

# 2018 Global HR Survey Results

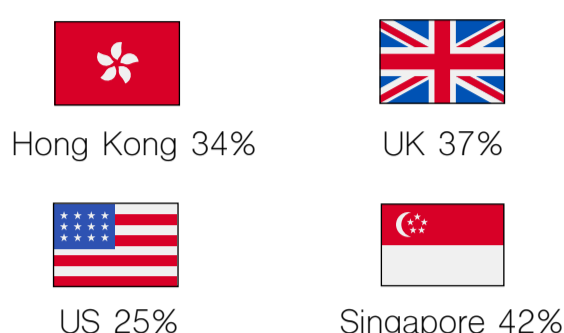
We are pleased to bring you the results from our 2018 Global HR Survey. We surveyed nearly 1000 HR professionals globally on topics including workplace flexibility, wellness and engagement. The majority of those surveyed were predominantly from the Banking & Finance, IT/ Telecommunications and Consulting industries, with 88% being in Mid to Senior level positions. Hong Kong made up 14% of respondents, Singapore 27%, the UK 7% and the US 25%, with the rest from Brazil, Malaysia, India, Japan and Australia. Those surveyed ranged in age from 18 to 64, with 63% being female.

## Diversity

### International exposure is key for career progression

**48%** of those with overseas experience are in senior-level roles compared to **30%** of those without

### % of foreign talent by country



### A mostly female function - just not at the top

**63%** of respondents globally are female of which only **33%** are in senior-level roles

### HR is more mobile than ever

**45%** of respondents globally have offshore experience, while **17%** are open to the opportunity to move offshore

## Tenure

### HR professionals are on the move

**70%** of respondents globally are considering a move in the next 12 months, while nearly **50%** have been with their current employer less than 2 years

### Low expectations with compensation

**90%** of respondents globally believe they are paid at or below market rate, this has been consistent since **2014**

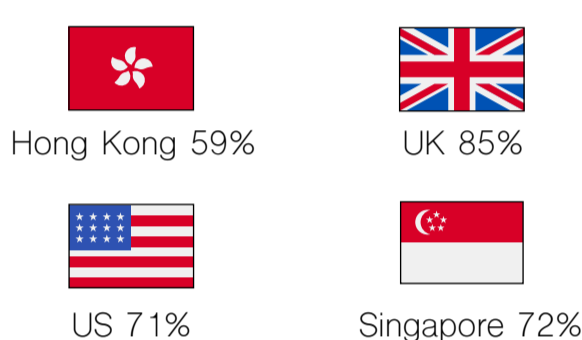
Do you know your worth?

## Flexibility

### Workplace flexibility gains global traction

**68%** of respondents globally are offered flexible working conditions, up from 61% in **2017**, with working from home, non-standard hours and flexible work locations being the most common benefits offered

### Flexible working availability by country



### Accounting leads the way, while Automotive lags behind in workplace flexibility

**80%** of respondents in the Accounting sector have flexible working arrangements at their organisation in comparison to only **42%** in the Automotive industry - the lowest surveyed

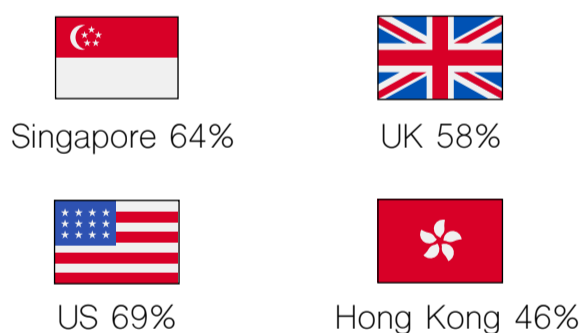
## Wellness

### Wellness programs can do more

**60%** of respondents have a wellness program at their organisation, with physical health being the most common organisational focus. A blend of physical, mental and financial wellness programs are common in **21%** of respondents' workplaces

Should there be equal focus placed on both mental and physical health?

### Availability of wellness programs by country



### Legal leads the way in availability of wellness programs

**75%** of respondents in the Legal sector have wellness programs at their organisation, compared with just **14%** in the Recruitment sector

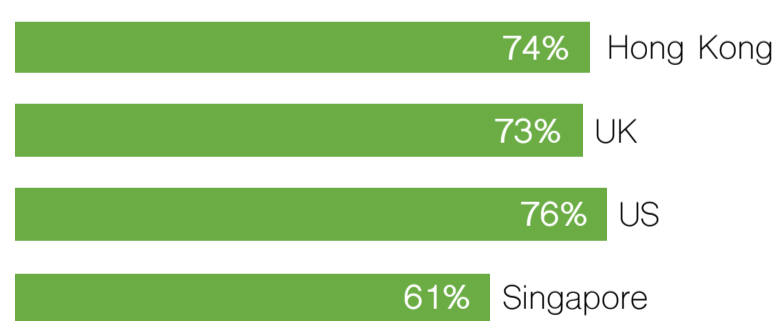
**63%** of respondents globally do not feel their companies do enough when it comes to wellness programs

## The Pulse on HR

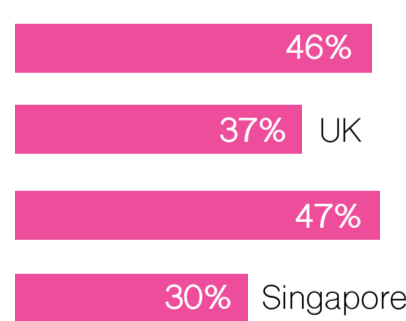
### HR feel secure and optimistic in their chosen career . . .

**72%** of respondents globally feel secure or very secure in their jobs, compared to 69% in 2017, while **41%** feel positively, or very positively, about the economy

I feel secure/very secure in my job



I feel positive/very positive about the economy



### . . . Except for the Recruitment and Business Services sectors

**45%** of respondents in the Recruitment sector feel insecure about their careers, while **29%** of respondents in the Business Services sector feel negatively about the economy

### Does HR have their head in the sand when it comes to AI?

Only **16%** of respondents globally are concerned by how Artificial Intelligence may affect their role

### Industries that feel most under threat

**40%** of respondents in the Accounting sector and **38%** of respondents in the Recruitment sector feel their careers are under threat by AI

Will HR remain a people orientated sector?

How do you feel your company benchmarks against this information? If you have any questions or would like more information on a particular area, please reach out to us at [info@elliottscotthr.com](mailto:info@elliottscotthr.com) or get in touch with your consultant. Thank you to everyone who participated.