

2017 Global HR Survey Results

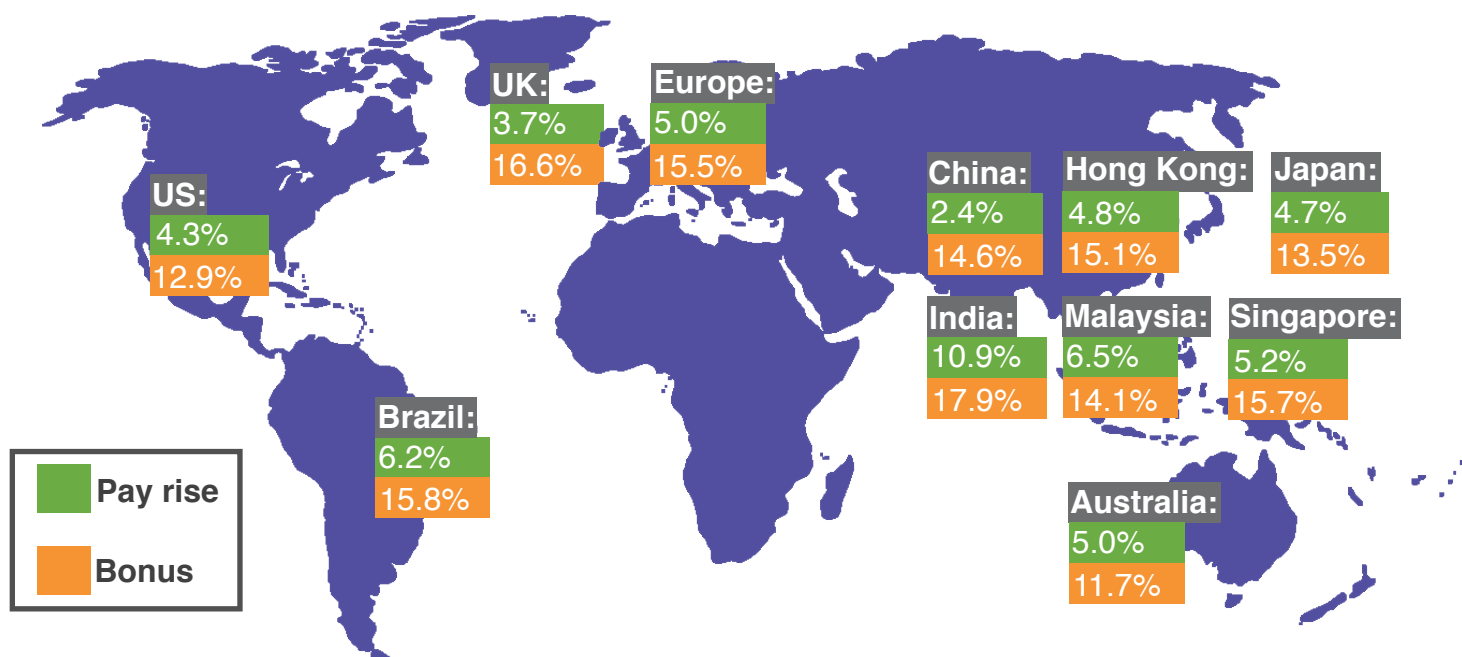
We are pleased to release the findings from our 2017 Global HR Survey. This infographic is a snapshot of the most interesting discoveries made when we looked into the data provided by our global HR community. Look out for additional upcoming content from our survey results on diversity, HR technology and parental leave.

Average Pay Rises and Bonuses by Country

Global **bonus** average:
14.3%
on par with last year

The average bonus in Japan has **risen** by:
8.9%
compared to last year

The average bonus in India has **decreased** by:
5.8%
compared to last year

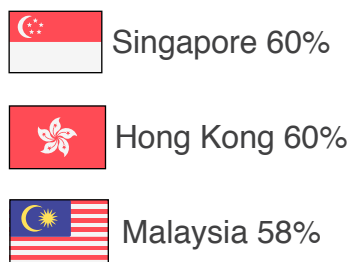


Global **pay rise** average:
5.6%
this is down on last year

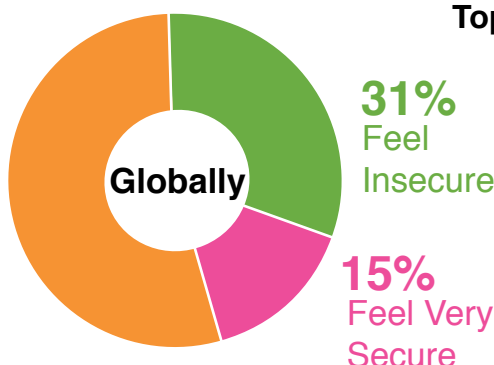
The average pay rise in China has **fallen** by:
5.7%
compared to last year

Job Security

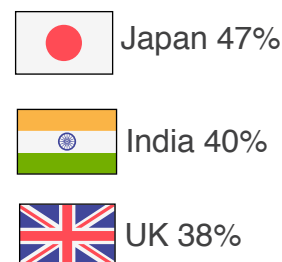
Top 3 countries for job security:



54%
Feel
Secure



Top 3 countries for job insecurity:



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Flexible Benefits

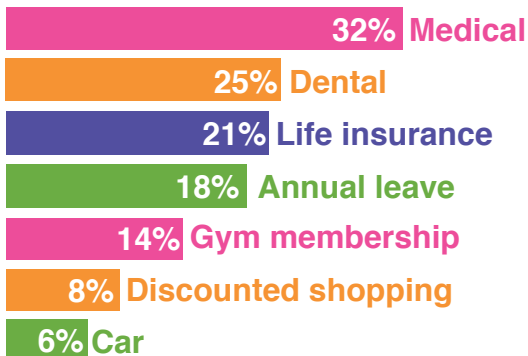
Can employees flex their benefits?

60%
said
No

As a key tool for attraction, retention & engagement of staff - how can HR enable greater provision of flexible benefits?

33%
said
Yes

Benefits which can be flexed:



Highest ranking countries that offer flexible benefits:



UK 58%



US 54%

Highest ranking countries that do not offer flexible benefits:



Brazil 81%



Hong Kong 79%



Australia 75%

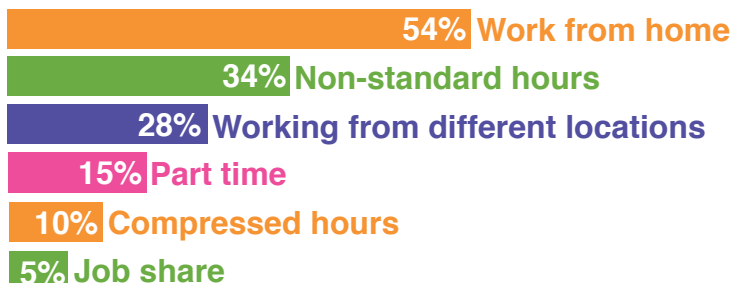
Flexible Working

Are you offered flexible working arrangements?

39%
said
No

61%
said
Yes

Arrangements that are offered:



Highest ranking countries that offer flexible working:



Australia 88%



US 78%



UK 78%

Highest ranking countries that do not offer flexible working:



Hong Kong 53%



Brazil 50%



Japan 41%

What could your company do to provide increased flexibility?

Focus Areas for HR

The areas anticipated to be the most busy in 2017 are:

1 **Change Management**

2 **Talent Management**

3 **Generalist HR**

Globally HR priorities have remained the same since 2015 - are these true of your organisation?

HR priorities in our hubs:

	1	2	3
	Change Management	Talent Management	Generalist HR
	Change Management	Talent Management	Organisational Development
	Change Management	Lateral/Experienced Hire Recruitment	Organisational Development
	Change Management	Generalist HR	Talent Management
	Talent Management	Change Management	Benefits/Generalist HR
	Generalist HR	Change Management	Compensation

Top 6 HR Systems Used

HR systems benefit organisations by enabling efficient data management and analytical insights

1 SAP

2 People Soft

3 None

4 Workday

5 ADP

6 Oracle Fusion

In today's digital age it's interesting to see many organisations still don't use a HR system - does yours?

Capturing Performance Reviews

2% Proprietary Software on a smartphone or tablet

14% Other

14% Paper based forms

18% Proprietary Software on a PC

22% Excel

30% HRIS



The UK has the highest use of paper based forms

Japan has the highest use of smartphones/tablets



HR has the opportunity to be more innovative and technology enabled, what is your organisation doing?

After reviewing this information, how does your organisation compare to our global and local benchmarks? Have our results encouraged you to consider where your HR function could make changes: perhaps by investing in new technologies or providing innovative flexible benefits in order to better attract, engage and retain talent? If you would like to discuss any of our results or to learn more about our survey findings, please get in touch with your consultant or local office found on our website: www.elliottscotthr.com. We would also love to hear your feedback including any areas you would like to see included in next year's survey. Thank you to everyone who participated.



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