

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



Hong Kong 34%



UK 37%



US 25%



Singapore 42%

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

Compensation

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 working locations being the most common benefits offered

Flexible working availability by country



Hong Kong 59%



UK 85%

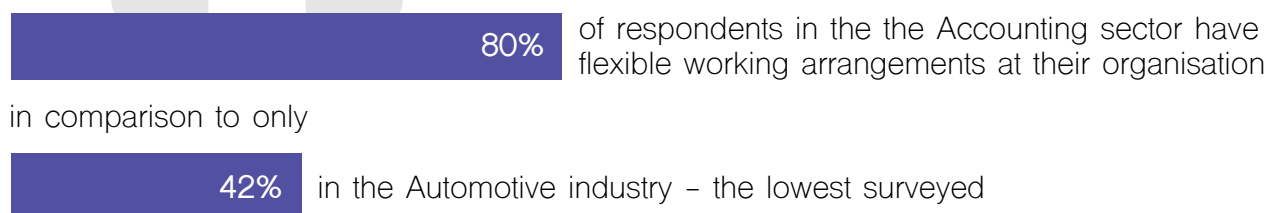


US 71%



Singapore 72%

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



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



Singapore 64%



UK 58%

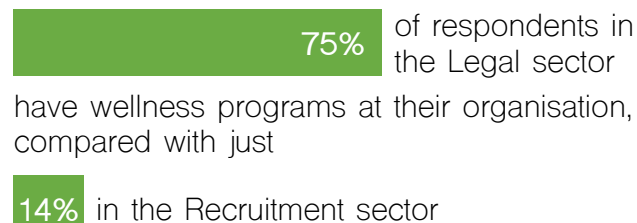


US 69%



Hong Kong 46%

Legal leads the way in availability of wellness programs



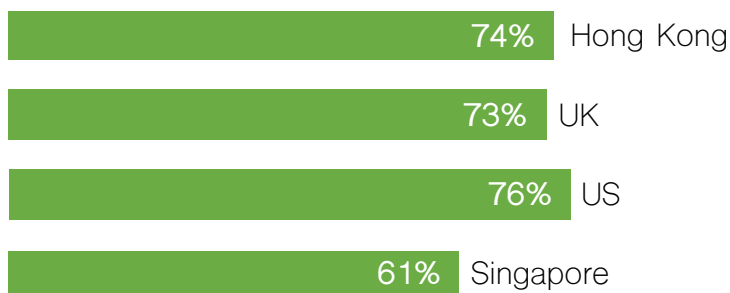
63% of respondents globally do not feel their companies do enough when it comes to wellness programs

The Pulse on HR

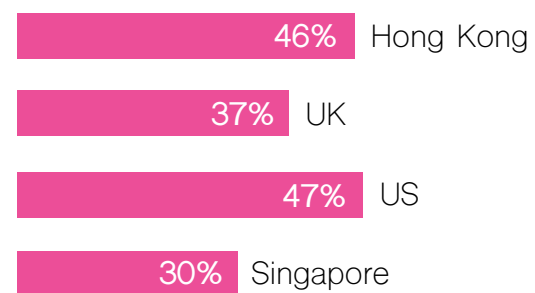
HR feel secure and optimistic in their chosen career . . .

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 or get in touch with your consultant. Thank you to everyone who participated.