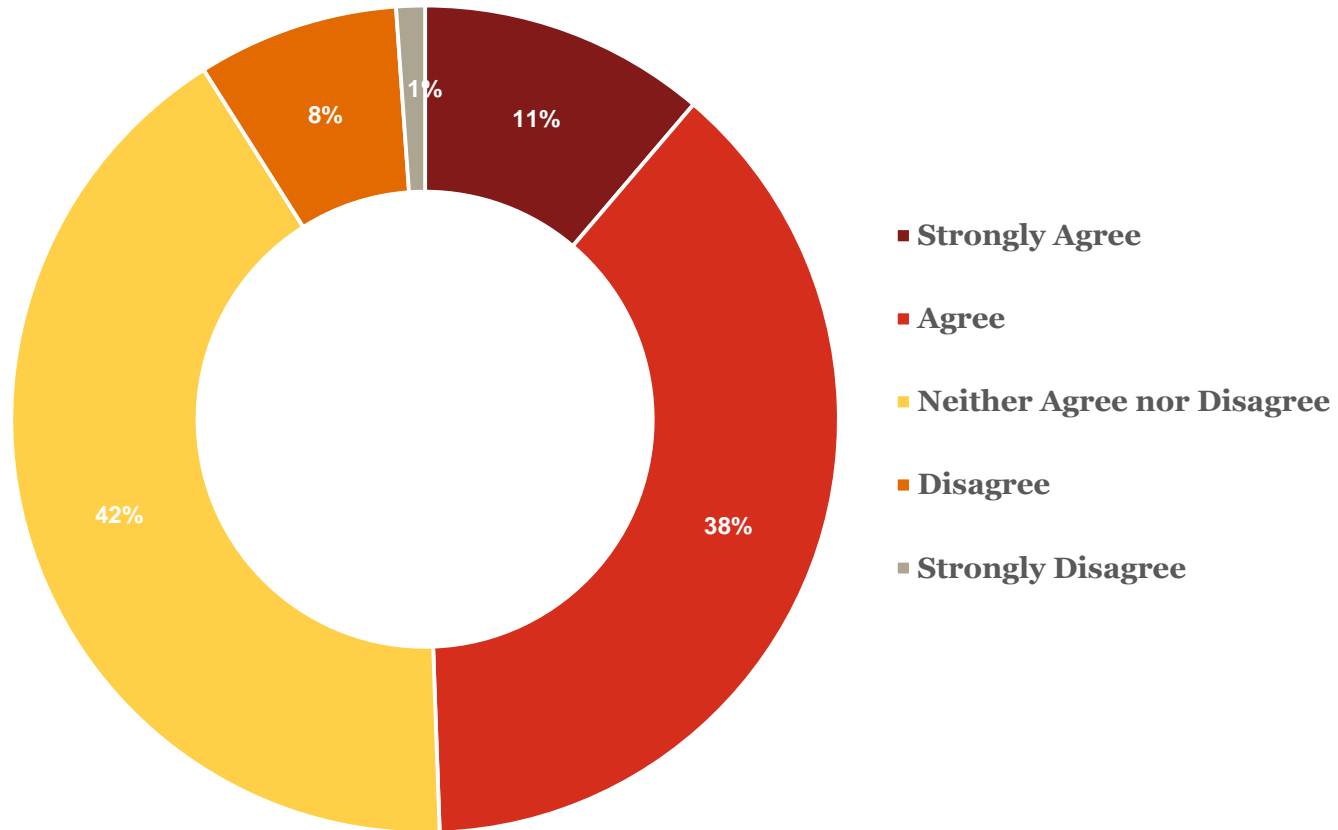
- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree



Agree or Strongly Agree



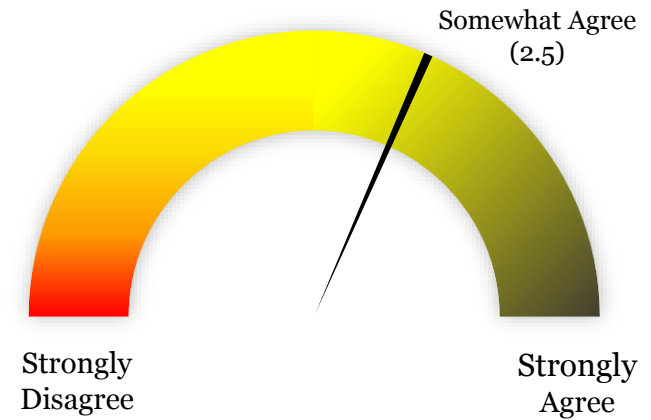
## Managers focus on emotionally engaging their team



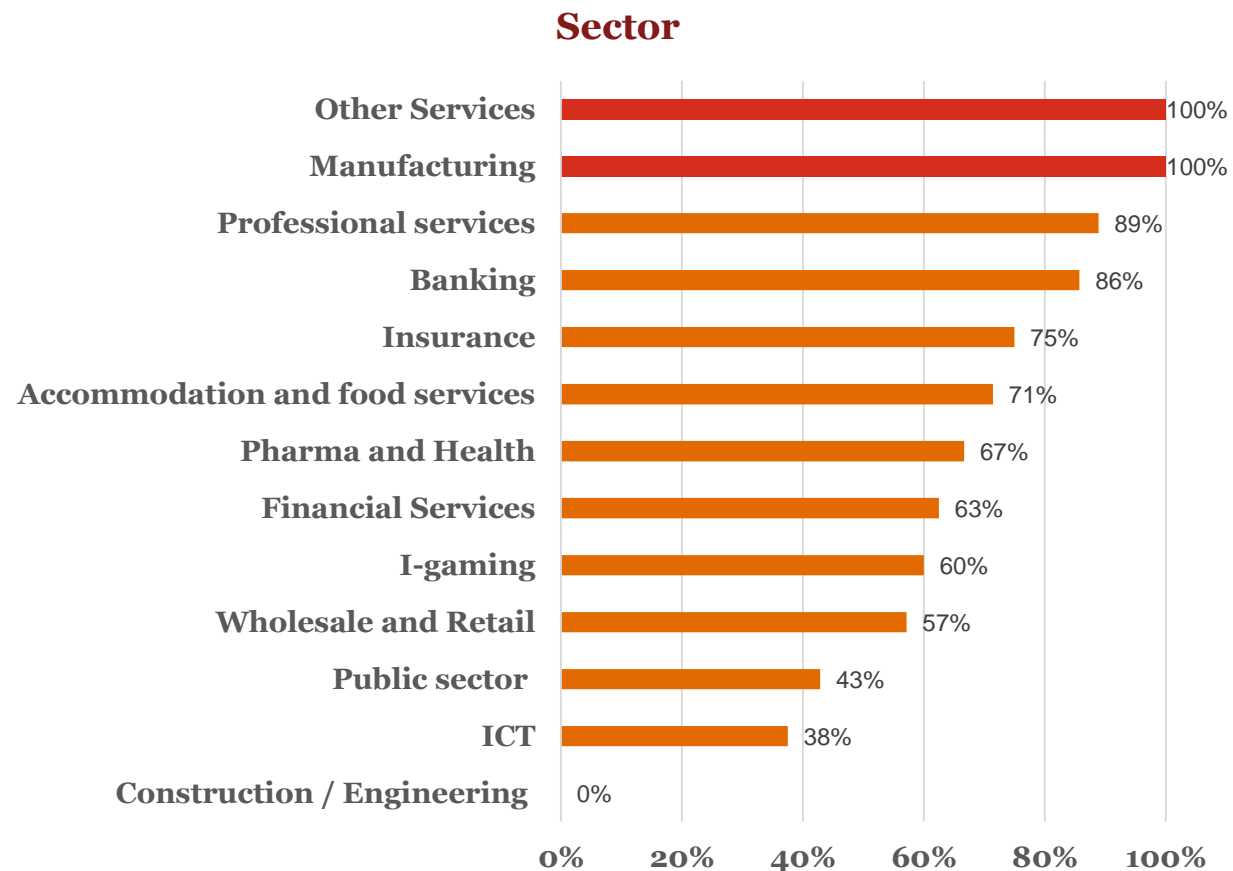
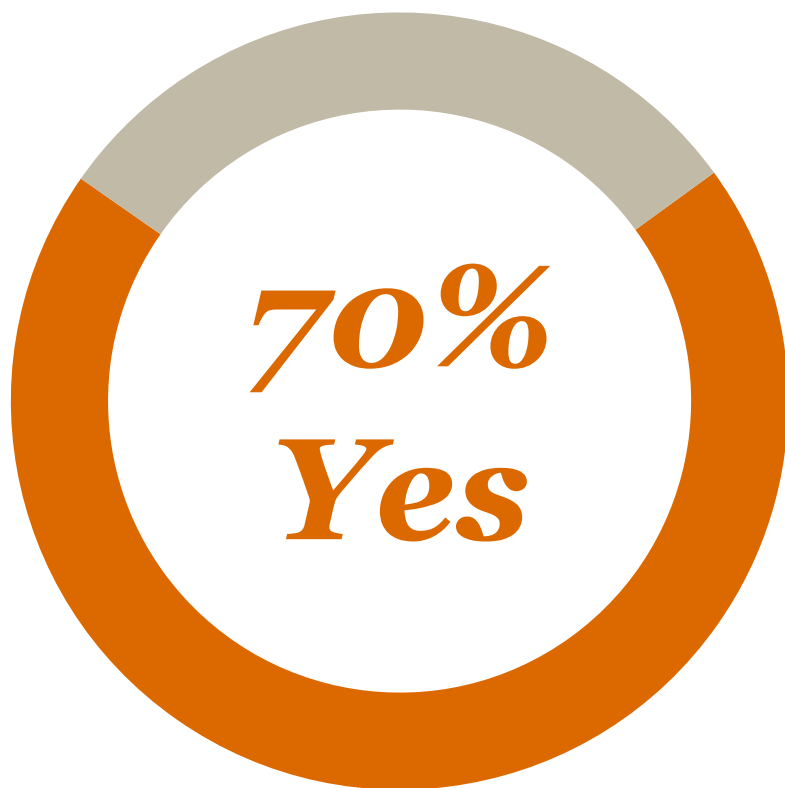
- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree



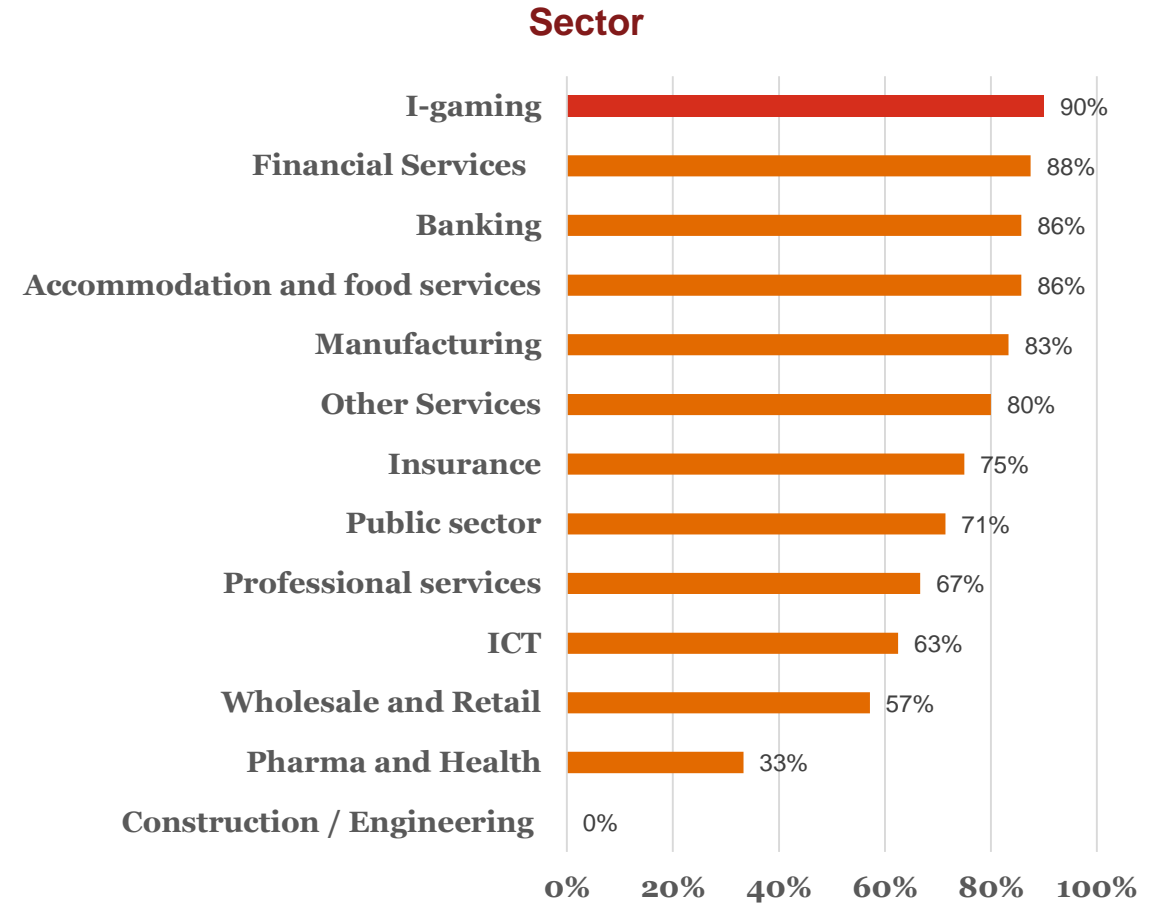
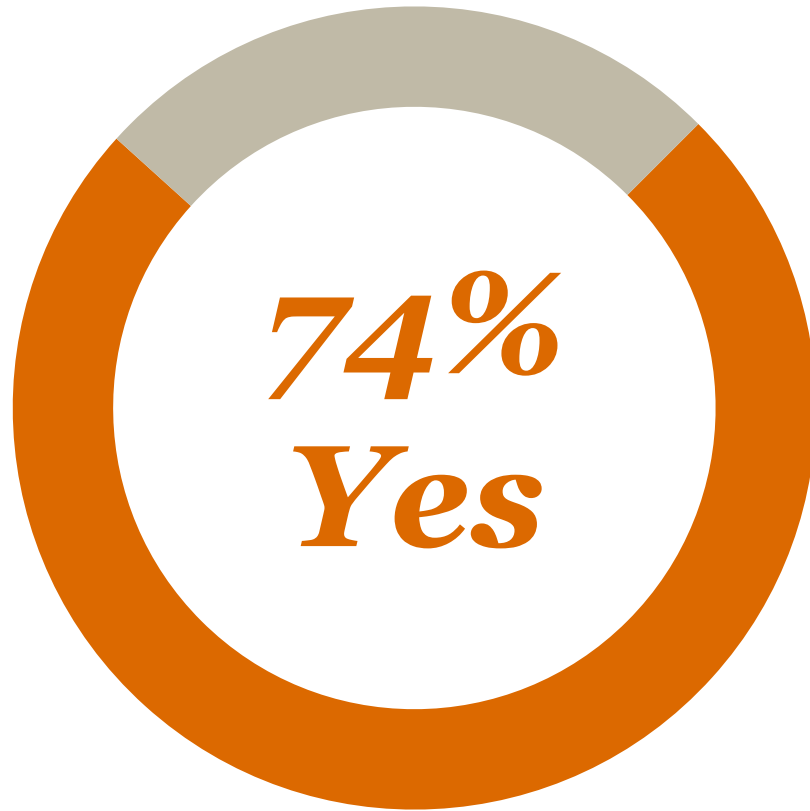
Agree or Strongly Agree



# Does your organisation invest in a development programme for its Managers?

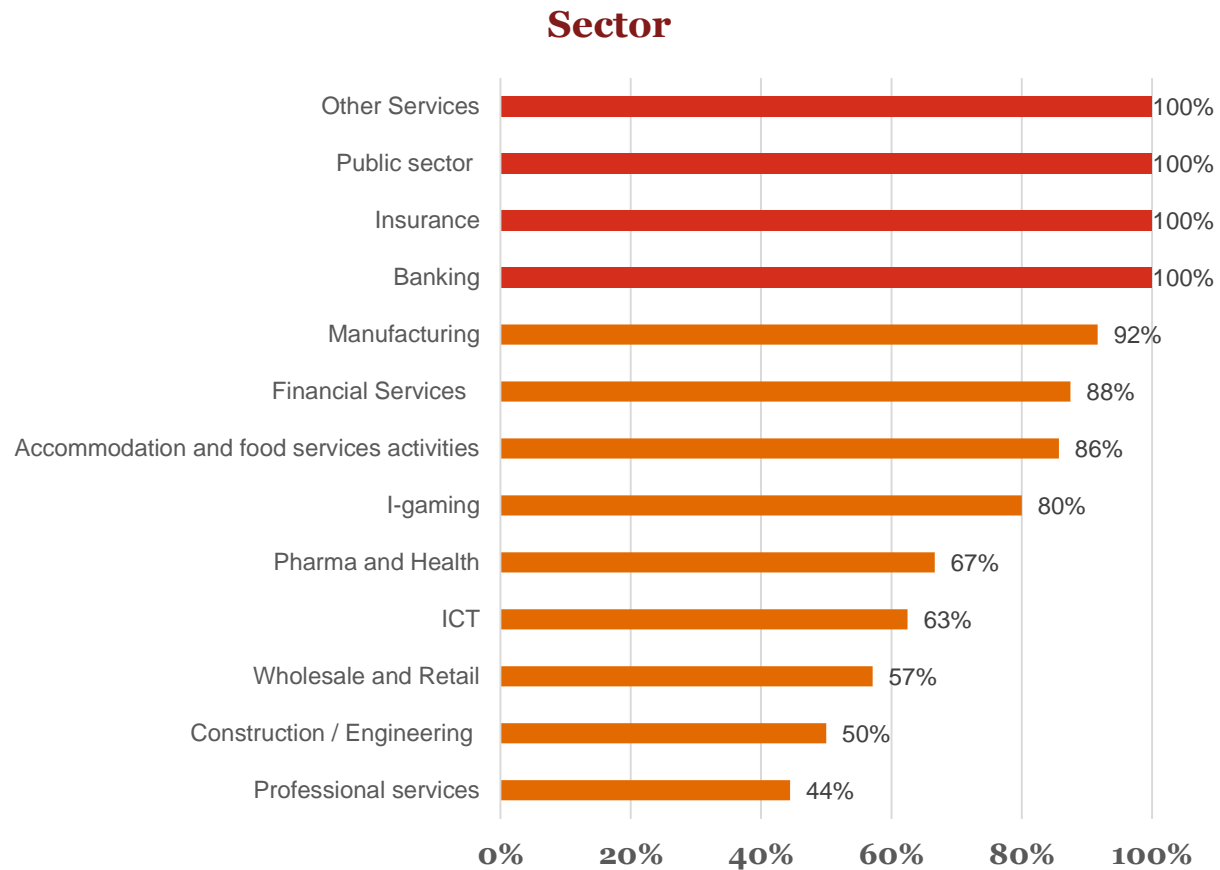


## Action taken by respondents based on the results of the Employee Satisfaction / Engagement Surveys



# *Rewards & Performance Management*

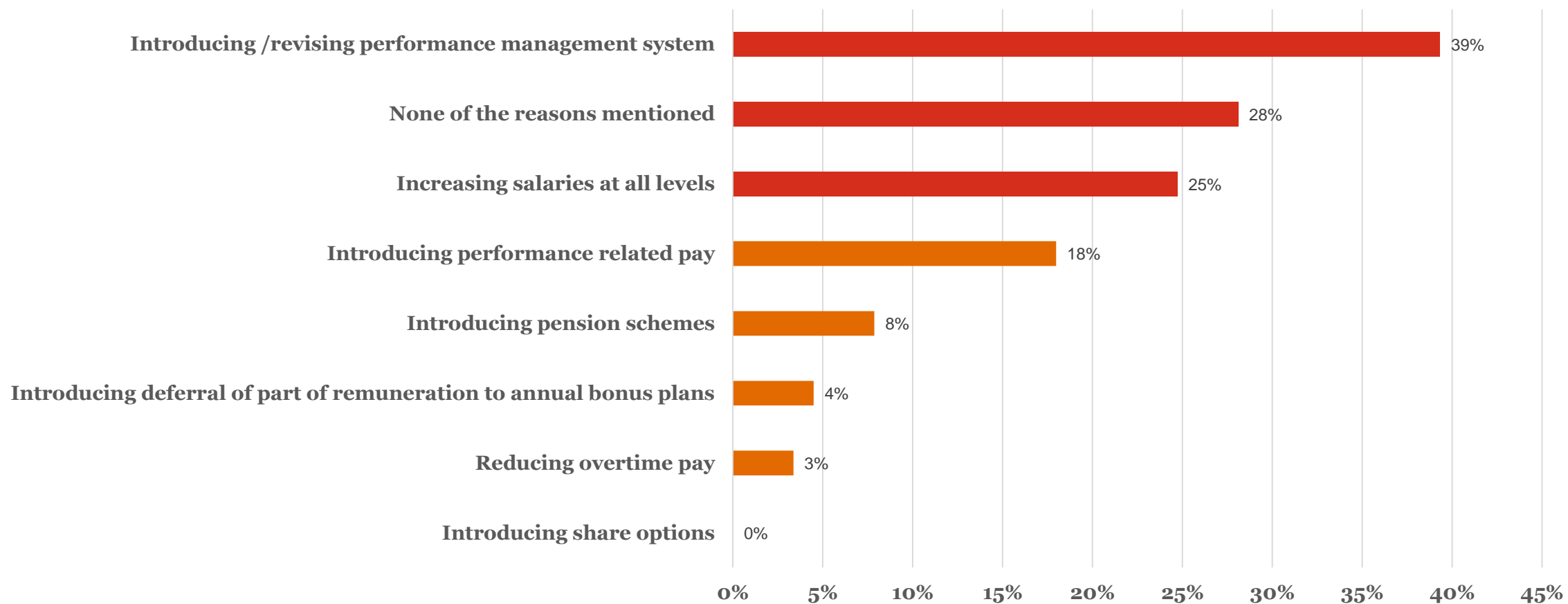
## Respondents' having a formal performance management process



## *Respondents' views on the performance management as currently implemented in own organisations*

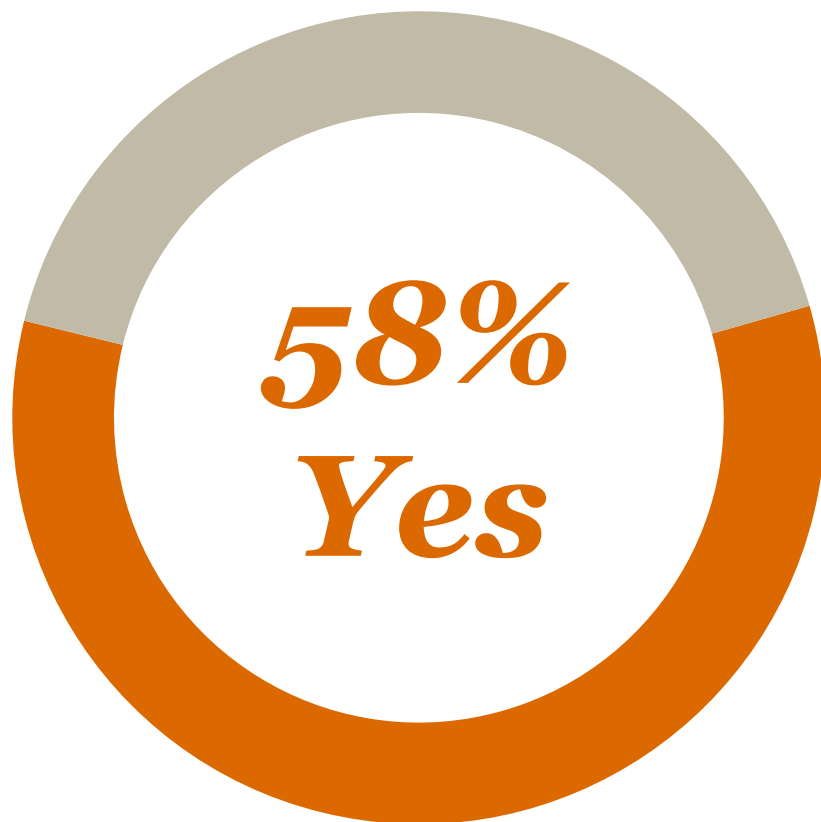


## *Planned changes to rewards strategy over the next 12 months*



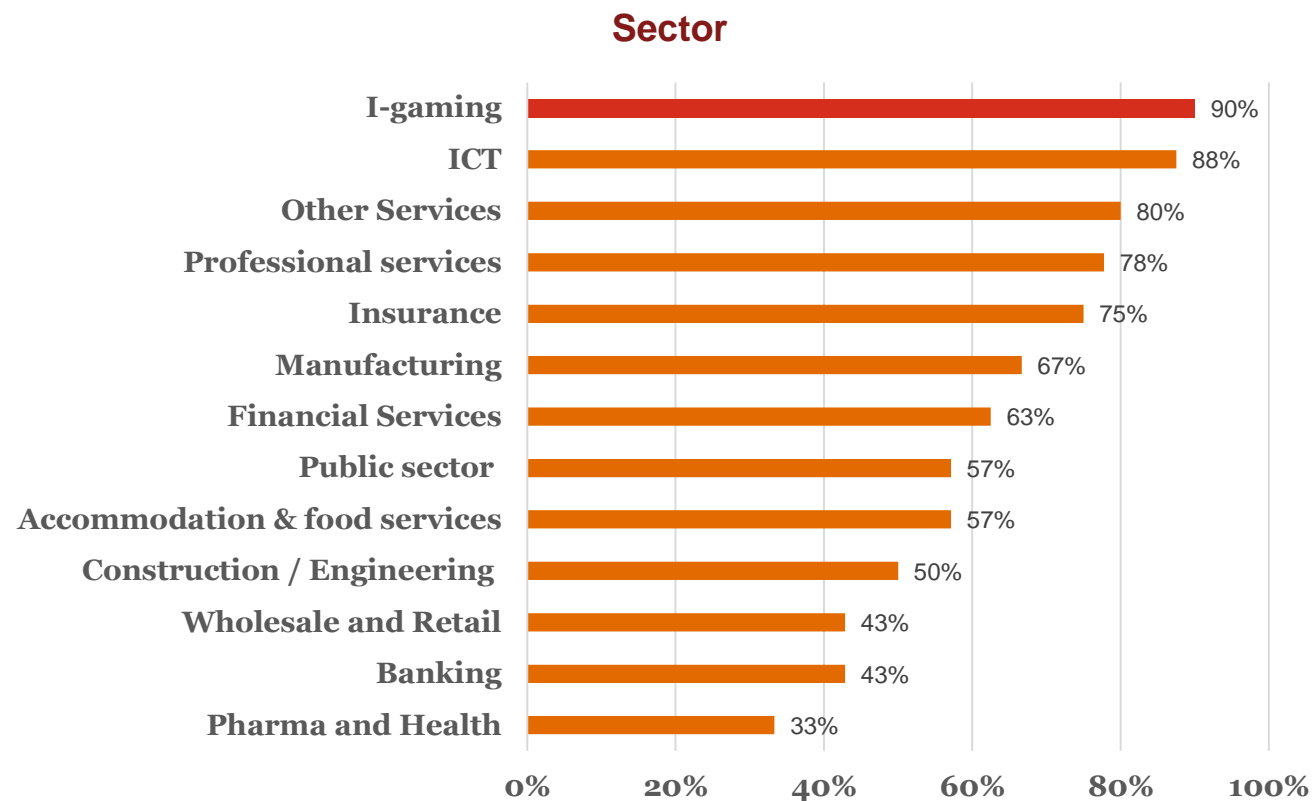
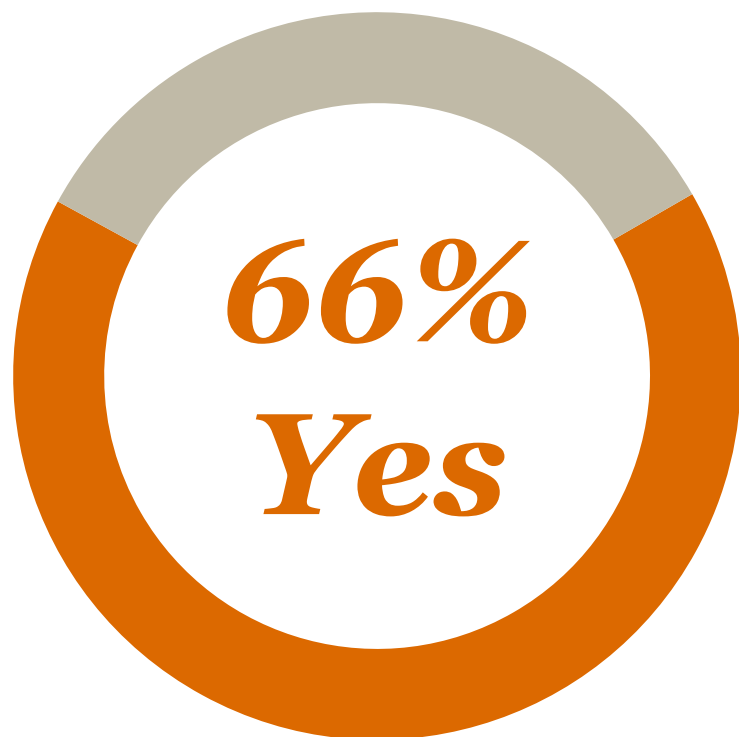


## Performance management framework linked to rewards



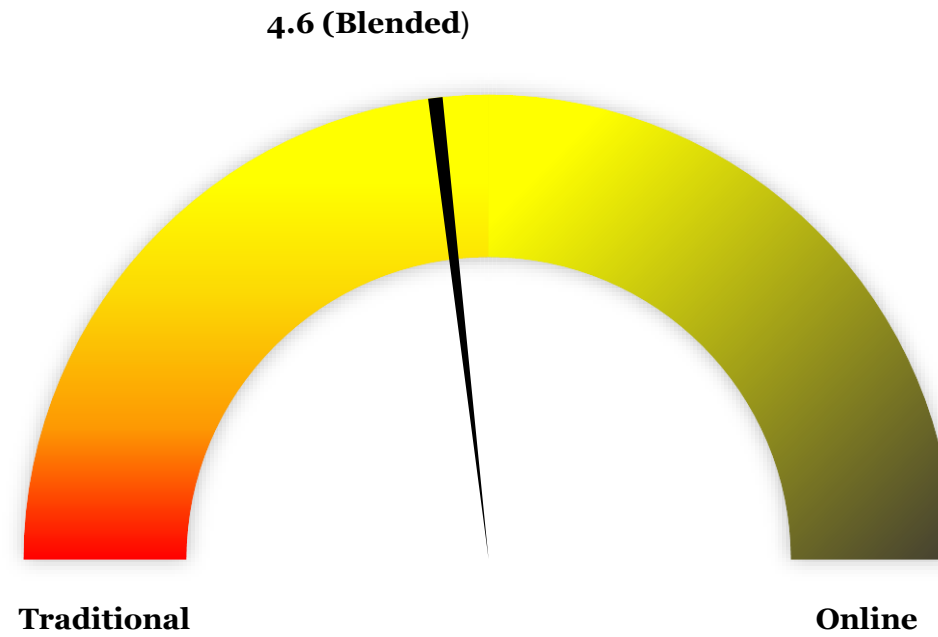
*Learning & development*

## *Push towards a blended or on-line training in your organisation*

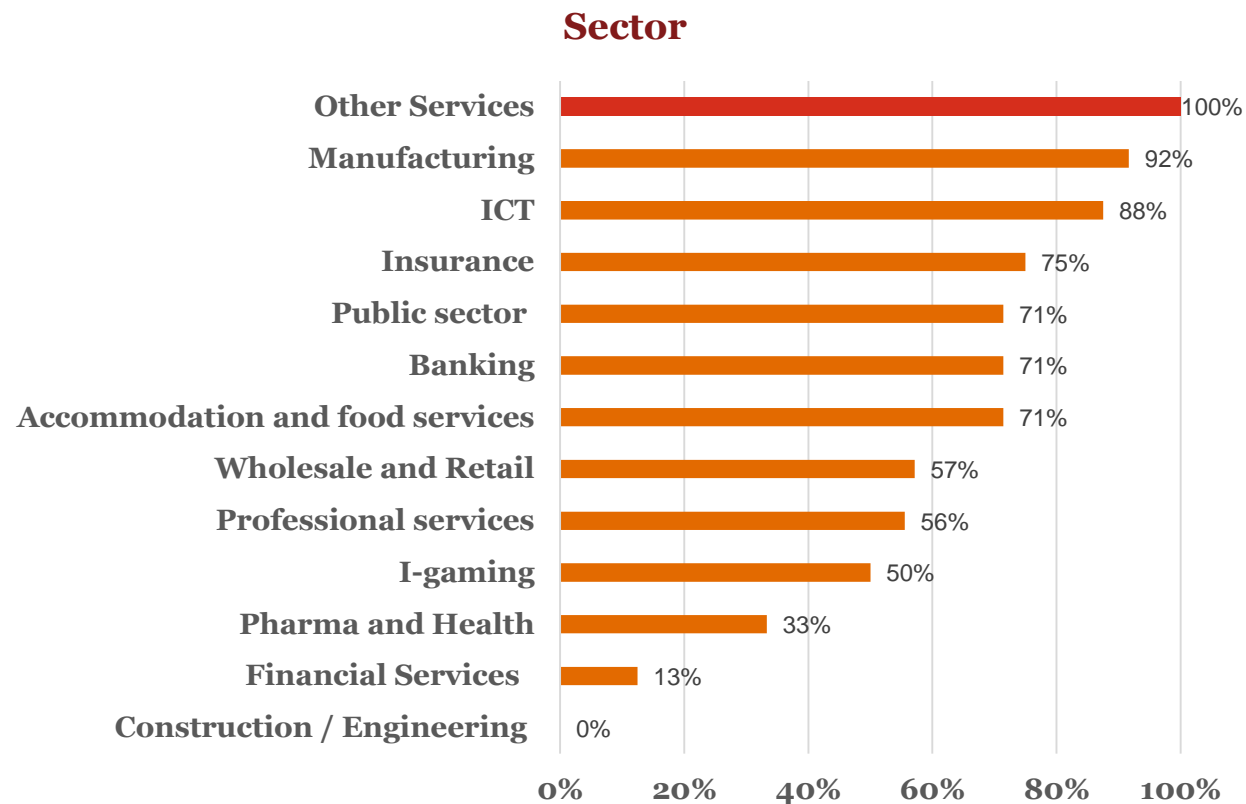
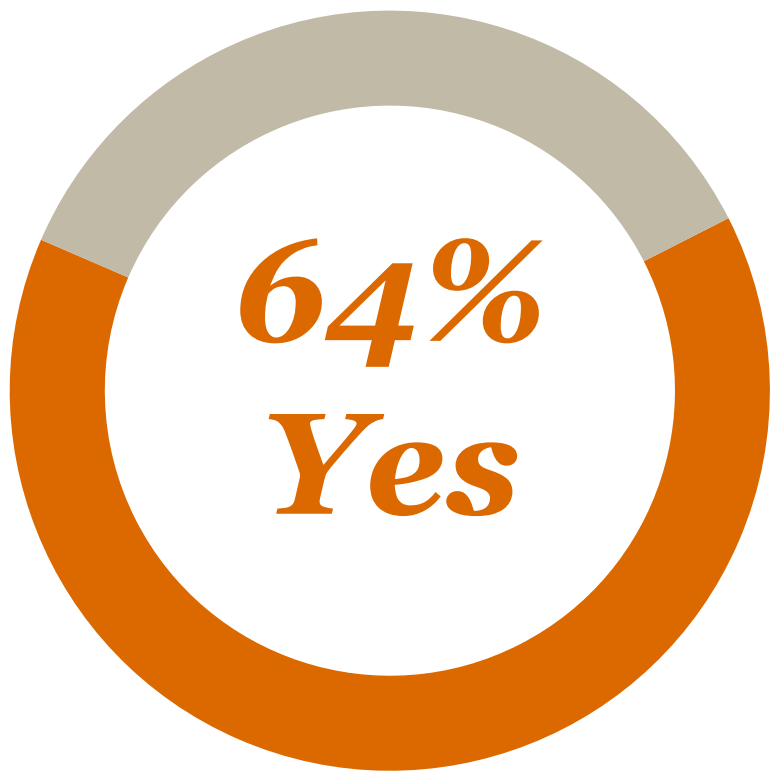


## *Mix of traditional training versus on-line training*

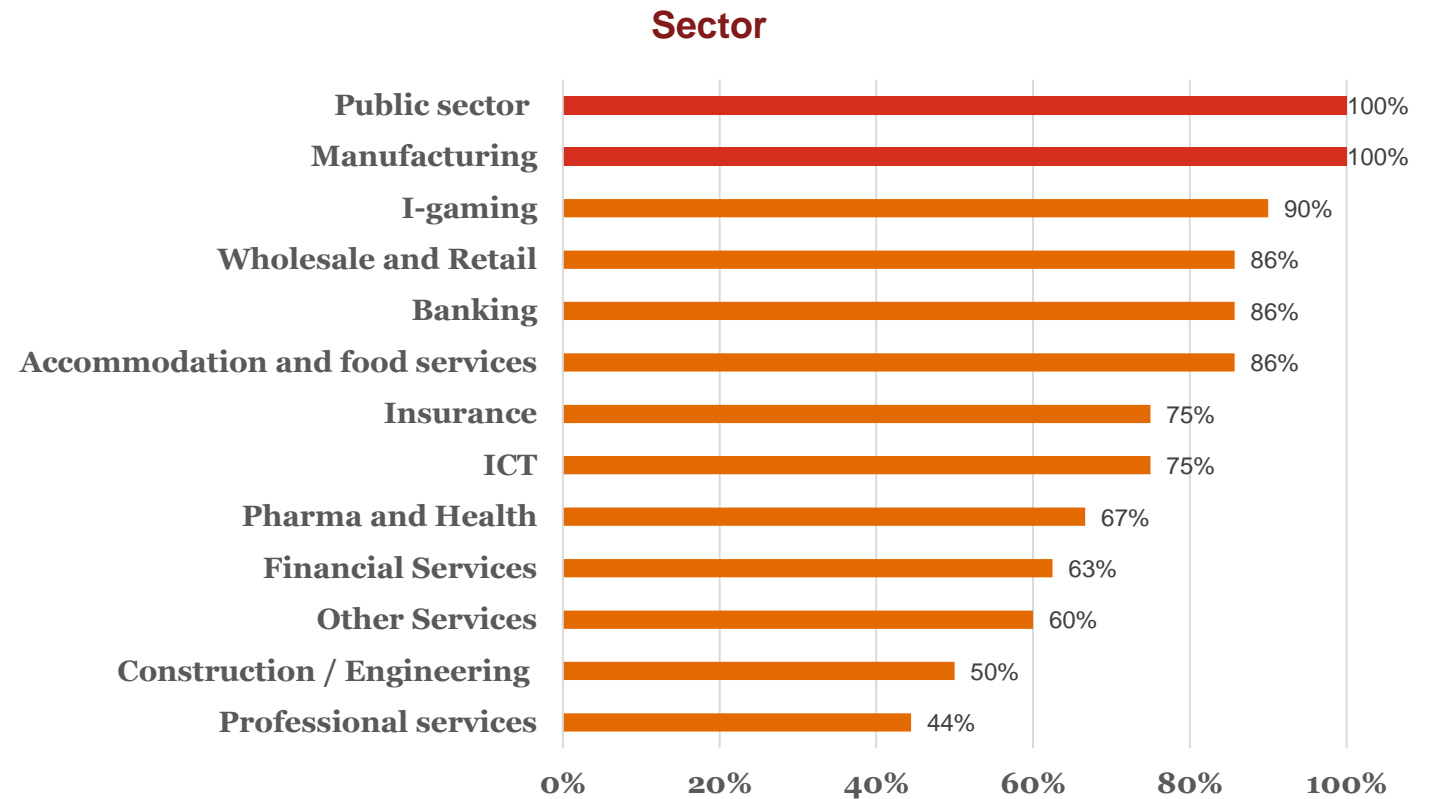
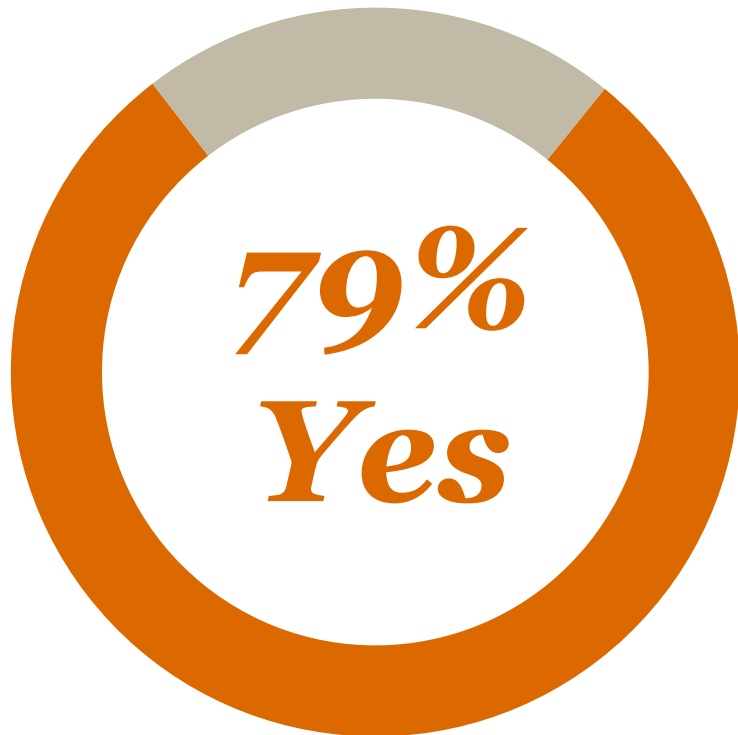
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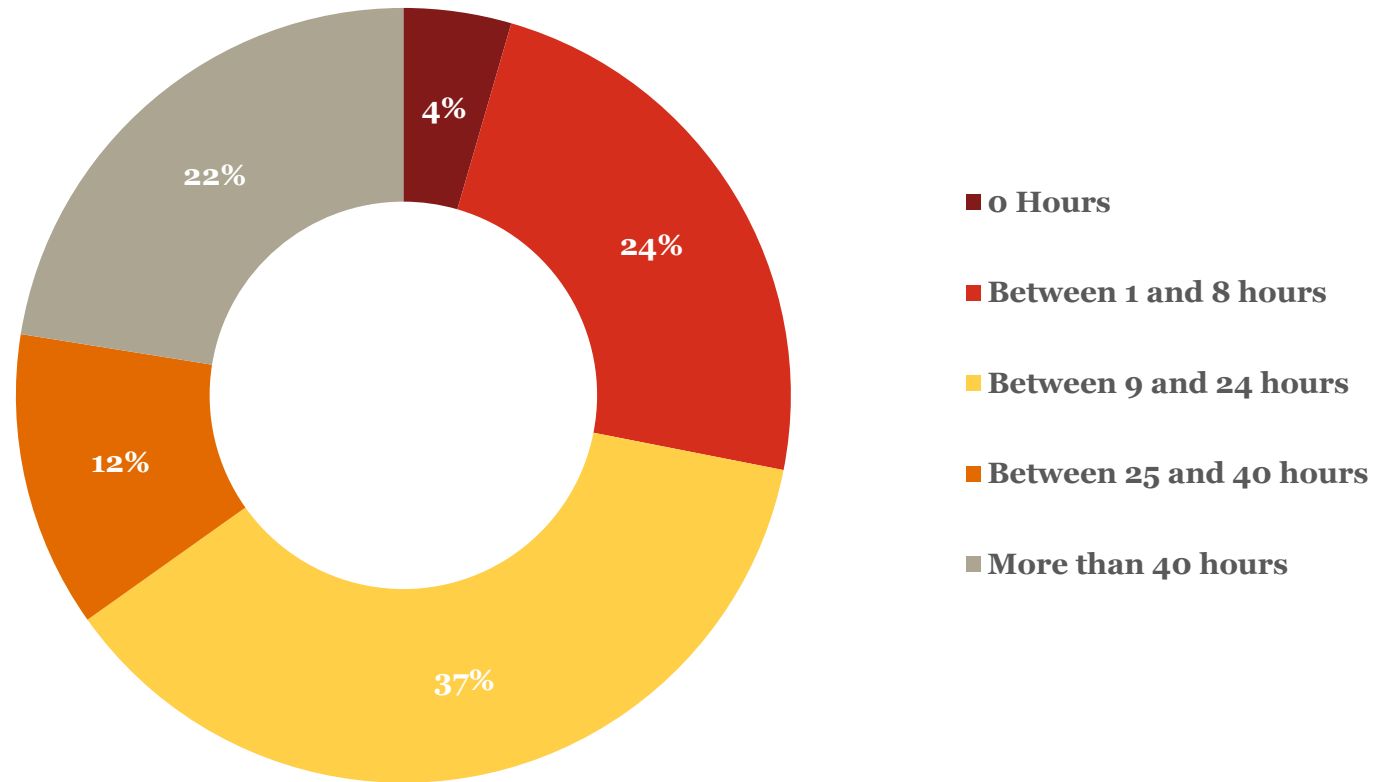
# Training Needs Analysis (TNA) to identify training and development requirements



## Is a budget allocated for formal training purposes on an annual basis?



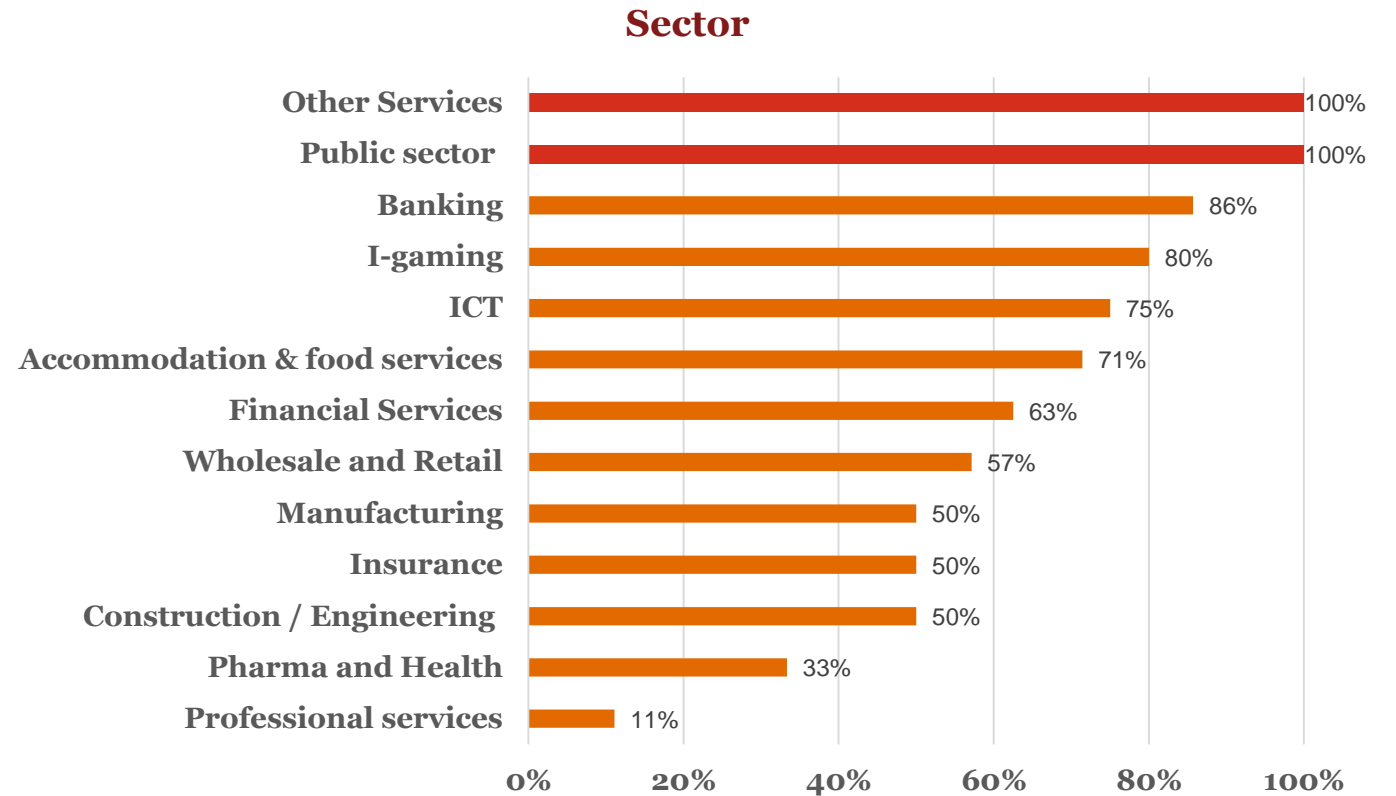
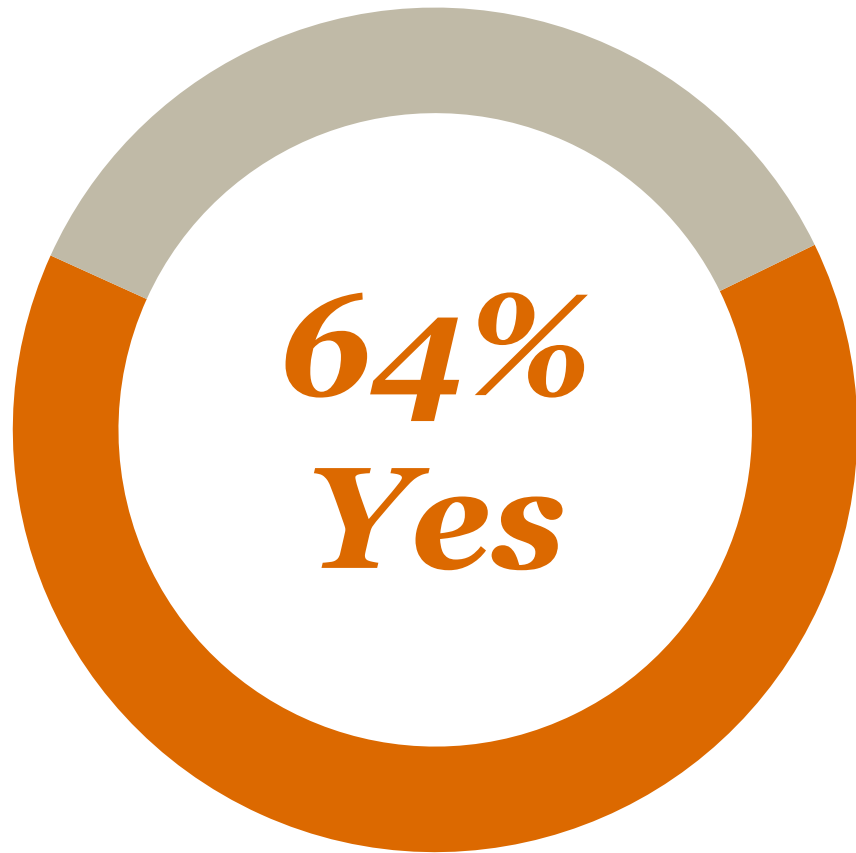
## *Annual time allocated for training interventions (excluding induction / onboarding training) for each employee*



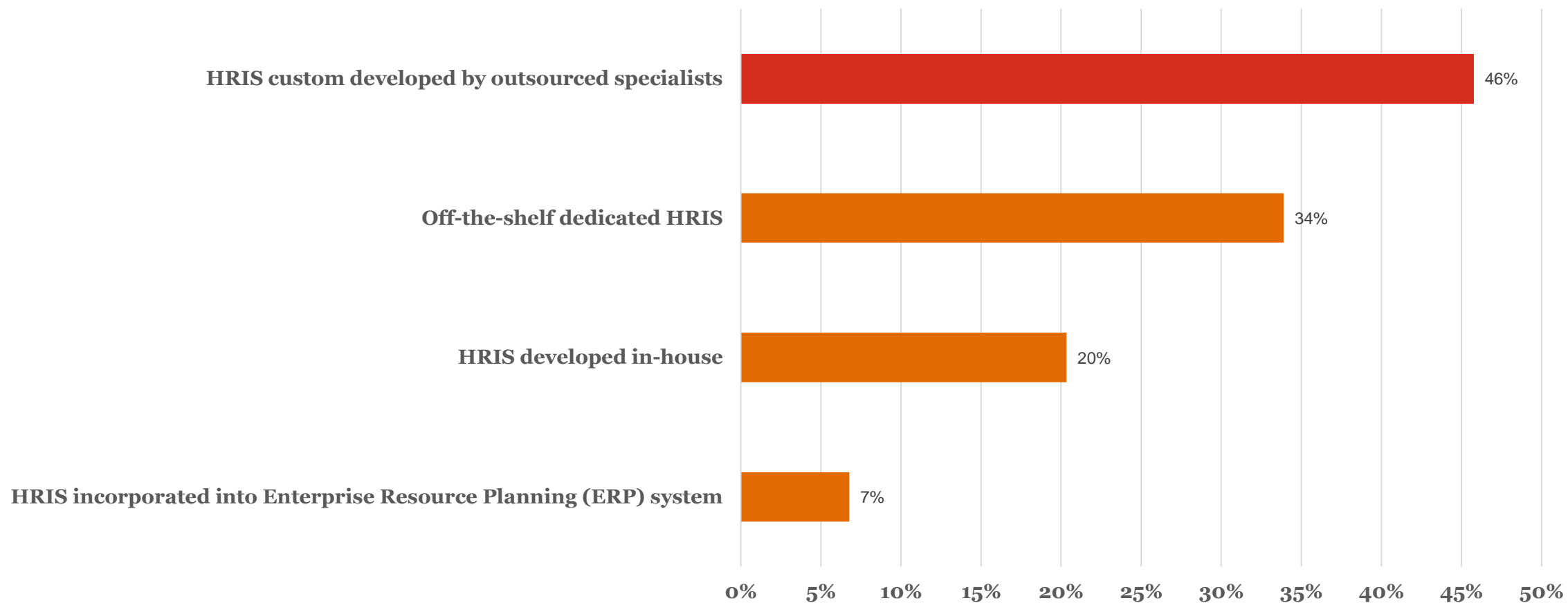
# *Technology in HR*



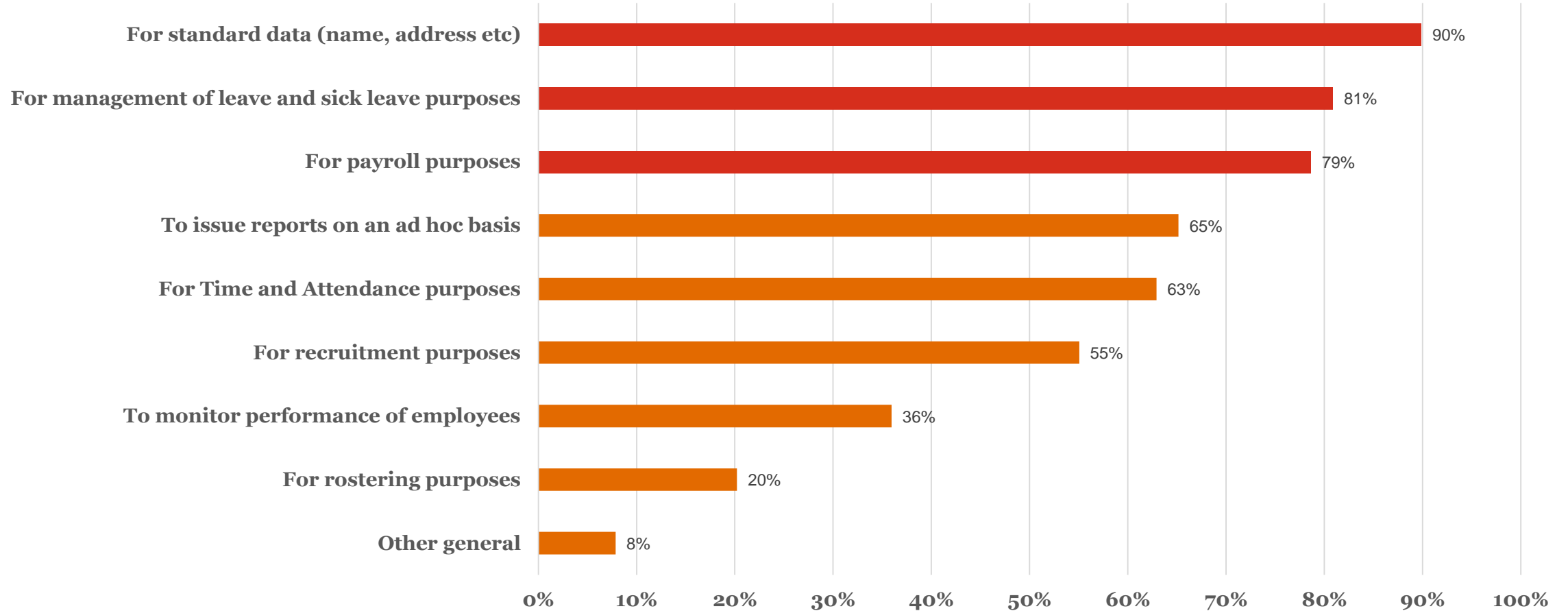
## Respondents' having an HR information system



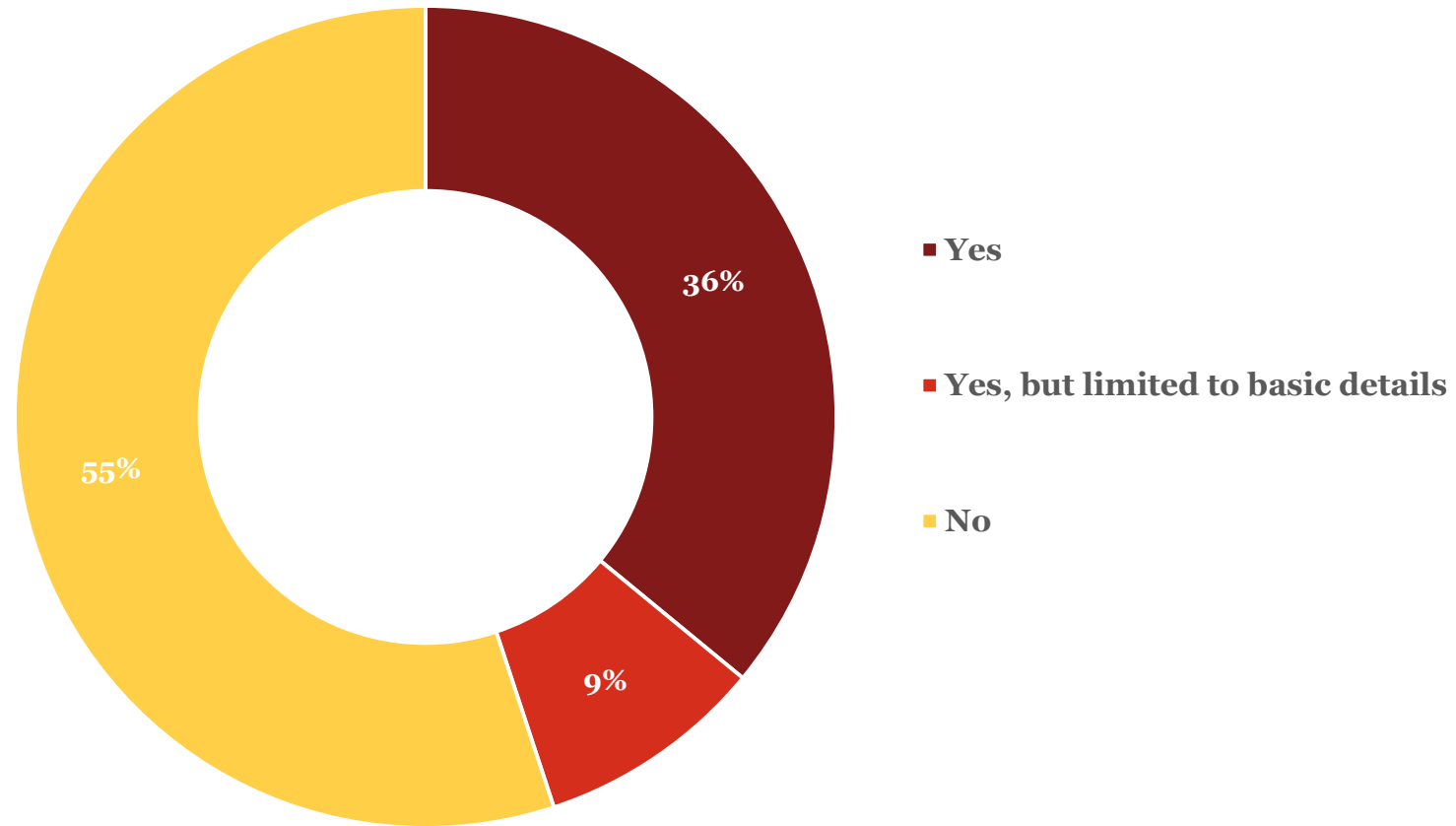
## *Type of HR Information System (HRIS) used in respondents' organisations*



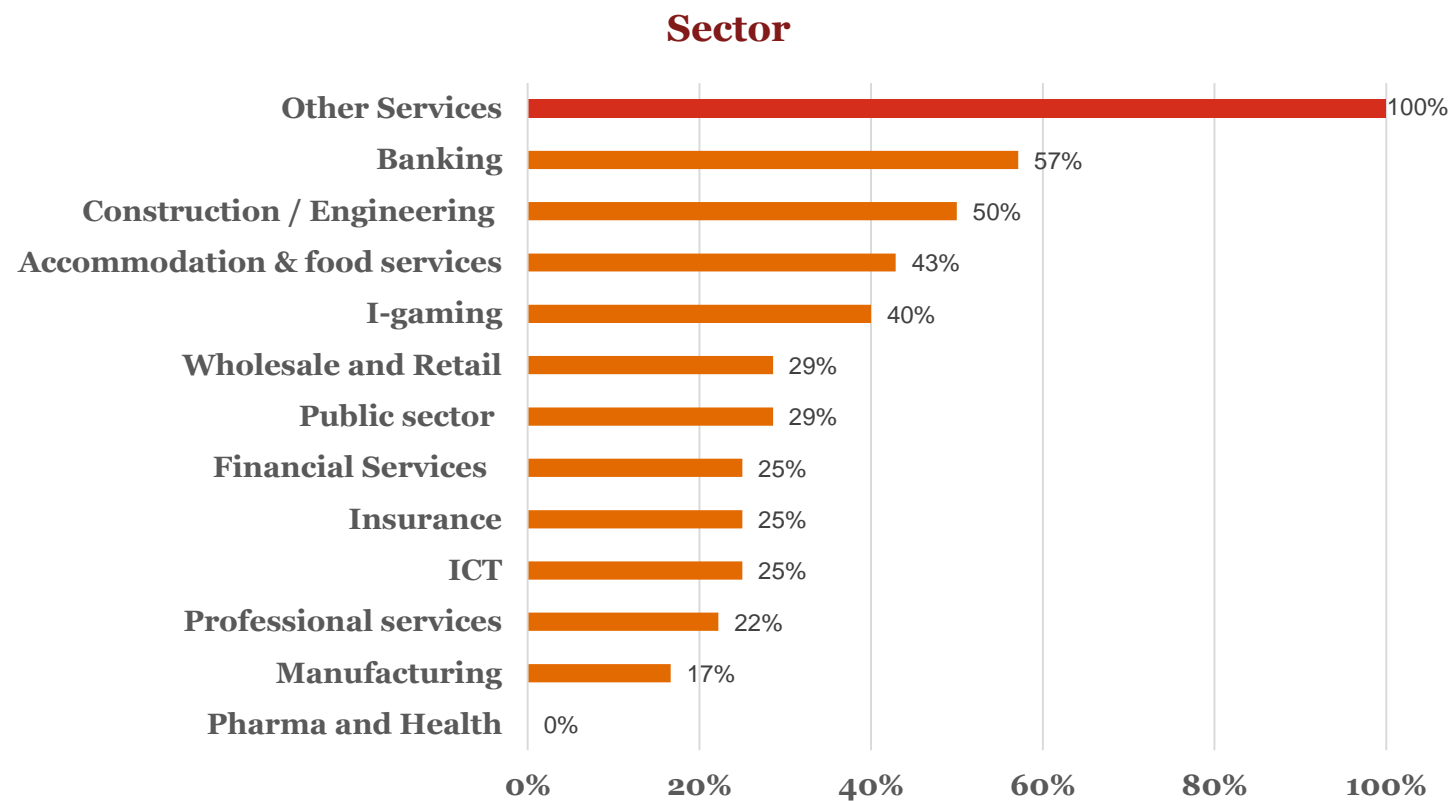
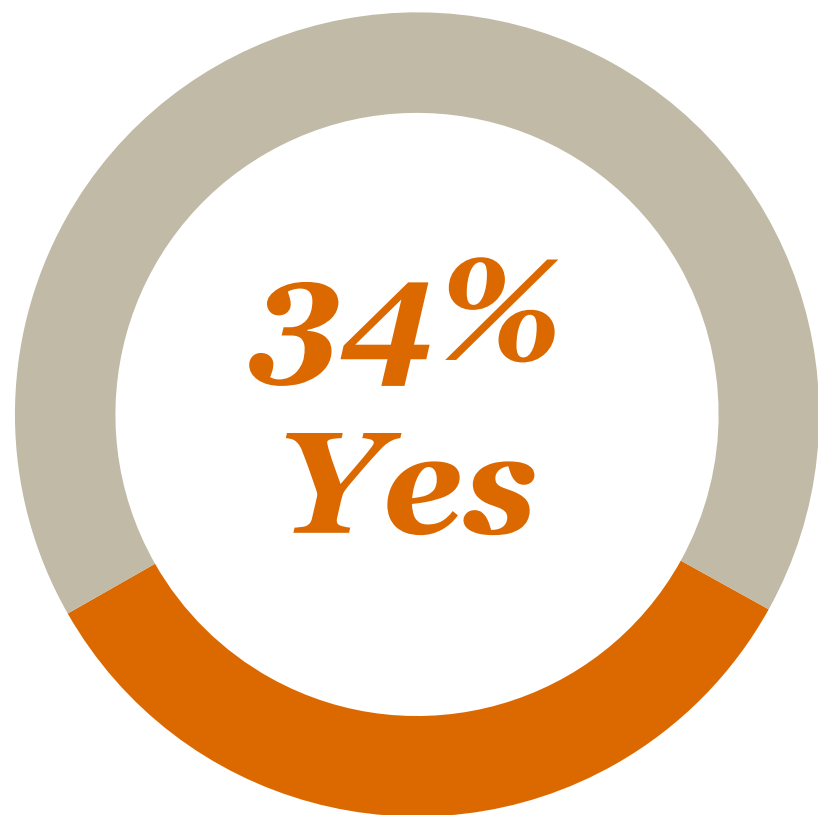
## Uses of HR data



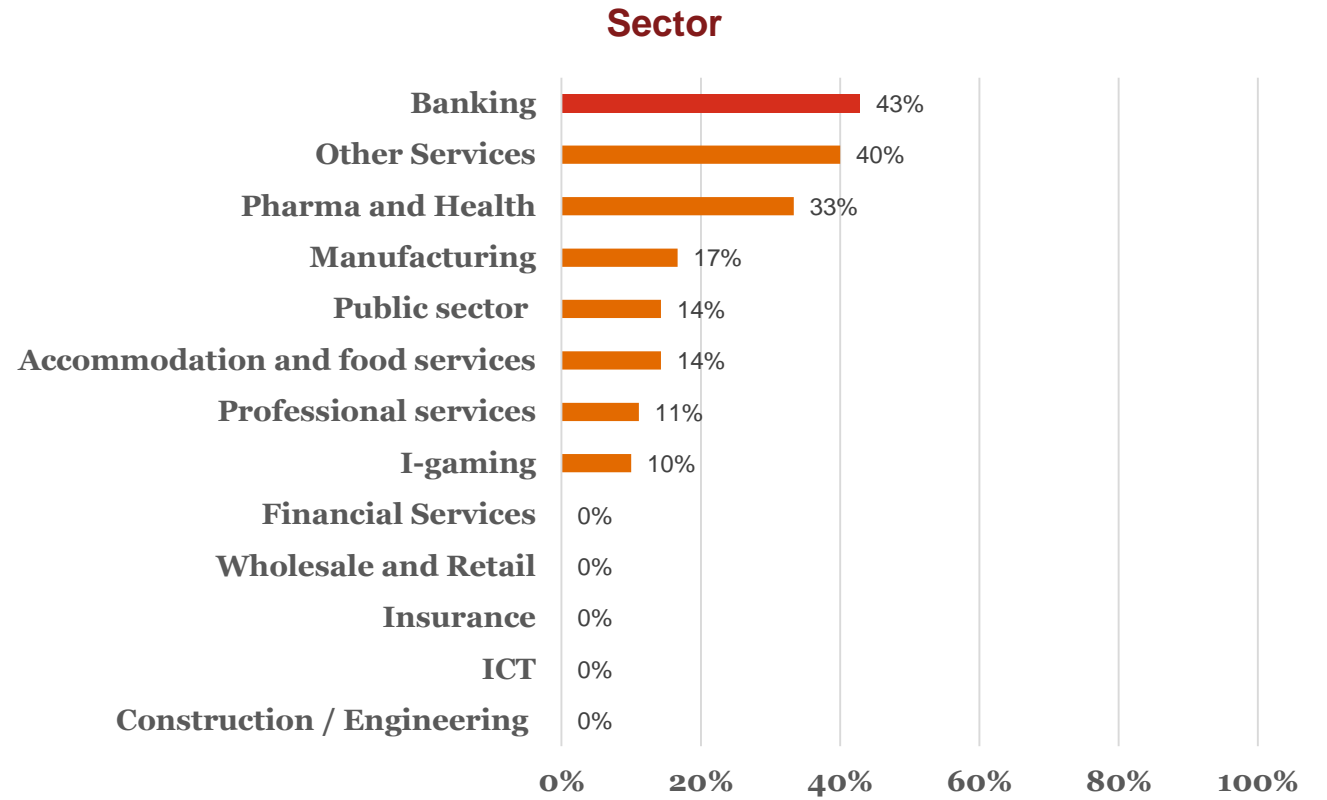
## *Use of HRIS for recruitment and staffing purposes*



## Formal HR Technology roadmap/strategy in place



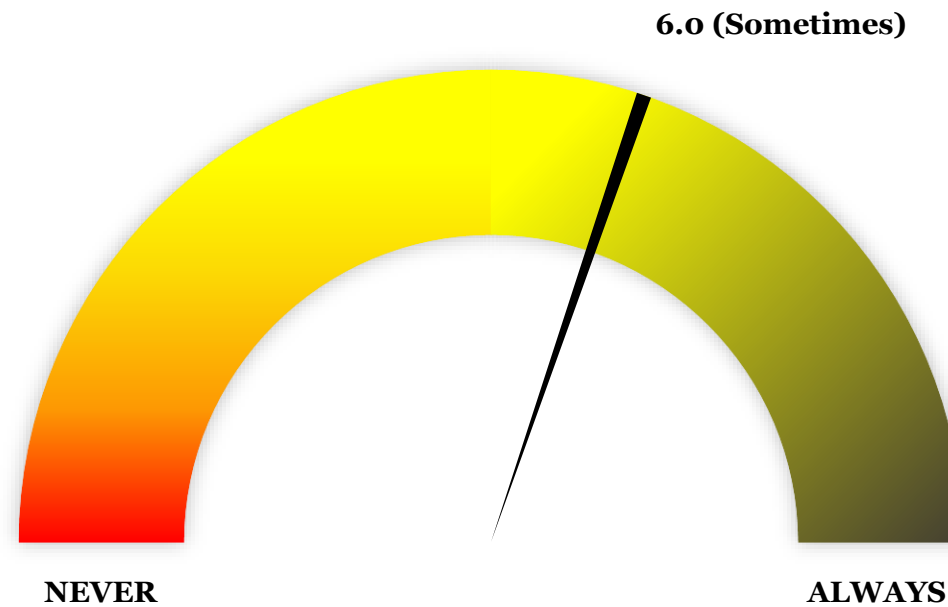
# Use of HR analytics software



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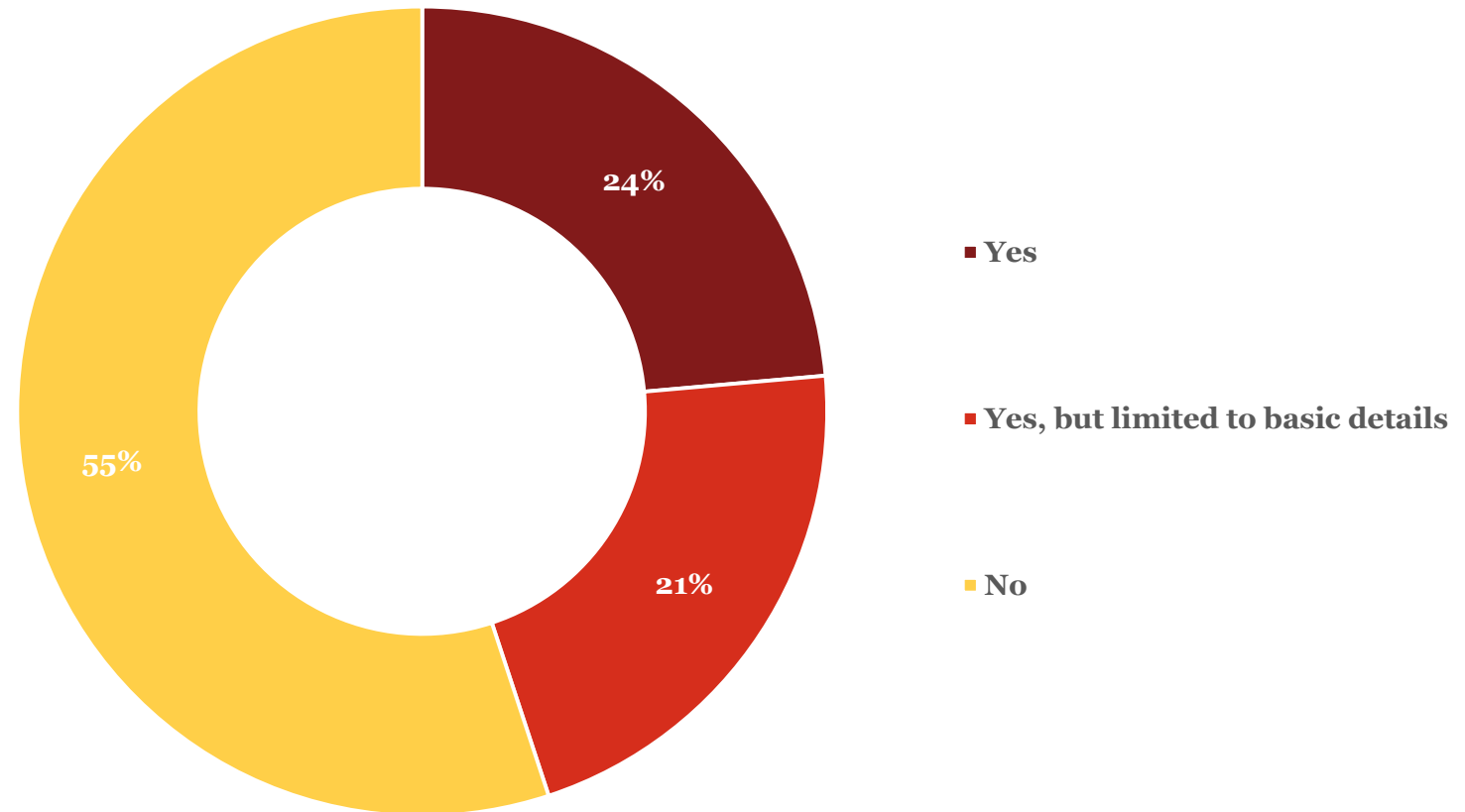
## *Extent of use of technology within the HR Department*

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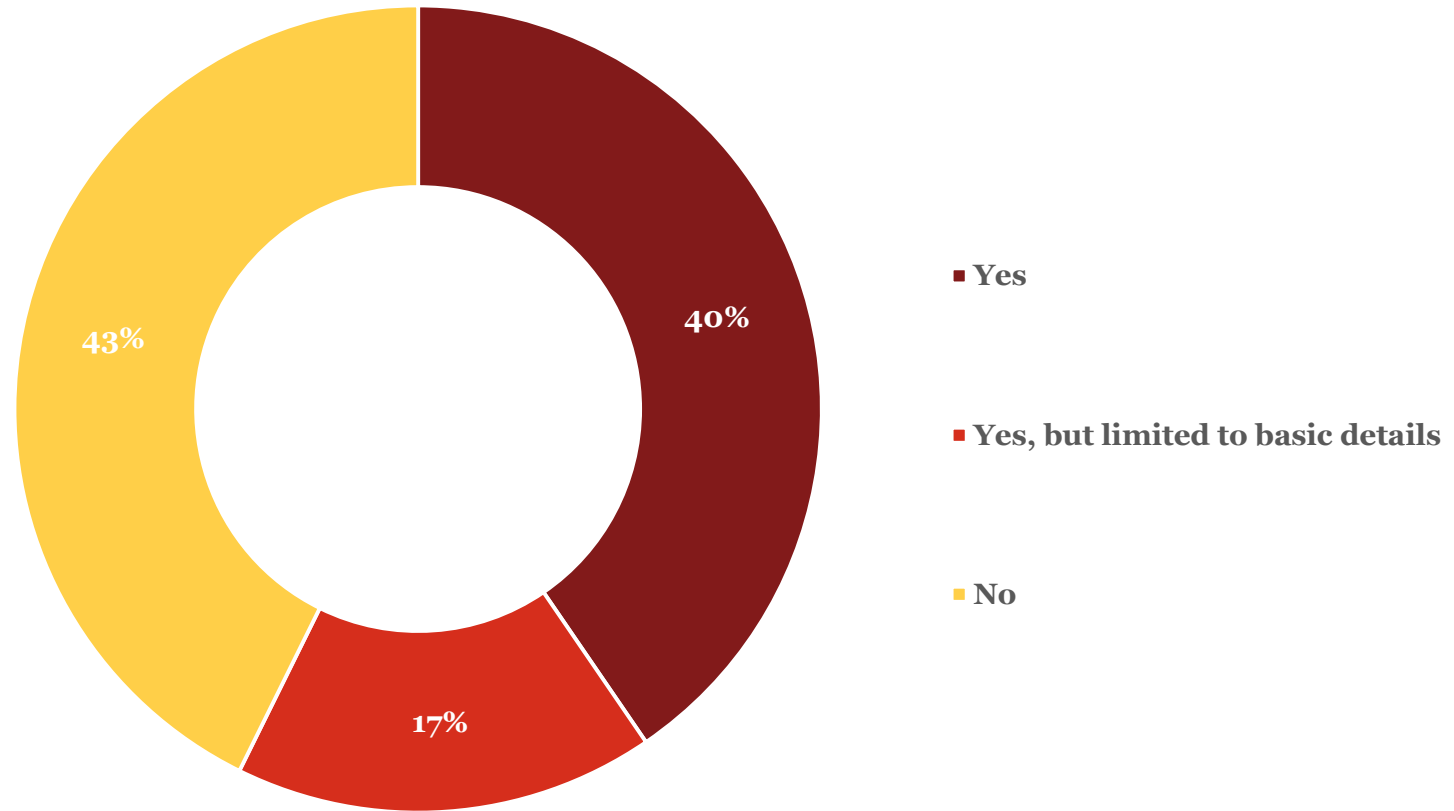
## *Employees access to their data records on the HRIS*

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## *Managers' access to the HRIS with respect to their direct employees*



*Questions & comments*

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*Thank you!*

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