

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

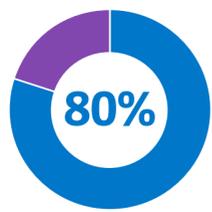
18%

claim they've made the transition already

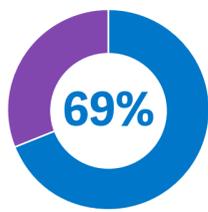
The way HR operates is evolving 

Most business leaders now recognise 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.



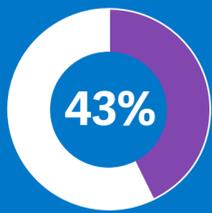
expect to adopt modern, people-focused processes in the next two years



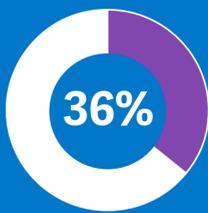
of HR leaders anticipate employee expectations to change in the next three years

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.



have switched to cloud-based solutions

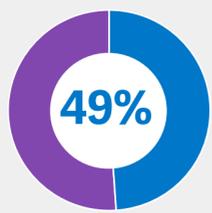


are using mobile technology

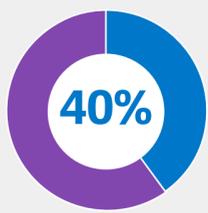
AI and gamification are starting to gain traction – **13%** of organisations now use AI and **12%** use virtual reality in HR.

The role of HR is changing as new skillsets are needed 

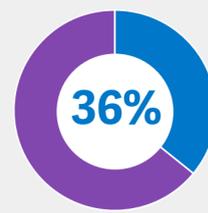
86% of companies recognise that HR skillsets need to change in a range of areas:



Training and development



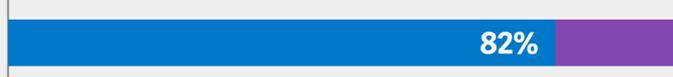
Building cross functional project-teams



Recruiting HR professionals with new skills



of organisations are still operating as traditional hierarchies rather than agile networks



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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