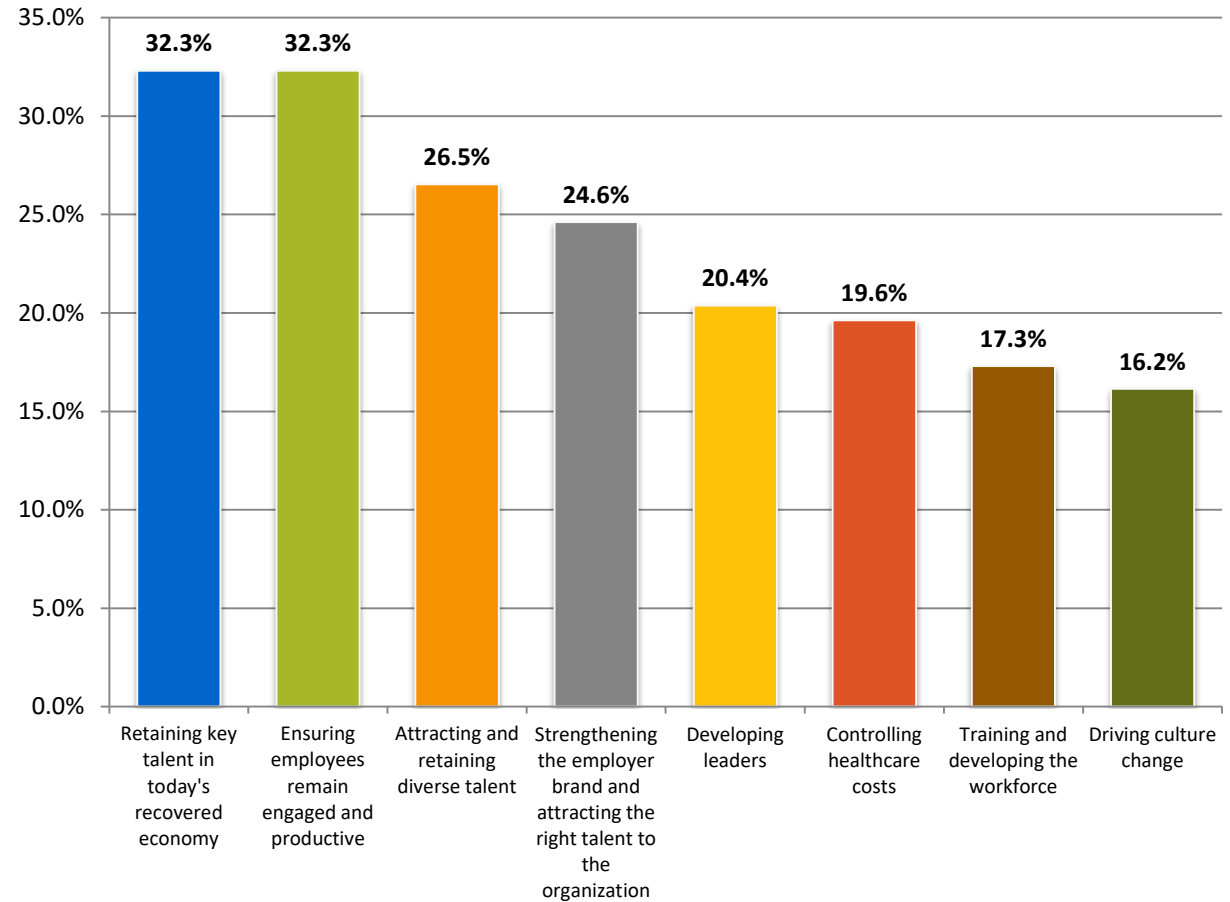


# What Keeps HR Up at Night 2019

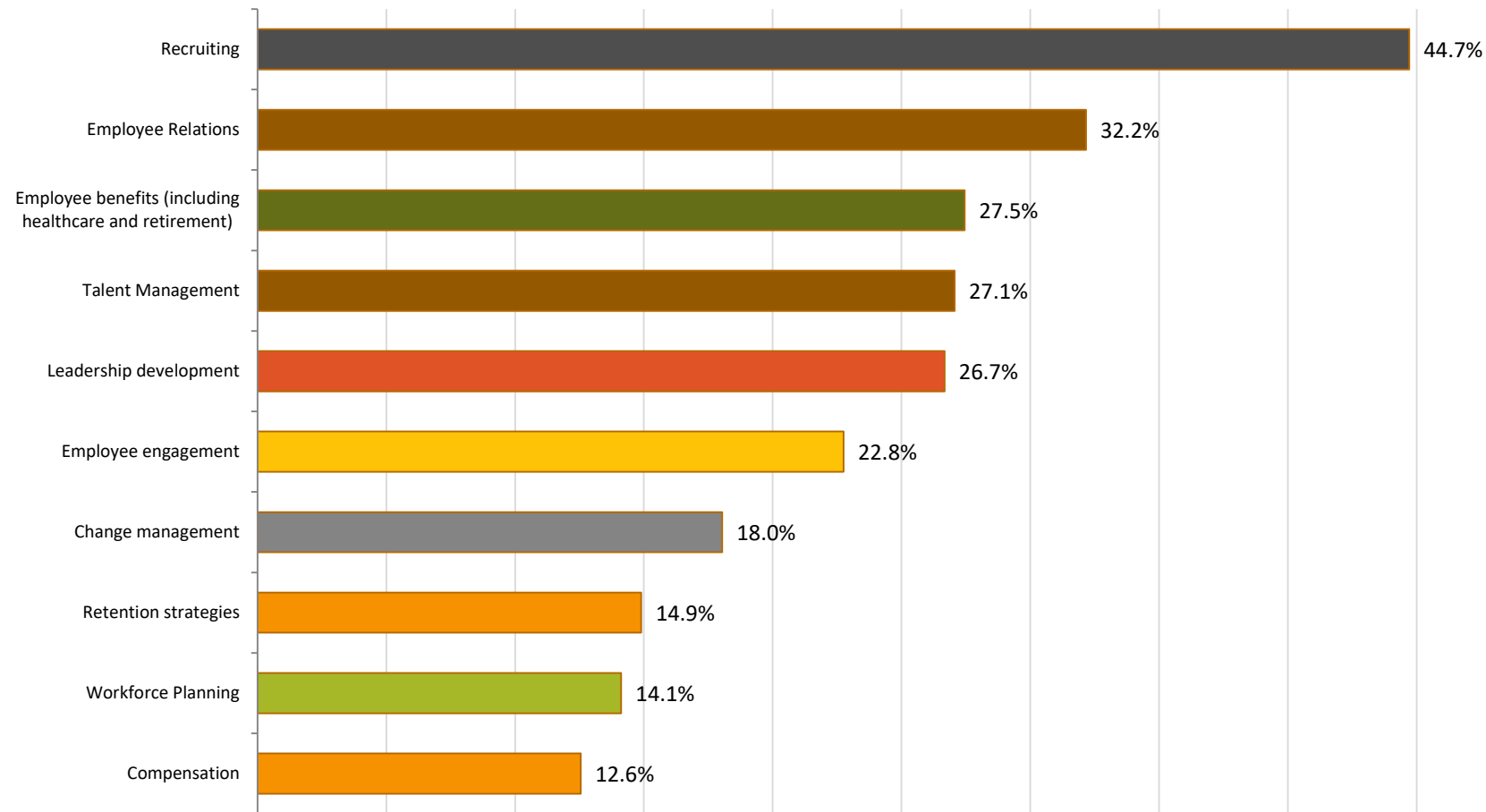
What do you consider to be the 3 biggest HR challenges being faced by your organization today?

*Additional Responses:*

- Aligning people strategies to business objectives 15.0%
- Succession Planning 13.1%
- Improving processes and practices through the application of HR technologies 11.5%
- Making the workplace more inclusive (pay equity, workplace civility, etc.) 10.4%
- Ensuring the organization is in compliance with increasingly aggressive employment and labor laws 10.0%
- Using data/analytics to improve HR effectiveness 9.2%
- Aging Workforce 8.1%
- Growing the business through innovation 6.2%
- Improving skills and competencies of HR staff 5.4%
- Helping employees with work/life challenges 5.0%



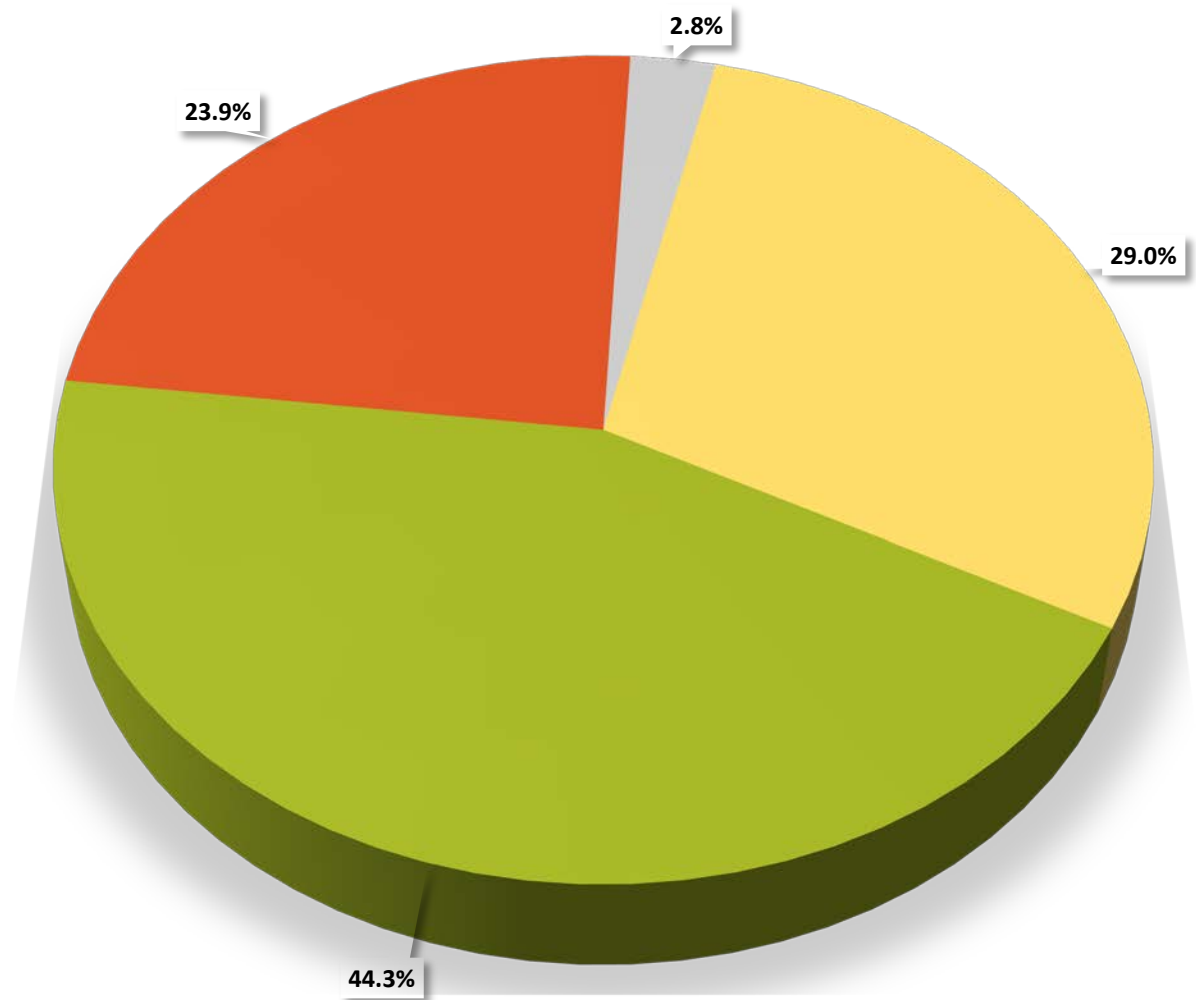
In which of the following areas are you currently spending the majority of your time?



*Additional Responses:*

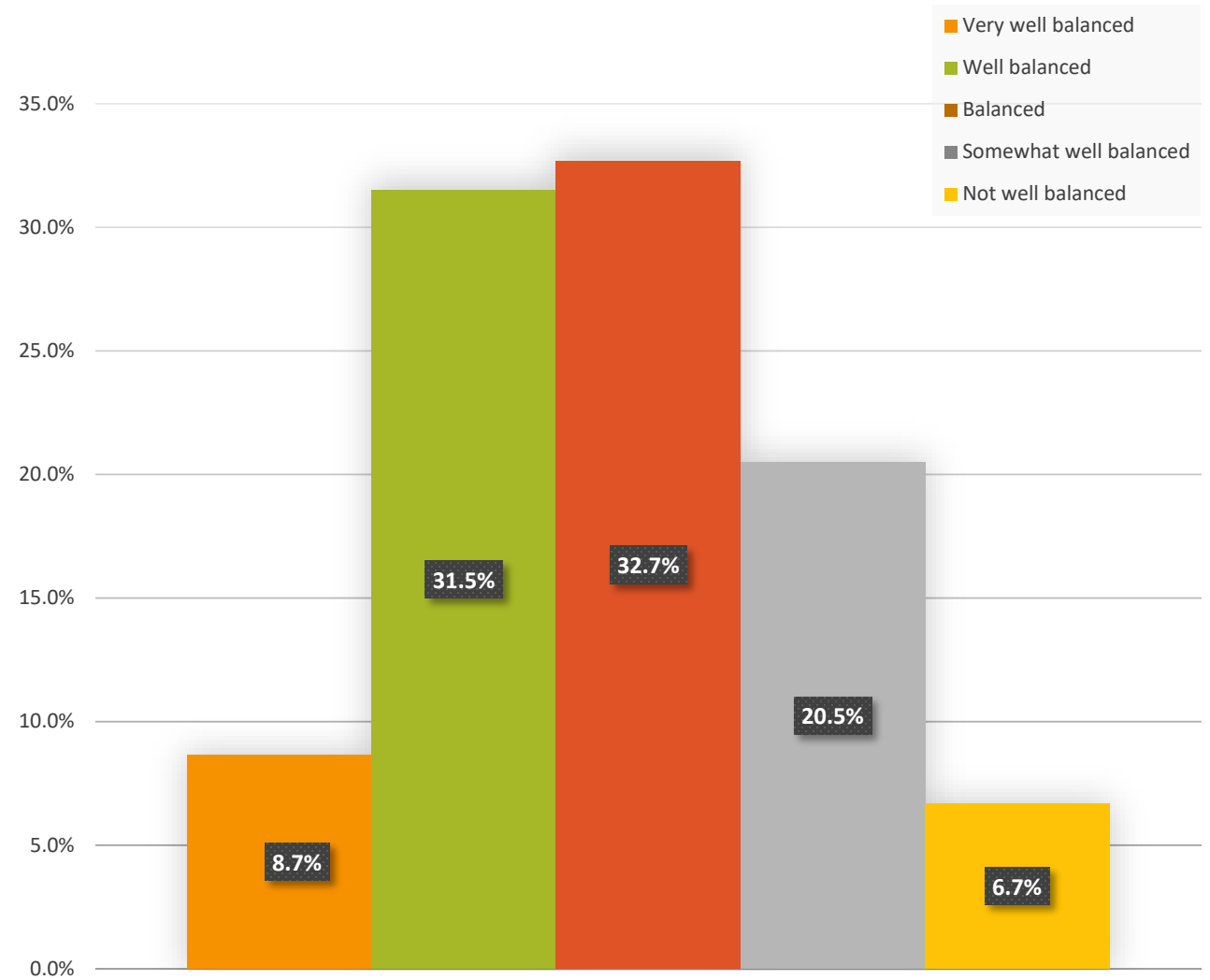
- HR technology (including migration to the cloud) 11.4%
- Legal 10.2%
- Corporate Governance 6.7%
- Labor Relations 5.5%
- Reputation/employer brand 4.7%
- Workplace Safety 3.5%
- Other 3.1%
- Union Avoidance 0.8%

During the past 18 months, how has the level of stress in your job changed?

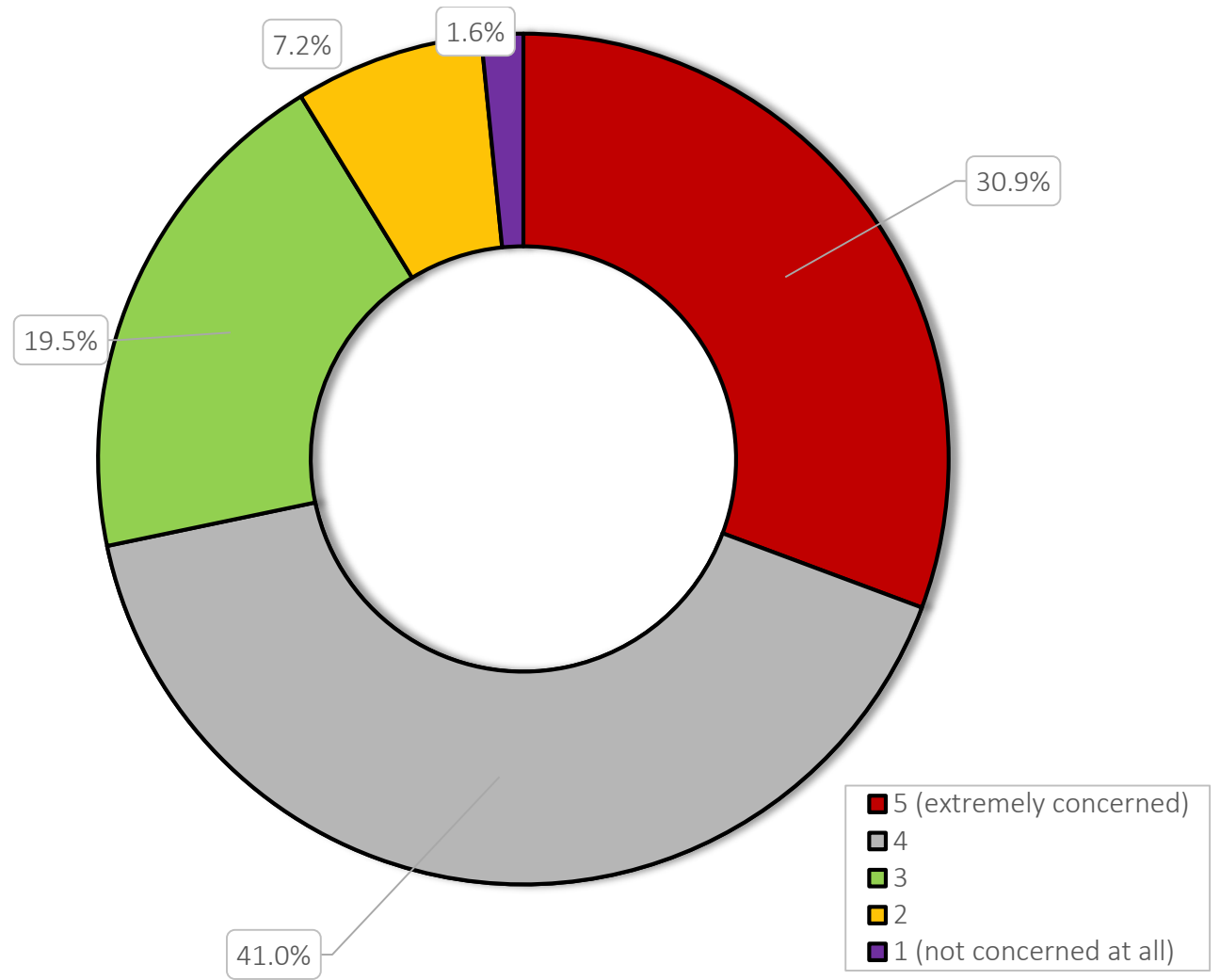


■ It increased dramatically ■ It increased somewhat ■ It remained the same ■ It decreased somewhat

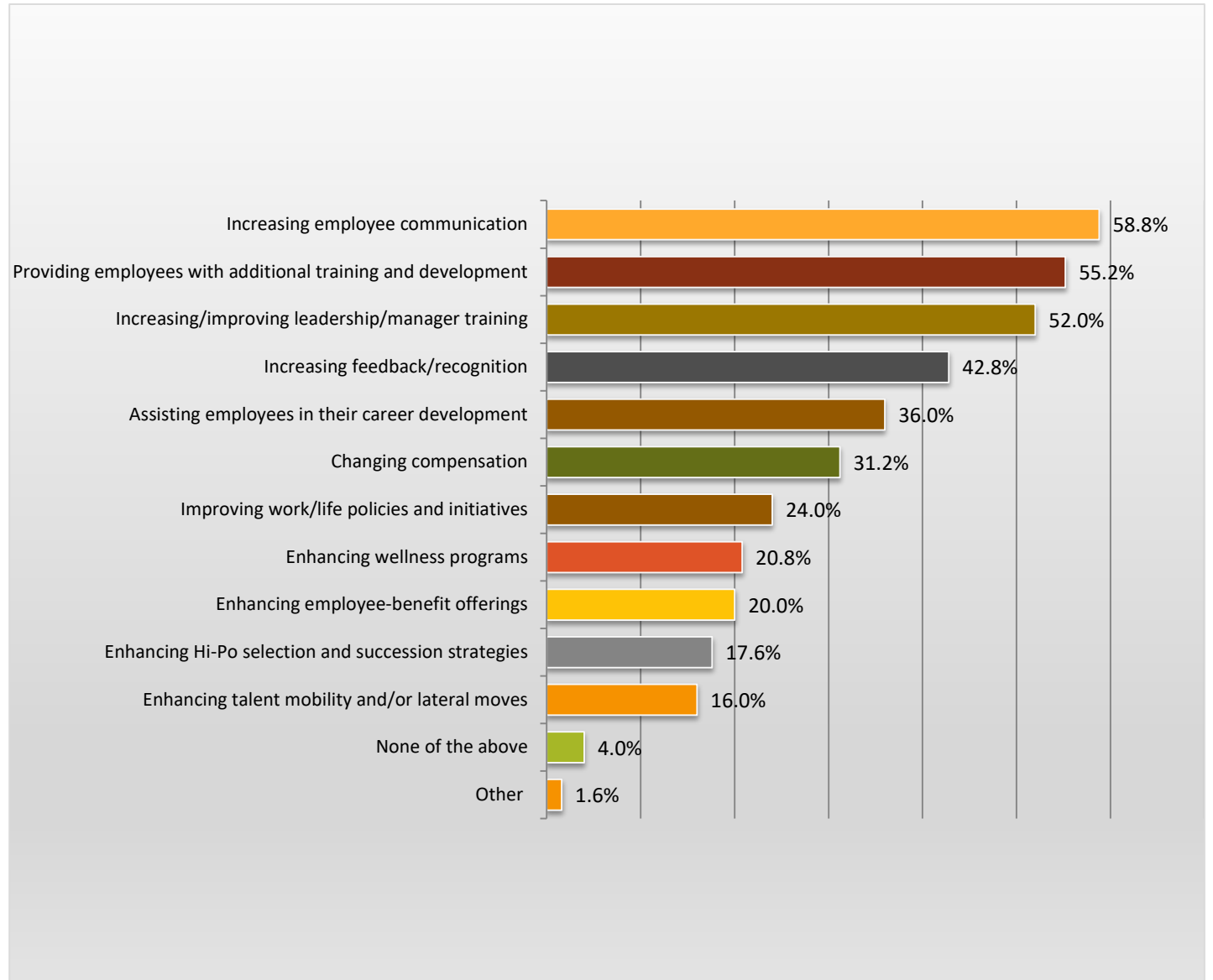
How would you rate your personal level of work/life balance?



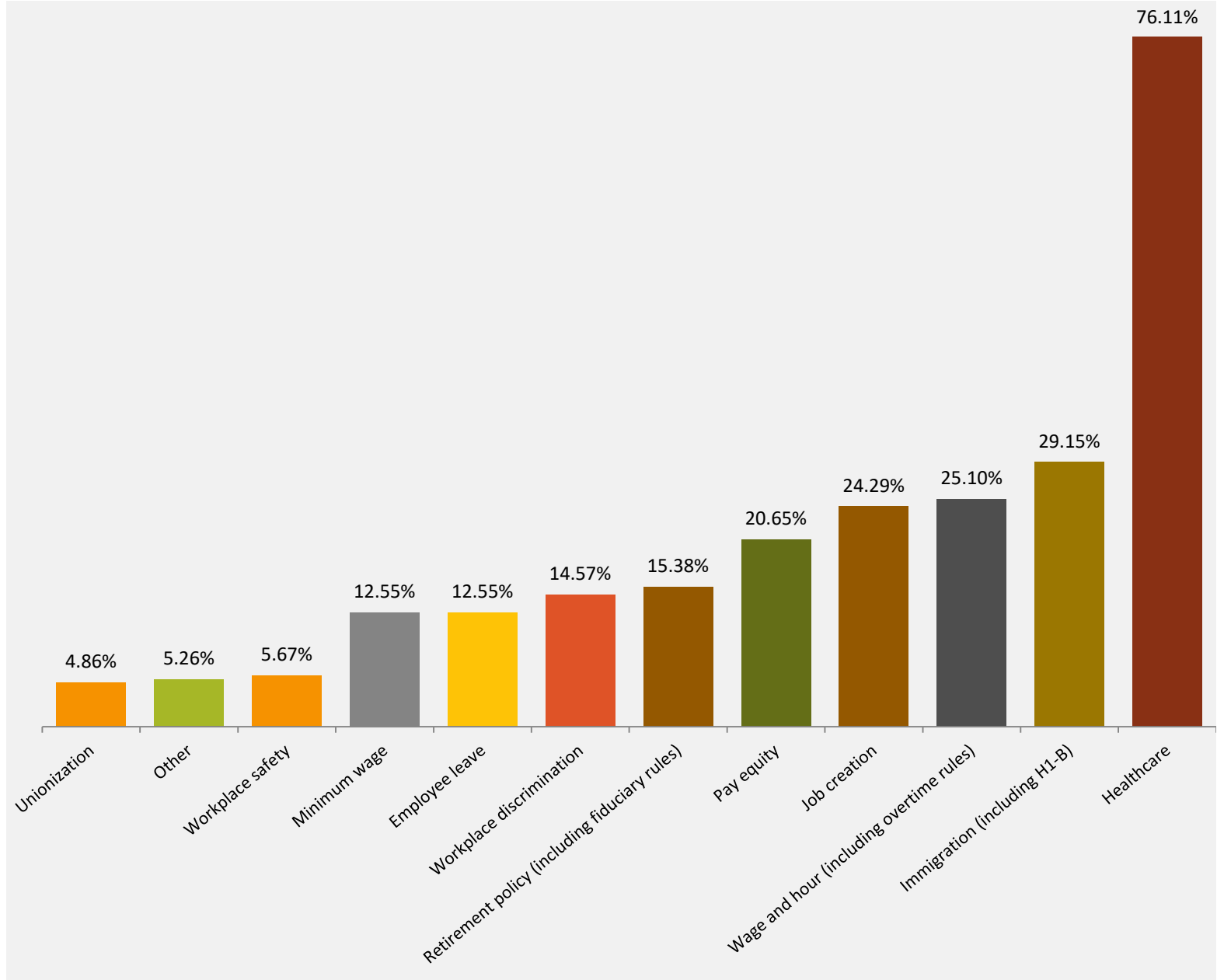
How concerned are you about losing talent over the next 12 months?



What steps are you and your organization taking in the next 12 months to boost employee engagement and retention?

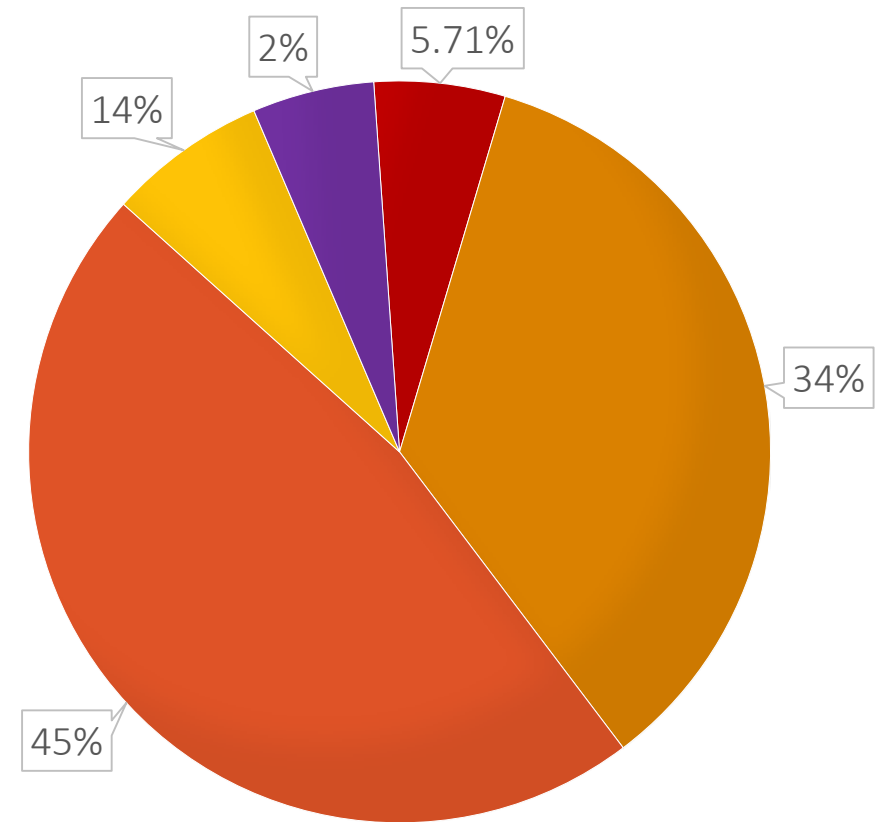
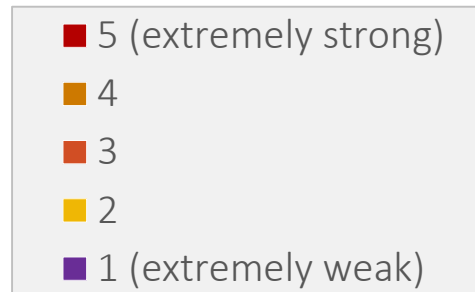


What areas of national legislative & regulatory policy would you like to see the Trump administration & Congress put/keep at the top of their priority list?

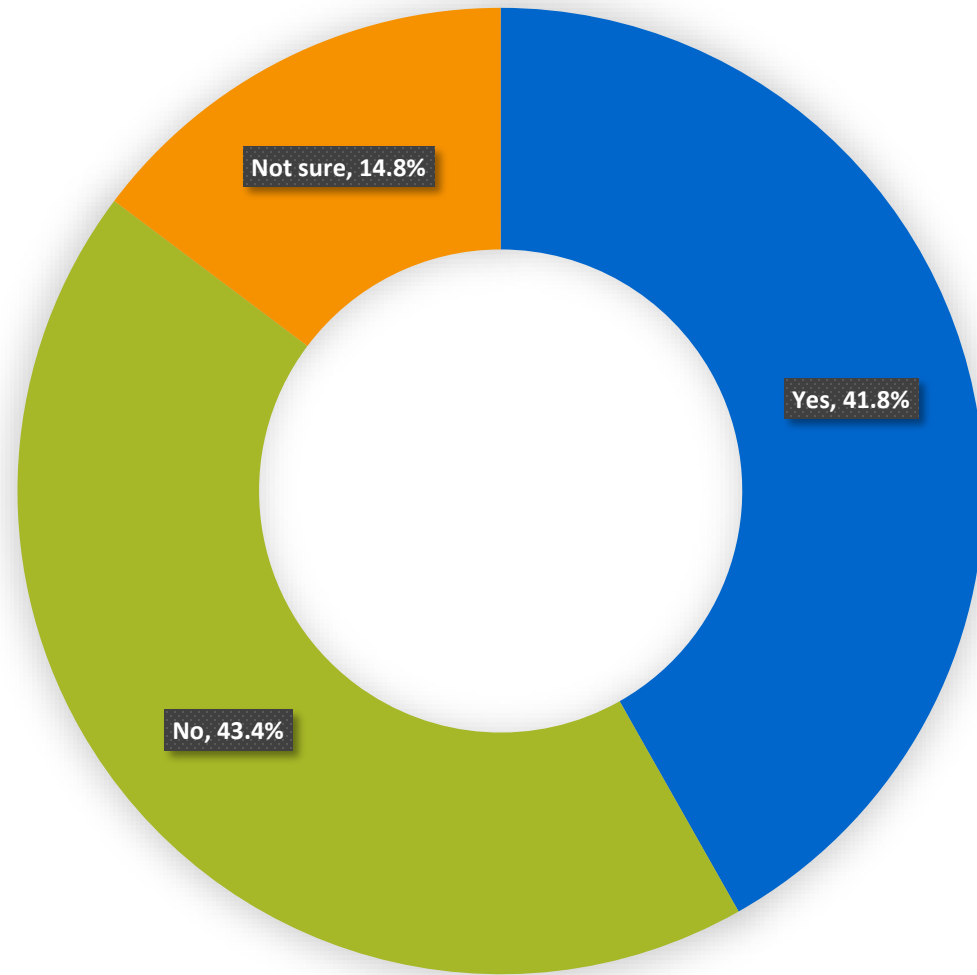




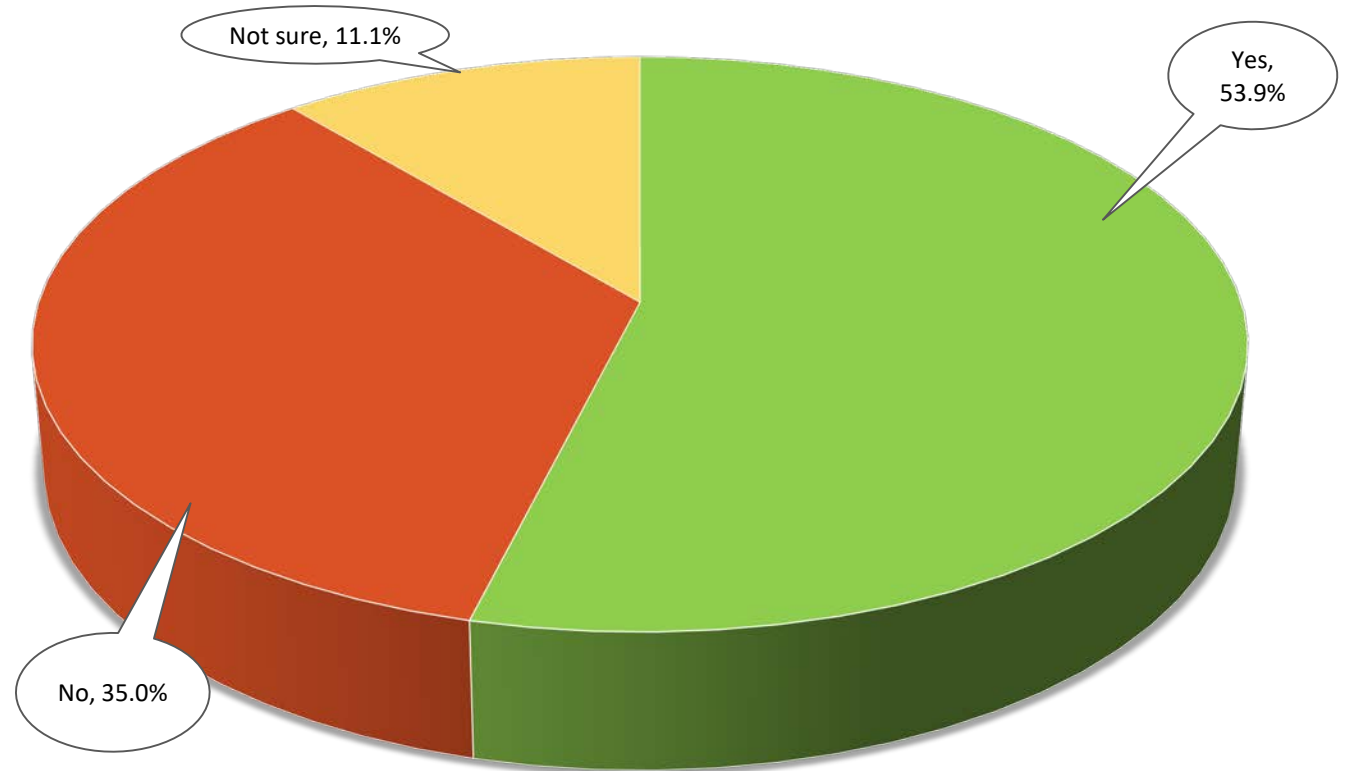
How would you assess the current state of employee morale and engagement in your organization?



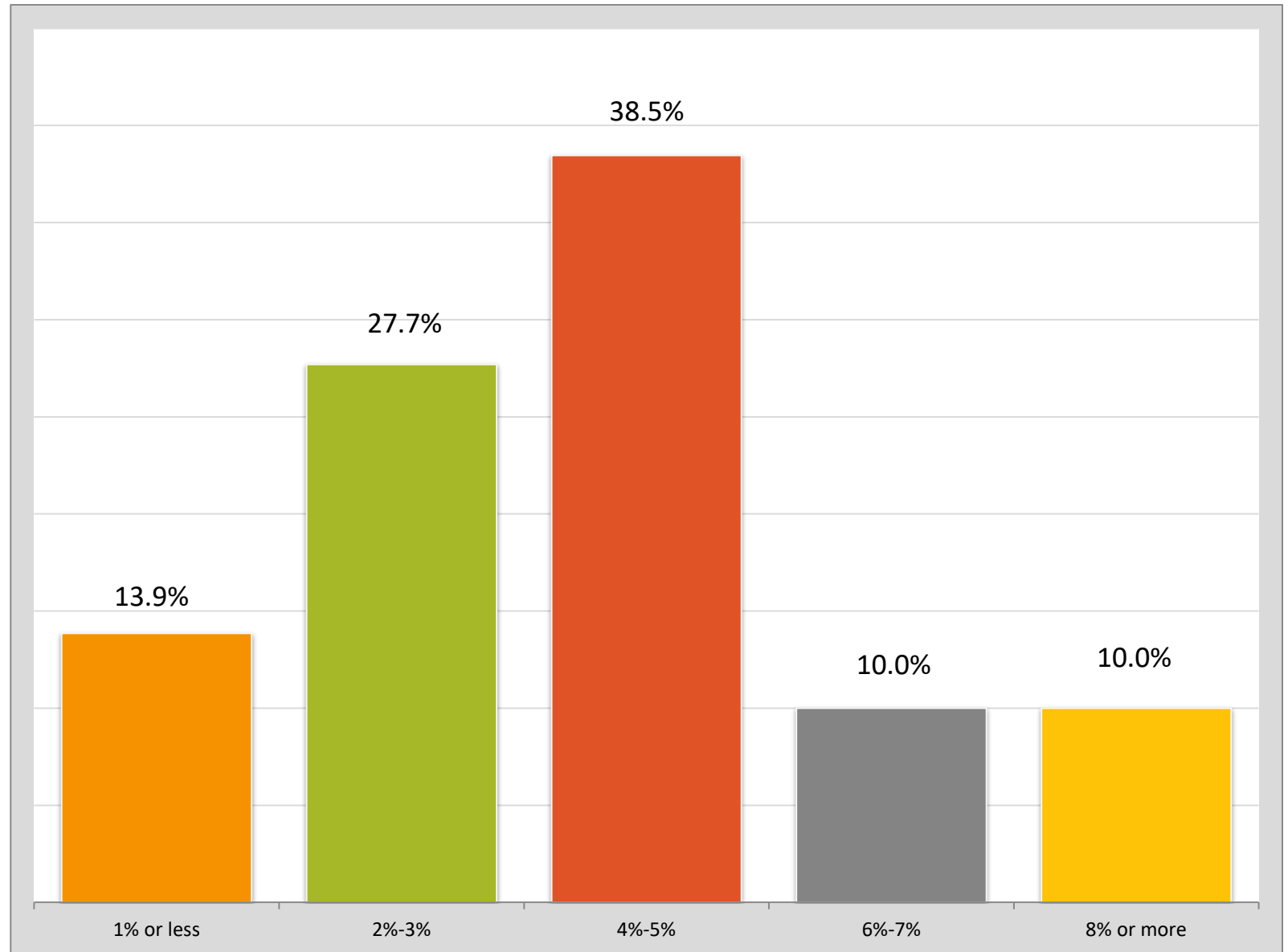
Do you feel employee morale and engagement has improved in your organization over the past 12 months?



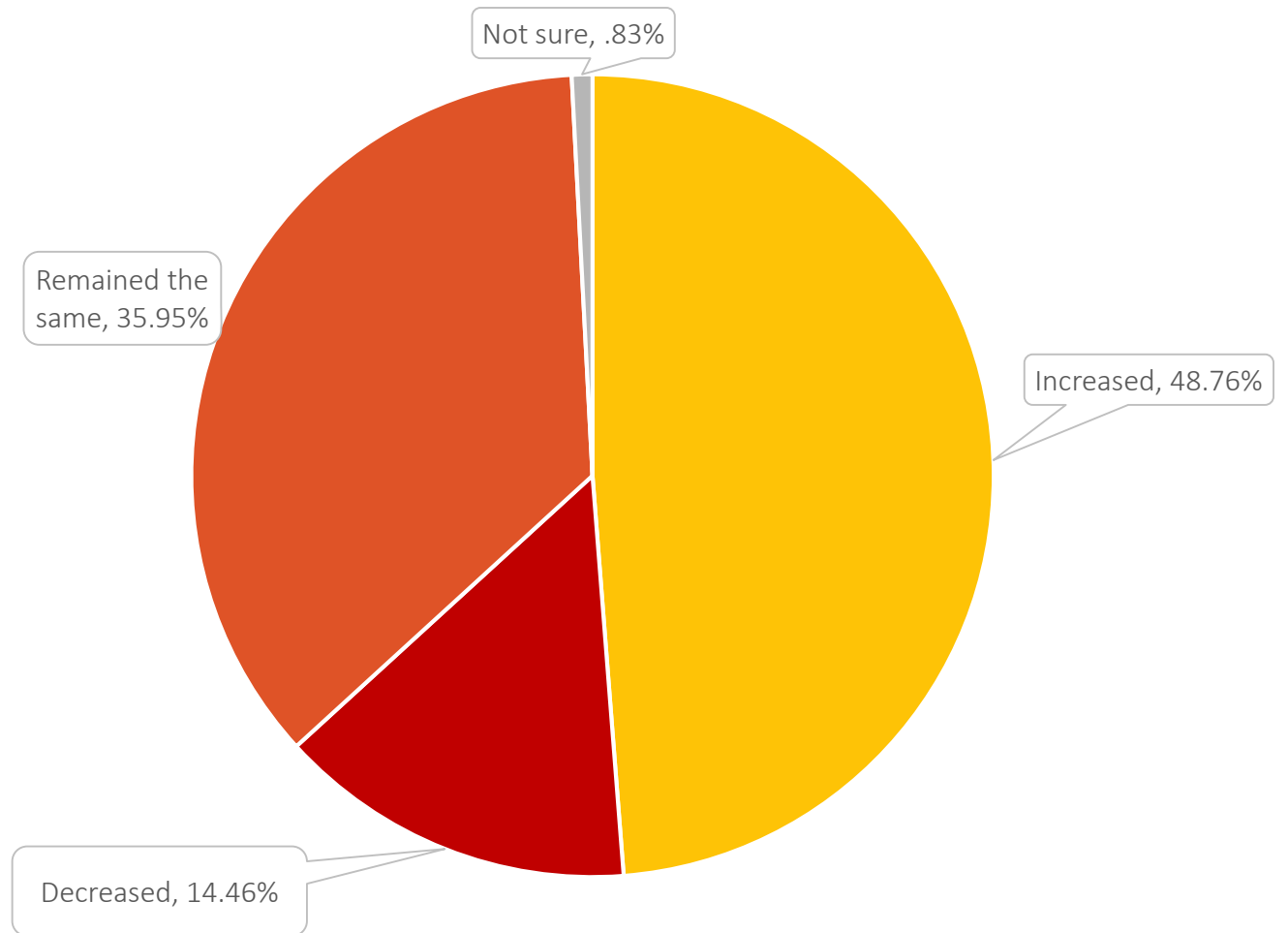
Do you foresee baby boomers retiring in greater numbers in the next 12-24 months?



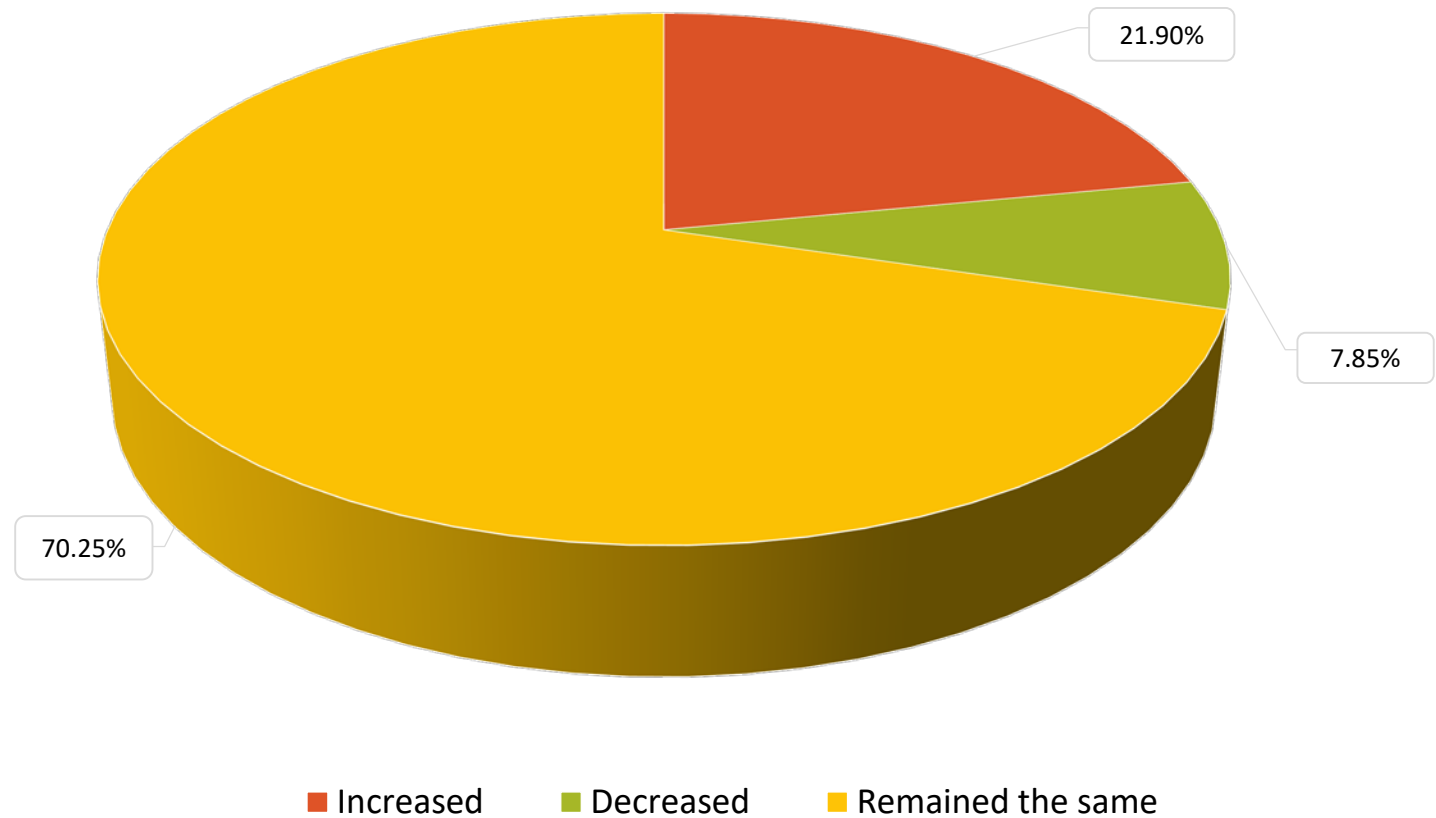
What percentage of your current workforce do you expect to retire in the next 12 months?



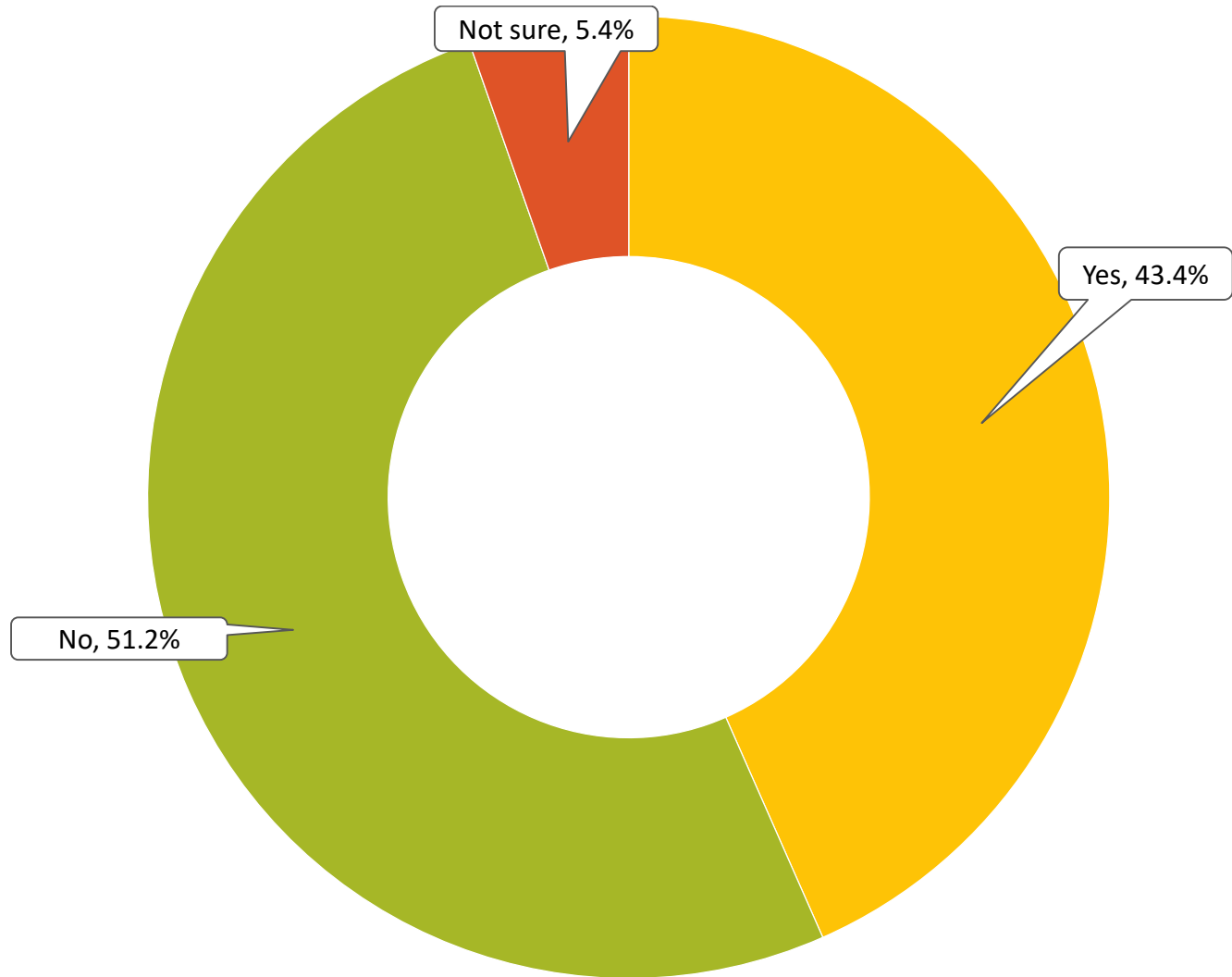
How did the overall size of your organization's workforce change during the past 18 months (including acquisitions or divestitures that occurred)?



How did the size of your overall HR department change in 2018?



Do you feel your HR department is currently staffed appropriately to handle its workload?



What HR disciplines are most in need of additional staff?

