

HR Pulse Survey 2023

Data-driven Insights on the Future of Work

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HR Transform
The Future of Work

Meet the Facilitators



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Agenda

- 1 The Context

- 2 About the Survey

- 3 Greatest Misalignment between Current Practices and Perceived Importance

- 4 Greatest Alignment between Current Practices and Perceived Importance

- 5 Organisational Priorities: Top and Bottom Current Focus Areas

- 6 Top and Bottom Priorities for the Future

- 7 Highest and Lowest Future Priorities
 - *Spotlight on becoming a Sustainability Focused Employer*

 - *Spotlight on the Future of Learning*

The Context

Throughout the past two decades the world of world of work has gone through a huge economic transition

The Context

From an economy powered by this ...



The economic model was Industrial, with wealth being derived through a connection of physical things.

to an economy powered by this



Data, software & knowledge has now supercharged industries in various ways.

A future arriving at unprecedented speed



Rising value

In 1958, the average S&P 500 company had been in the index for 60+ years. Now it's less than 20 years.



New disruptors

TikTok, Snapchat, Instagram, Bolt, Lyft all founded in 2010 or after.



Jobs we can't imagine

65% of jobs of today's primary school kids don't yet exist.

(World Economic Forum)

About the 2023 Survey The Future of Work

109

participants contributed to this year's HR Pulse Survey.

Most respondents hail from organisations with:

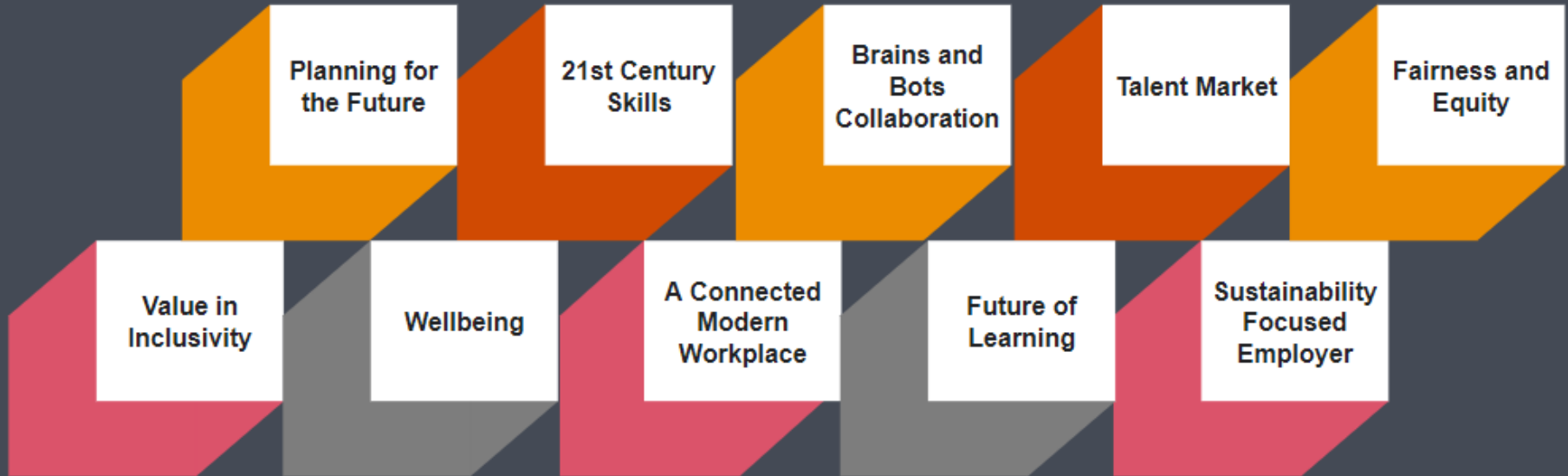
- 50-249 employees: **41%**
- >250 employees: **42%**

- Financial and Insurance Activities: **23%**
- Arts, Entertainment, and iGaming: **10%**
- Wholesale and Retail Trade: **10%**

- Central HR roles (HR Director, Head of HR, HR Manager): **67%**
- Senior management positions (CEO, MD, GM): **8%**
- Other roles: **25%**

About the 2023 Survey

The Future of Work

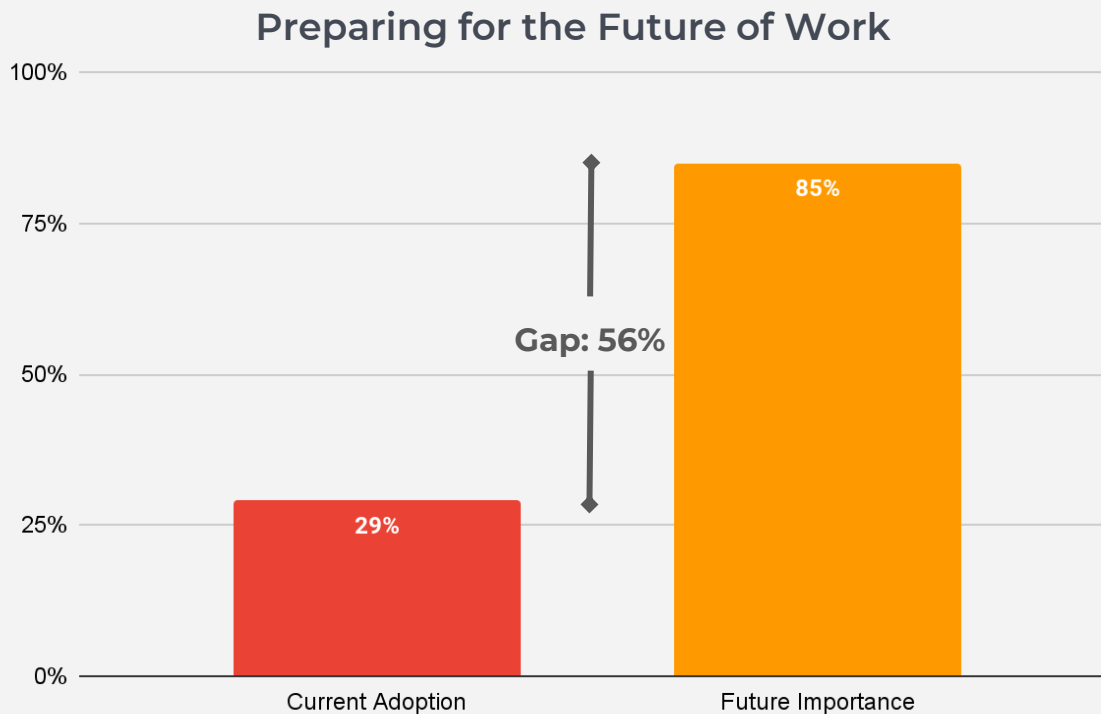




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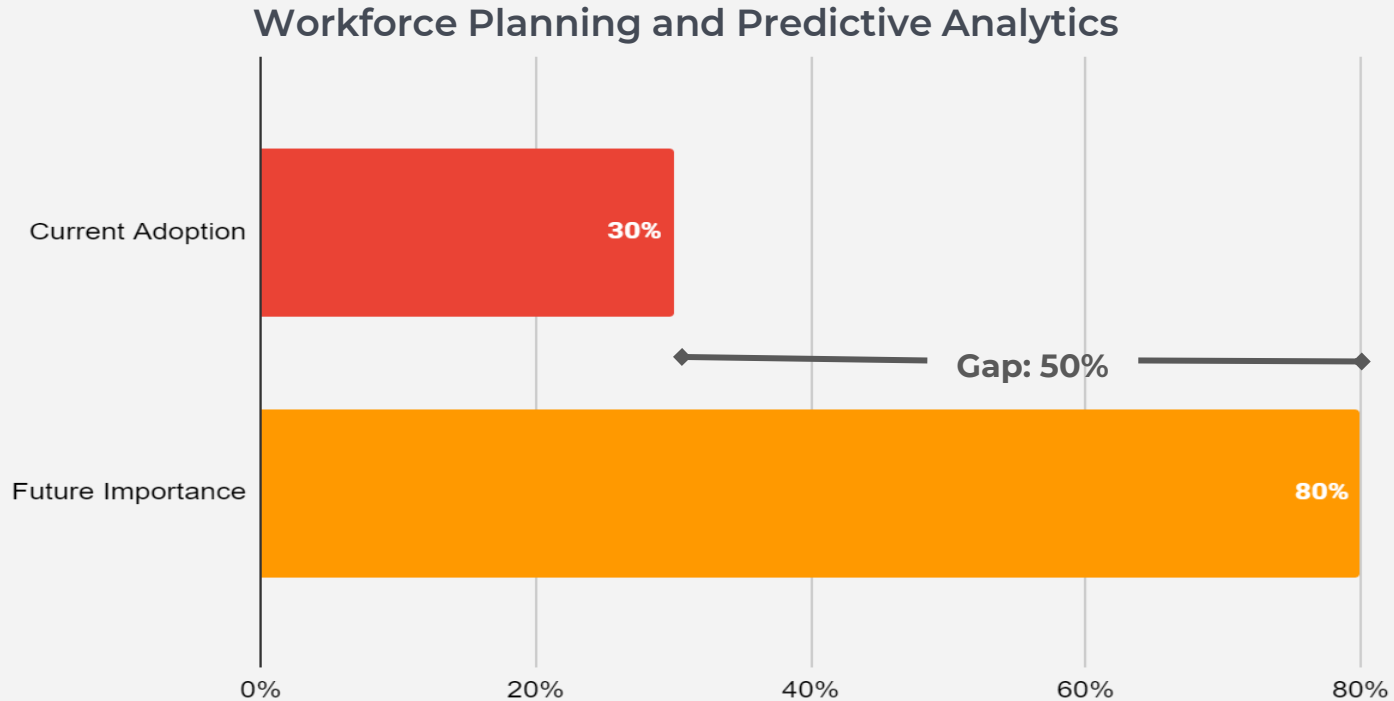
Greatest Misalignment between Current Practices and Perceived Importance

Fairness and Equity



Question: *We have created an open and transparent narrative on how we are preparing for the future of work - including the anticipated impacts of automation and AI on our workforce*

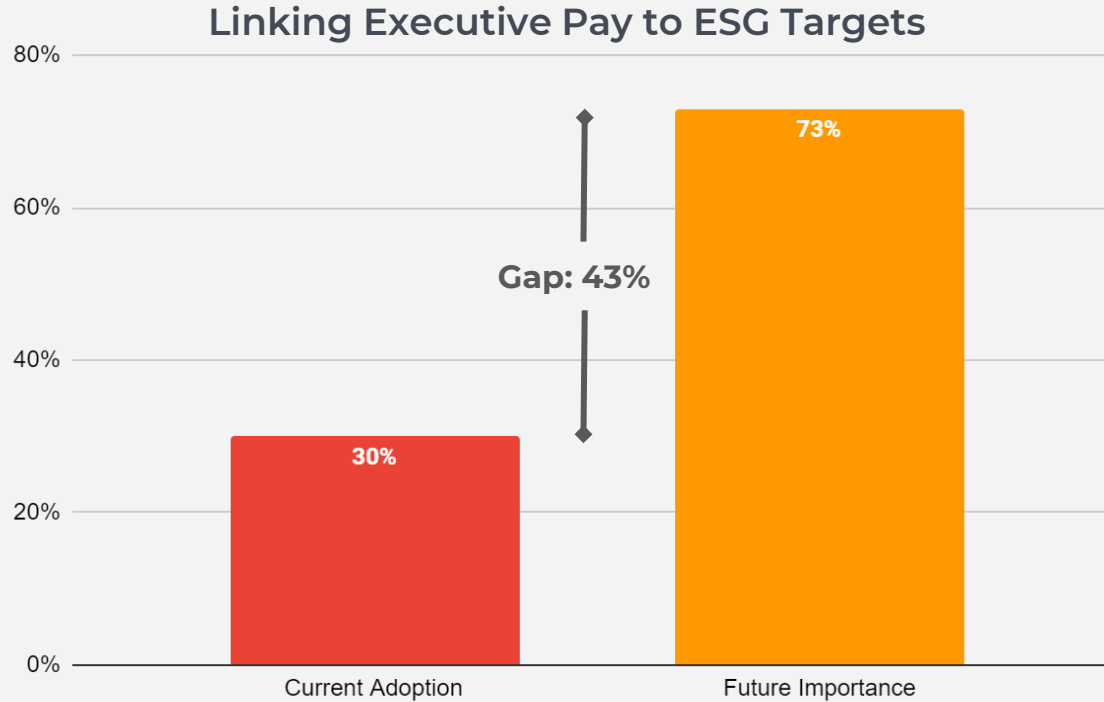
Planning for the Future



Question: We use sophisticated workforce planning and predictive analytics

Top 2 misalignment of 36

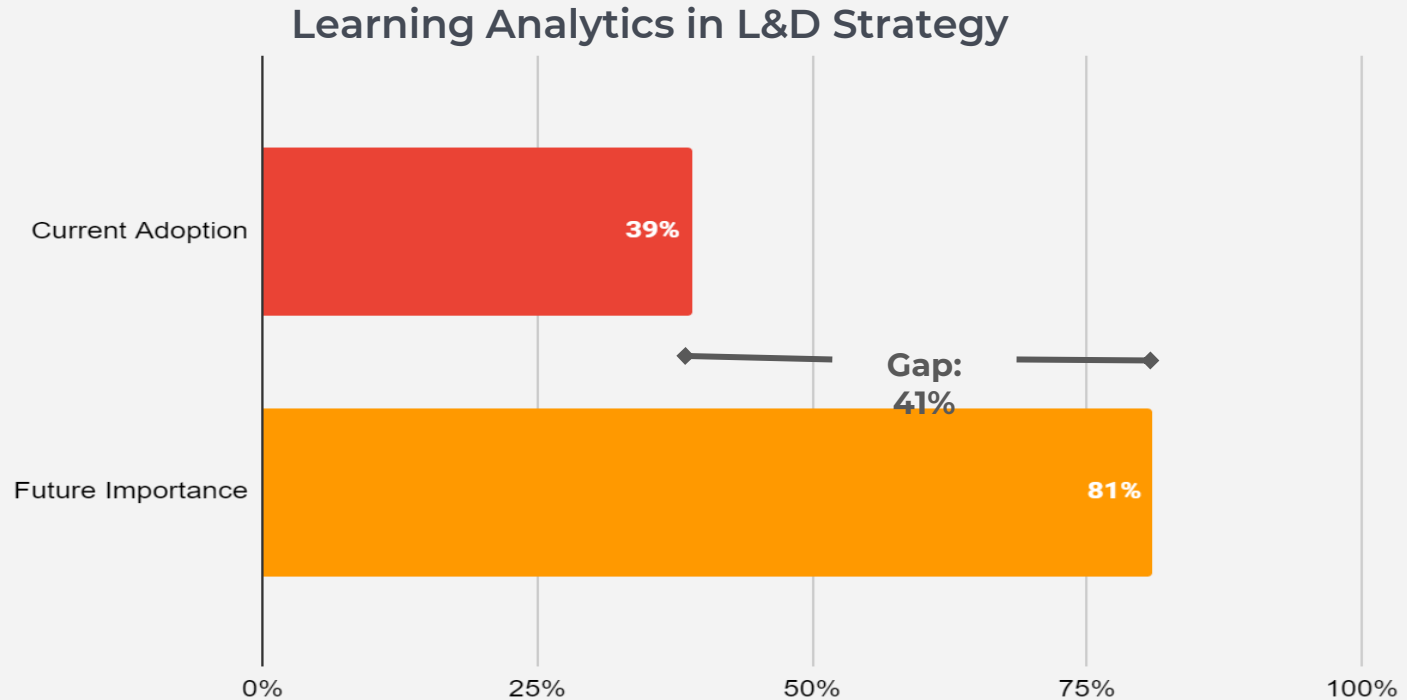
Sustainability Focused Employer



Question: The executive pay of senior management is linked to ESG targets

Top 3 misalignment of 36

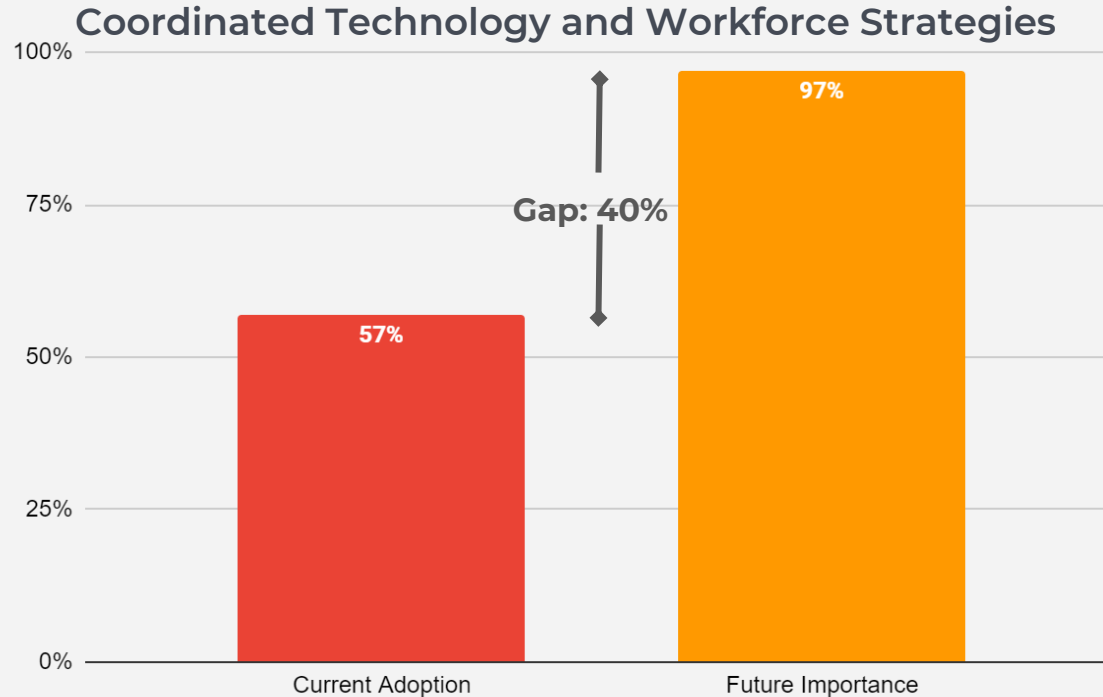
Future of Learning



Question: Learning Analytics are the foundation of our L&D Strategy

Top 4 misalignment of 36

Planning for the Future



Question: We develop our technology and workforce strategies in a coordinated way

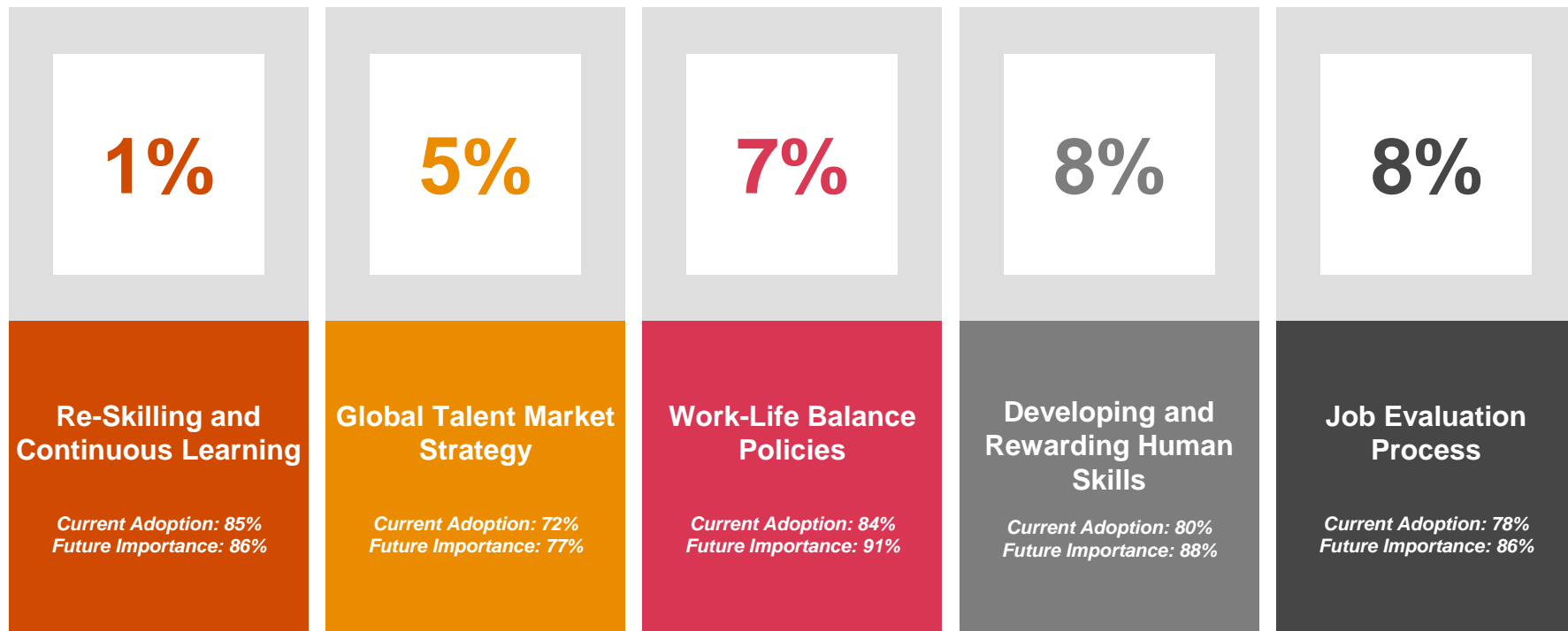
Top 5 misalignment of 36



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Greatest Alignment between Current Practices and Perceived Importance

Smallest gaps between current practices and perceived importance for the future

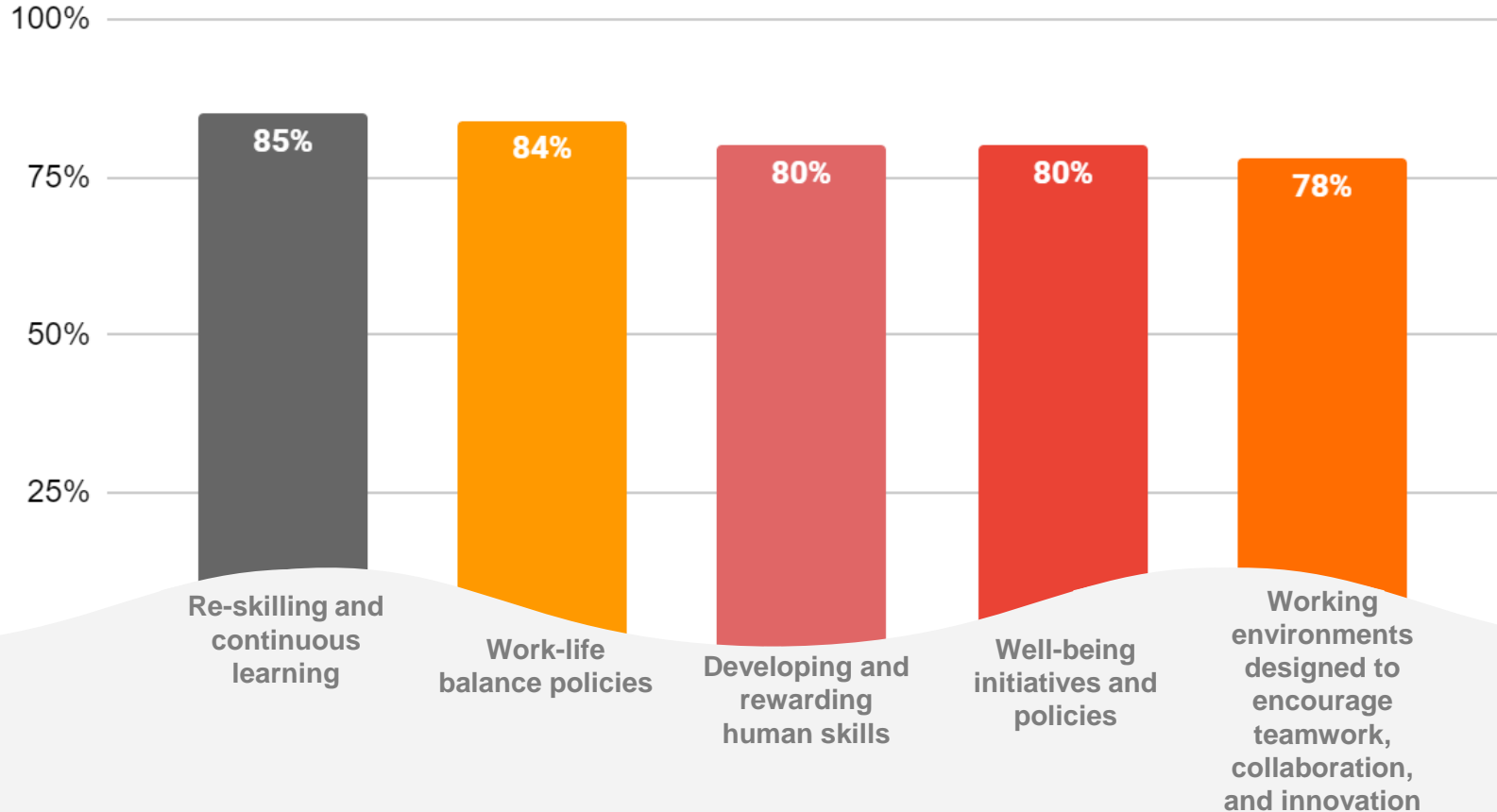




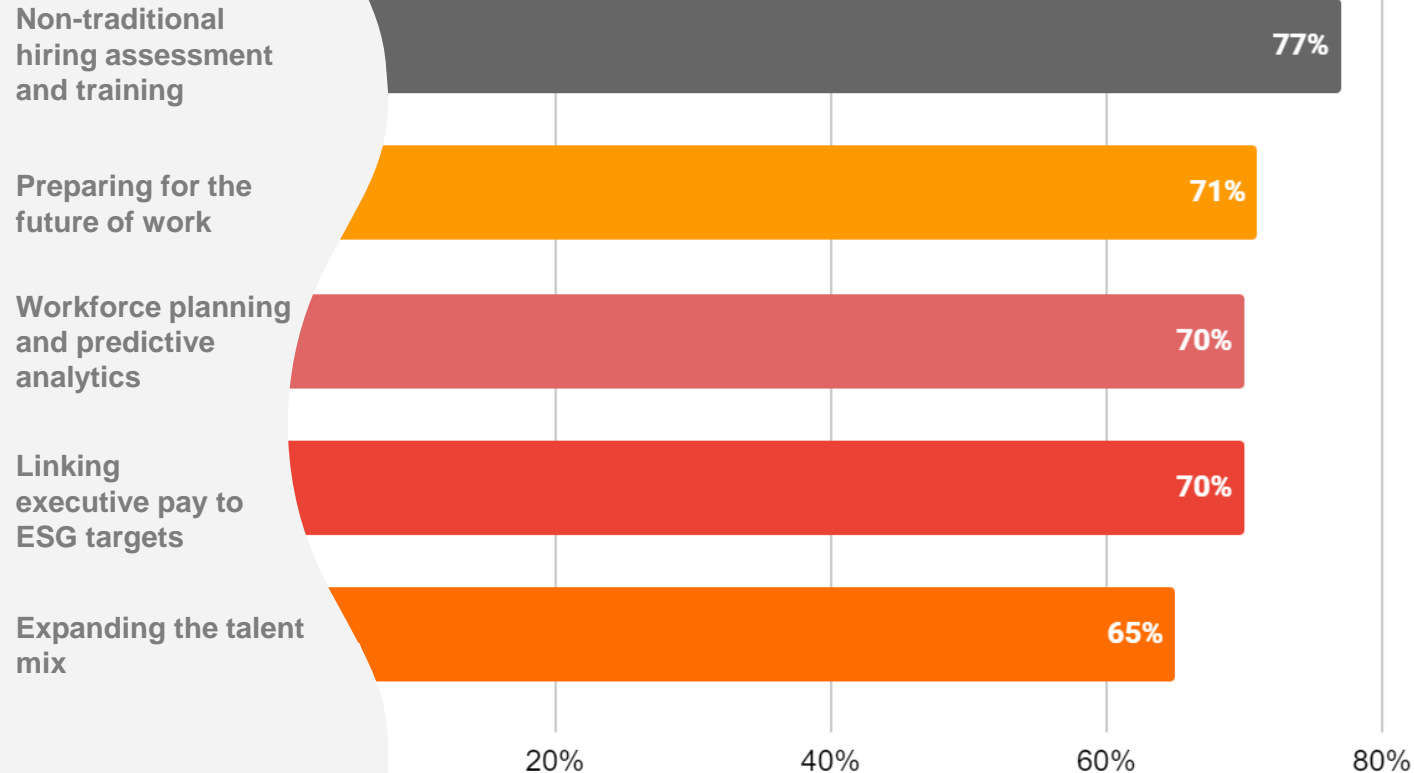
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Organisational Priorities: Top and Bottom Current Focus Areas

Top 5 Current Focus Areas



Bottom 5 Current Focus Areas



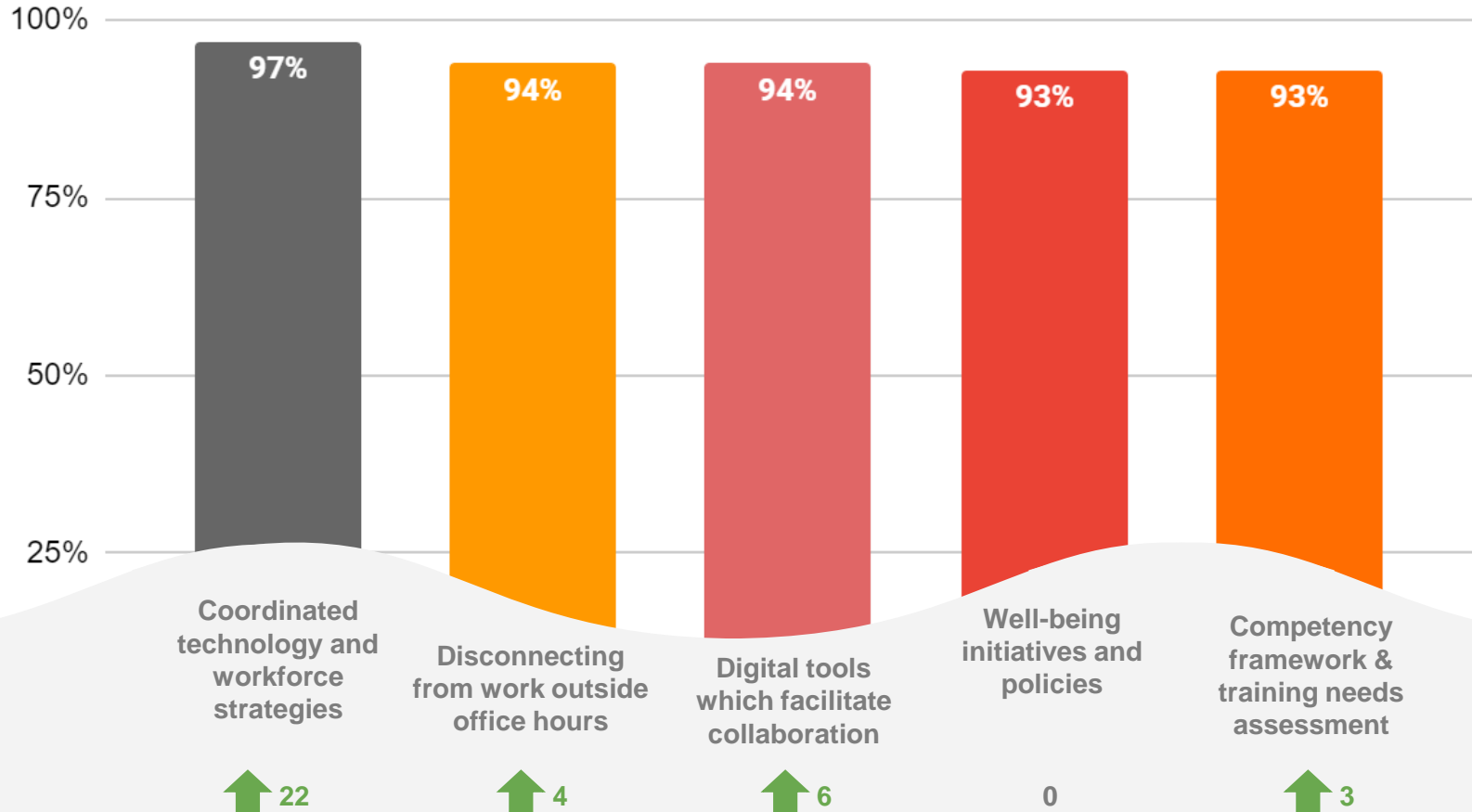
Including Neither Agree or Disagree, Disagree and Strongly Disagree



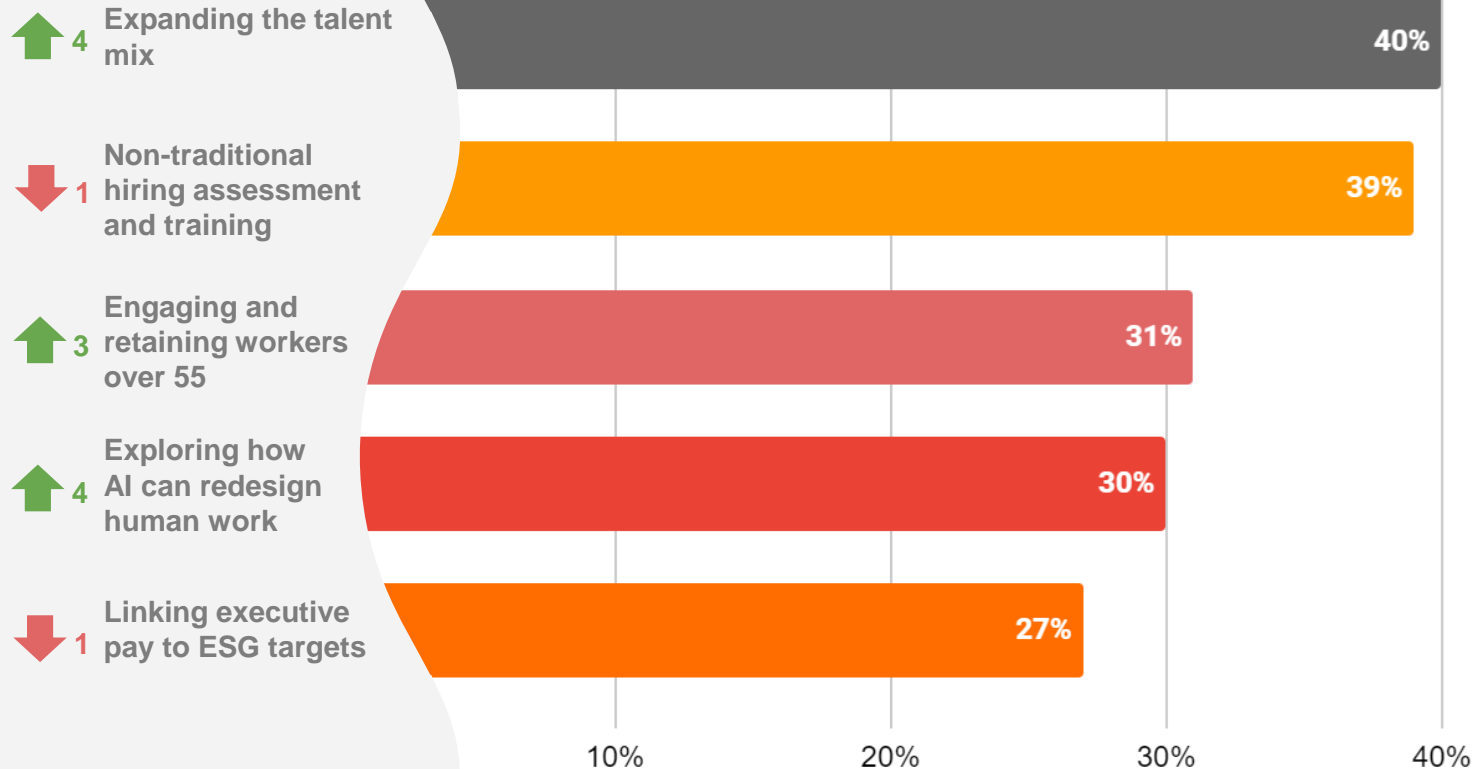
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Top and Bottom Priorities for the Future

Top 5 Importance for the Future






Bottom 5 Priority Areas for the Future





Spotlight on becoming a Sustainability Focused Employer

The three pillars of ESG

Environmental 				Social 				Governance 	
Climate Change	Natural Capital	Pollution & Waste	Environmental Opportunities	Human Capital	Product Liability	Stakeholder Opposition	Social Opportunities	Corporate Governance	Corporate Behavior
Carbon Emissions and carbon tax	Water Stress	Toxic Emissions & Waste	Clean Tech	Labor Management	Product Safety & Quality	Controversial Sourcing	Access to Communication	Board	Business Ethics
Product Carbon Footprint	Biodiversity & Land Use	Packaging Material & Waste	Green Building	Health & Safety	Chemical Safety	Community Relations	Access to Finance	Pay	Tax Transparency reporting
Financing Environmental Impact	Raw Material Sourcing	Electronic Waste	Renewable Energy	Human Capital Development	Consumer Financial Protection		Access to Health Care	Ownership	
Climate Change Vulnerability		Waste taxes, plastic taxes,	Tax & cash incentives and subsidies	Supply Chain Labor Standards	Privacy & Data Security		Opportunities in Nutrition & Health	Accounting	
				Social benefits & pension payments	Responsible Investment			Legal capabilities	
				Equal pay	Insuring Health & Demographic Risk				

Source: [MSCI ESG Ratings Key Issue Framework](#)

Other important aspects for a Sustainability Focused Employer

83%

ESG integration in the organisation's purpose

(62% Current Adoption)

86%

People sustainability strategy

(48% Current Adoption)

Other important aspects for a Sustainability Focused Employer

83%

HR team familiarity with CSRD

(45% Current Adoption)

88%

Sustainability as part of employer brand

(65% Current Adoption)



Spotlight on the Future of Learning

Other important aspects for the Future of Learning

86%

Competency framework / skills taxonomy

(61% Current Adoption)

89%

Personalised learning plans

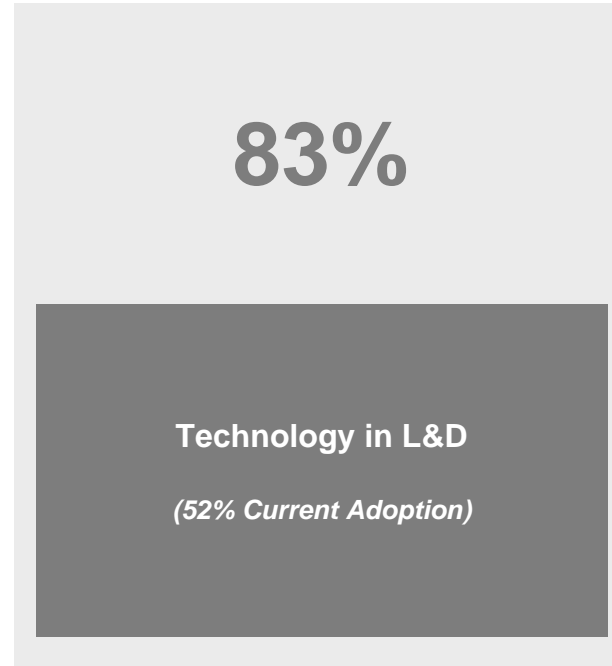
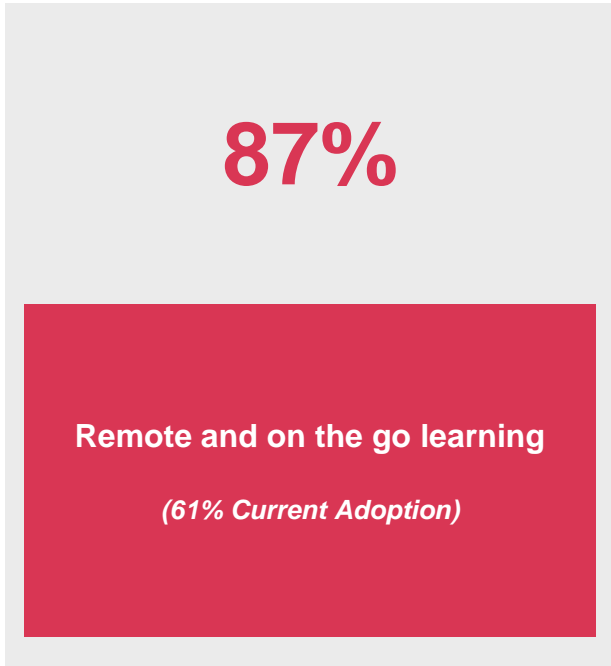
(70% Current Adoption)

93%

Competency Framework & Training Needs Assessment

(74% Current Adoption)

Other important aspects for the Future of Learning





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Thank you



Download the full report and
get in touch to discuss any of
the areas

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