

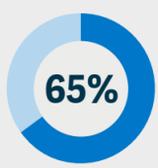
HR in the moment: HR's accelerated digital transformation

A 360-degree view of changing expectations and perceptions of HR today

Recent changes mean expectations and perceptions of HR are changing. Sage surveyed over 1,500 HR leaders, executives and employees to understand how – and the role technology is playing.

What HR and People leaders said...

"HR has become more influential, but at the expense of a bigger workload"



65% say HR teams have had a vital role to play in the pandemic



72% report crisis has helped increase understanding of HR's role



59% are now delivering a more influential leadership role



up to 60% have experienced an increase in both admin and strategic tasks



What the c-suite said...

"Changes in HR have accelerated, but HR is still too admin focused"



87% say the pandemic has accelerated changes in HR



57% view HR as largely still an admin function



76% don't think HR's workload is unmanageable



52% think recent changes in HR are just temporary



What employees said...

"HR is more people-focused and responsive"

60%

think HR's role has become more strategic and people-focused

54%

have improved knowledge and understanding of HR's role and value

34%

say HR has adapted to become more responsive

57%

see the pandemic as a catalyst for HR driving more people-related decisions



HR's accelerated digital transformation



"Increased focus on digital transformation"

59% of c-suite and HR leaders think HR is even more focused on digital transformation as a result of the pandemic



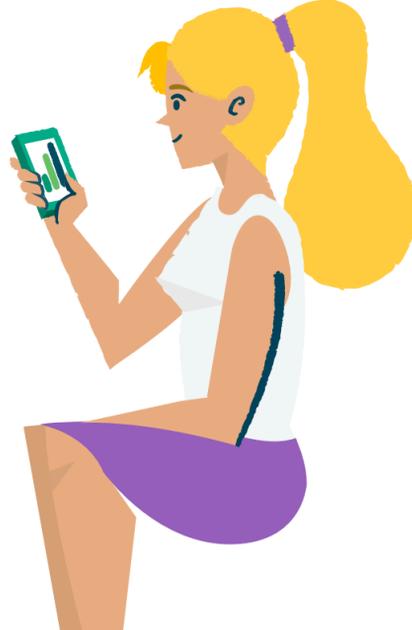
"A need for more tech – but lack of investment is a challenge"

67% of HR leaders see a lack of investment from the company in HR as a barrier to innovation and new ways of working



"There's a confidence gap"

63% of the c-suite are fully confident that HR can bring the organisation into the new world of work, compared to 52% of HR leaders



To understand more about how your organisation can get ahead, in a world where disruption has become the new normal, download the full report **HR in the moment: the accelerated digital transformation.**

[Download the research >](#)