



2021

Global HR Survey Results



We are pleased to share an infographic of the results from our 2021 Global HR Survey. Respondents were predominantly from the Banking & Finance, Consulting, IT / Tele Comms and Professional Services industries and in mid to senior HR roles. The majority of respondents were from: Brazil, the US, the UK, Singapore, India and Hong Kong.

Compensation

Average Pay Rises

Global pay rise average: **5.4%**



A decrease of 0.3% since 2019

55% of respondents felt pleased or very pleased with their pay rise

45% felt disappointed or very disappointed with their pay rise

Average Bonuses

Global bonus average: **18.5%**



An increase of 2.8% since 2019

62% of respondents felt pleased or very pleased with their bonus

38% felt disappointed or very disappointed with their bonus



39% feel they are paid below market rate
62% of junior level HR Professionals feel they are paid below market rate



Is this a consequence of starting a career during the pandemic or a broader issue with managing pay expectations of those entering the workforce?

Economy



46% feel positive or very positive about the economy, up from 26% in 2019

23% feel negative or very negative, a decrease from 29% in 2019



The rest of our respondents feel neutral (30%)

Is the increased positive sentiment towards the economy a short lived response post pandemic? And how are HR teams capitalising on this?

Diversity, Equity & Inclusion

Organisational DEI strategies are addressing:

Women in leadership roles

68%

Ageism

33%

Ethnicity

48%

Sexual orientation

32%

Women in the workforce

47%

Disability

30%

Race

44%

Harassment

22%

Gender pay gap

43%

Religion

12%

Gender identities

39%

Generally, priorities have shifted since 2019, with Ethnicity and Race rising up, however Women in Leadership Roles has remained at the top

HR professionals have experienced discrimination in the workplace

43% Have 57% Haven't

What are you doing in your organisation to combat discrimination and to create a voice for those who do experience it?



Wellness & Mental Health



Organisations that have a dedicated role:

29% Do 71% Don't

Organisations that support their employees mental health:

80% Do 20% Don't



A positive longer term continuation from our 2020 pulse survey which found 82% of organisations were providing support to their employees during the pandemic

How organisations are supporting their employees mental health and wellbeing:

Working with external partners

51%

Running internal sessions in person or online

43%

Funding counselling

39%

Training employees to assist their teams or colleagues

34%

Wellbeing allowance towards products and services for physical and mental health

25%

Issuing questionnaires

25%

Mental health days off

19%

Insights from our HR community on their wellness and mental health programmes:



HR's Priorities

Post Pandemic HR will shift their focus to:



Health & wellbeing

79%



Organisational design

43%



Leadership development

42%



Compensation & benefits

41%



Learning & development

37%



Organisational development

35%

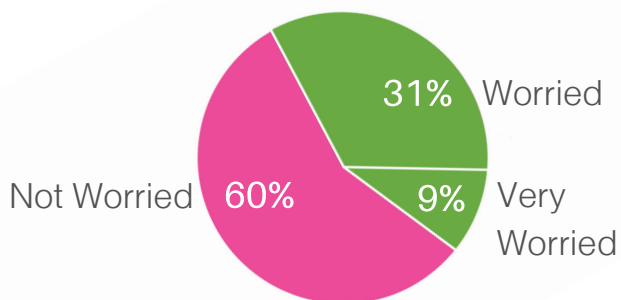


Employer branding

31%

HR Pulse

HR professionals feel more secure in their roles:



In contrast, 65% of respondents were very worried or worried about their job security in 2020

35% reported Covid-19 to have had a direct negative impact on their job security



The Pandemic halted professional development:

40% reported that they were impacted with 62% of Juniors feeling that their development was affected

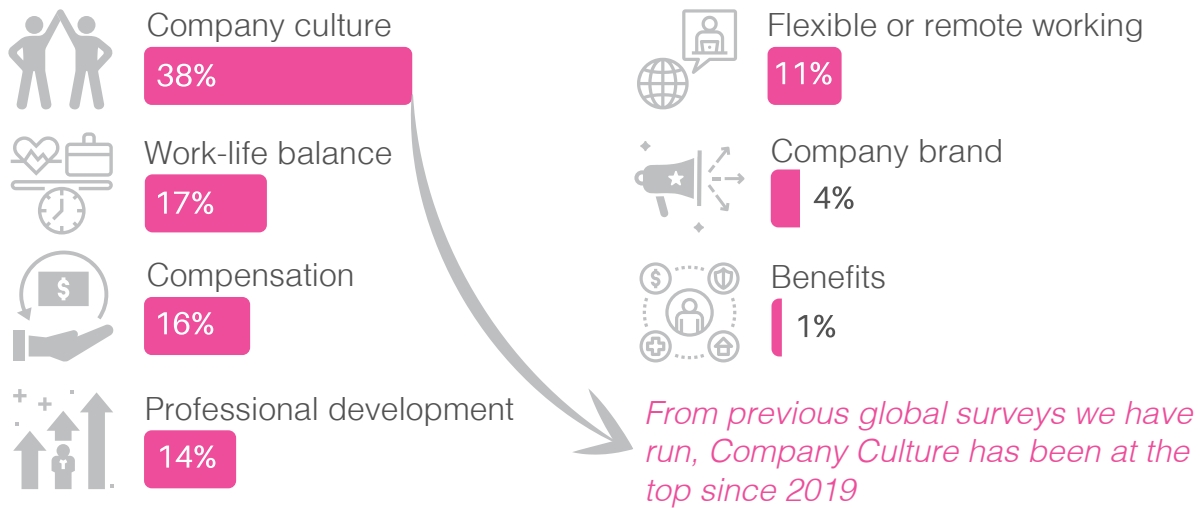


Passive candidates are still prevalent:



50% of our respondents are actively looking for a new role

34% of active candidates feel Covid-19 has had a direct impact on their job search

Respondents number one priority if they were to move roles:



Of those looking, the top 3 frustrations with their search were:

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- 1) No response after submitting an application
 - 2) Lack of suitable roles in the market
 - 3) Lack of feedback from interviews
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How does your internal TA team stack up against this criteria? At ESHR we stand out from our competitors by ensuring communication with candidates and clients is timely and honest

The way we work is changing:

61% will continue to work from home for part of their working week, reinforcing the more permanent shift to a hybrid workplace