The changing face of HR

HR, the workforce and the world of work is changing. Companies are finding themselves at a crossroads, knowing they must transform to thrive.

HR is transforming from processes to people

- 94% of HR professionals anticipate changes in the next 3-5 years, with 47% expecting those changes to be significant.
- 86% believe it will take up to 10 years.
- 18% claim they’ve made the transition already.

The way HR operates is evolving

Most business leaders now recognize that they need to improve people experiences and processes in the workplace. The use of technology and tech-savvy talent will go a long way towards making it happen.

Over a third of companies have already adopted new ways of working as well as digital processes focusing on people, with many more planning to join them in the coming years.

Technology used in HR is changing

HR is harnessing technology to focus on people in a variety of ways, enabling HR and People teams to drive change.

- 43% have switched to cloud-based solutions.
- 36% are using mobile technology.
- AI and gamification are starting to gain traction – 13% of organizations now use AI and 12% use virtual reality in HR.

The role of HR is changing as new skillsets are needed

- 86% of companies recognize that HR skillsets need to change in a range of areas.

  - 49% Training and development
  - 40% Building cross functional project-teams
  - 36% Recruiting HR professionals with new skills

- 61% of organizations are still operating as traditional hierarchies rather than agile networks.
- 82% believe the role of HR Director will change in the next 10 years.

As companies continue to focus on attracting and retaining the best workforce, who better than HR to focus on people and building better employee experiences – with a little help from technology? Ultimately, HR leaders know better than anyone that your people are more than a human resource.

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