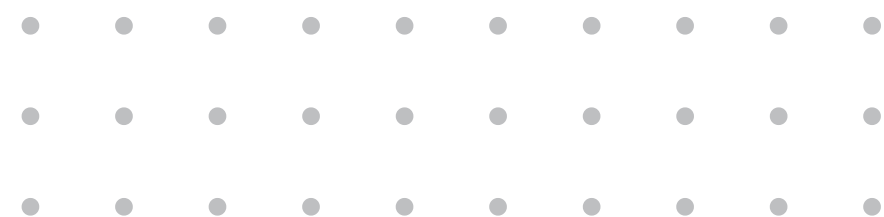
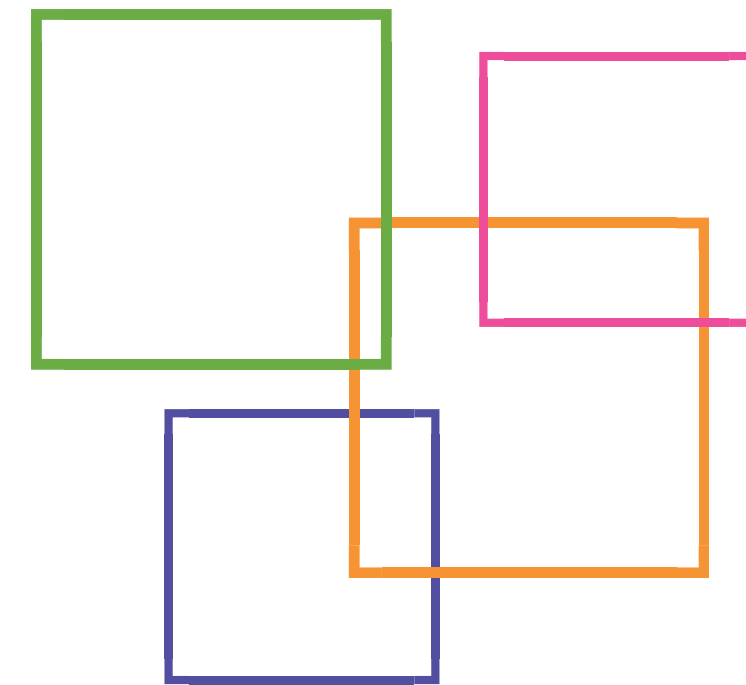


GLOBAL HR SURVEY INSIGHTS *2023*



Stuart Elliott, CEO and Owner of Elliott Scott HR shares market insights alongside some of the key statistics from our 2023 Global HR Survey.

- 01. ABOUT OUR GLOBAL HR SURVEY
- 02. HOW HR PROFESSIONALS FEEL THEY ARE COMPENSATED
- 03. THE ECONOMIC SENTIMENT
- 04. PRIORITIES WHEN LOOKING FOR A NEW ROLE
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- 07. THE IMPACT OF AI IN HR
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Elliott Scott HR's

GLOBAL HR SURVEY 2023

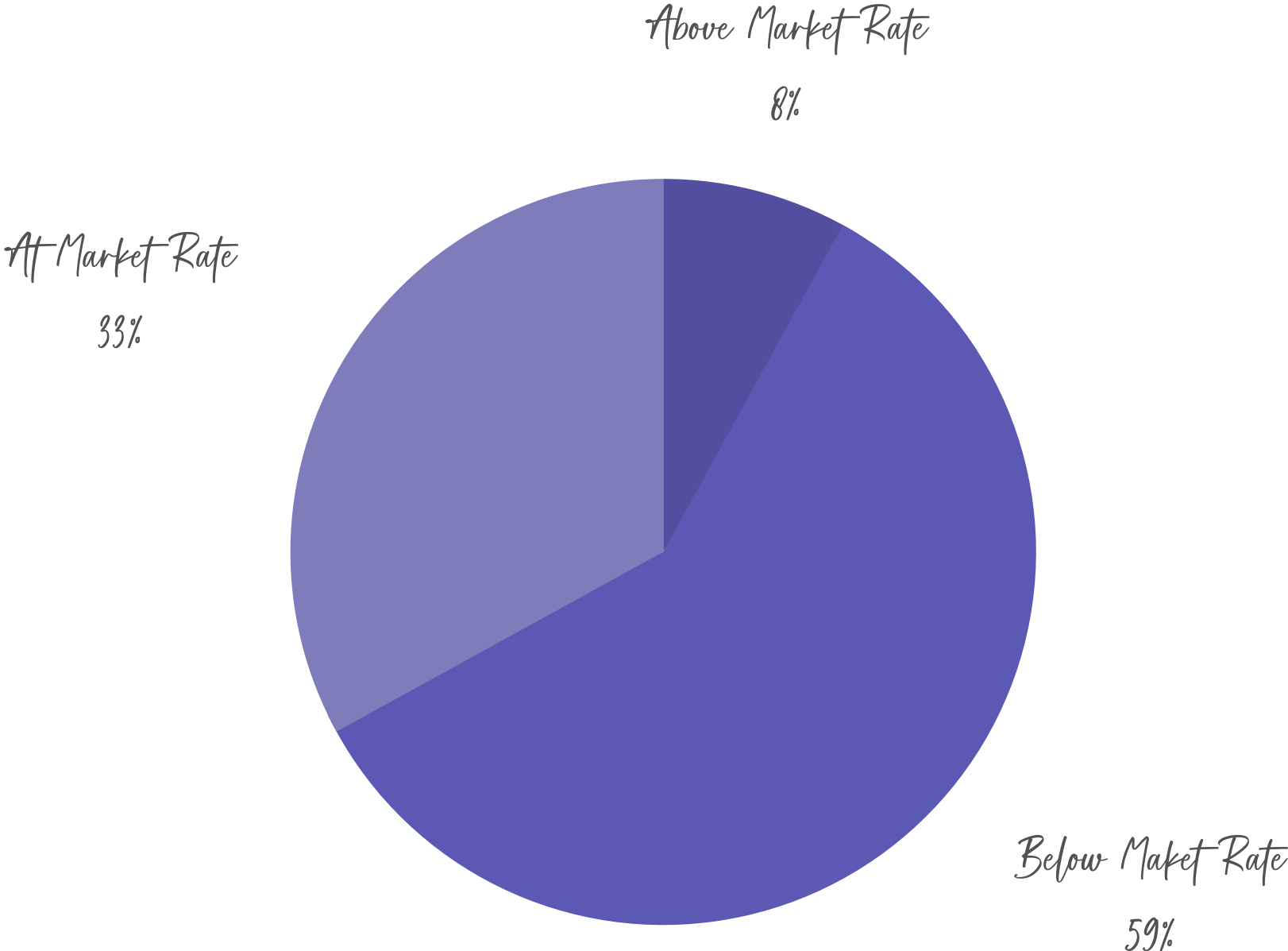
Every year Elliott Scott HR runs a global HR survey, the results of which show HR professionals what is currently front of mind in the industry and the challenges being faced. This year, the survey ran over the course of five weeks via LinkedIn polls which were released every Tuesday and Thursday. 9,000 HR professionals completed the polls.

The questions covered a range of topics including; compensation, career priorities, organisational hiring plans, AI in HR, and flexible working.

This document will guide you through some of the key results with commentary from Elliott Scott HR's CEO and Owner, Stuart Elliott. For the results of all 11 polls, view our [blog](#).

THE MAJORITY OF HR PROFESSIONALS FEEL THEY ARE PAID BELOW MARKET RATE

Most years we have seen HR professionals sensing they are paid below market rate. With this question, we can ascertain the broader 'mood' of HR, with 59% of HR professionals believing they are paid under the market rate, which gives a sense of the overall negative feeling or sentiment that has built up in 2023. This year many companies have made cutbacks or redundancies which could add to the current mood of HR, implying that they feel underappreciated and are tired of performing repetitive and monotonous tasks.



In 2022 we reported that 60% of HR professionals believe they are paid below market rate, a steep increase from 2021's results where only 39% felt paid below market rate.

THE ECONOMIC SENTIMENT IN COMPARISON TO LAST YEAR

52% of respondents feel negatively about the current economy, which is in line with 54% in 2022 but represents an upward trend from 23% in 2021. This would indicate that the work in HR is not going to be focused on growth in 2024.

For further insight into this, we have reviewed our job numbers. Our job numbers are currently reminiscent of those seen in 2020 and are down on what we saw in both 2021 and 2022. The downfall of any market is always difficult to predict. However, when there is a chorus of negativity around the market, it usually means that the bottom has been hit.

It is not anticipated that there will be a large spike in hiring next year, but it is trusted there will be more of a shallow upward curve toward job numbers, and conclusively, 2024 will be more positive.



52%
Feel negatively

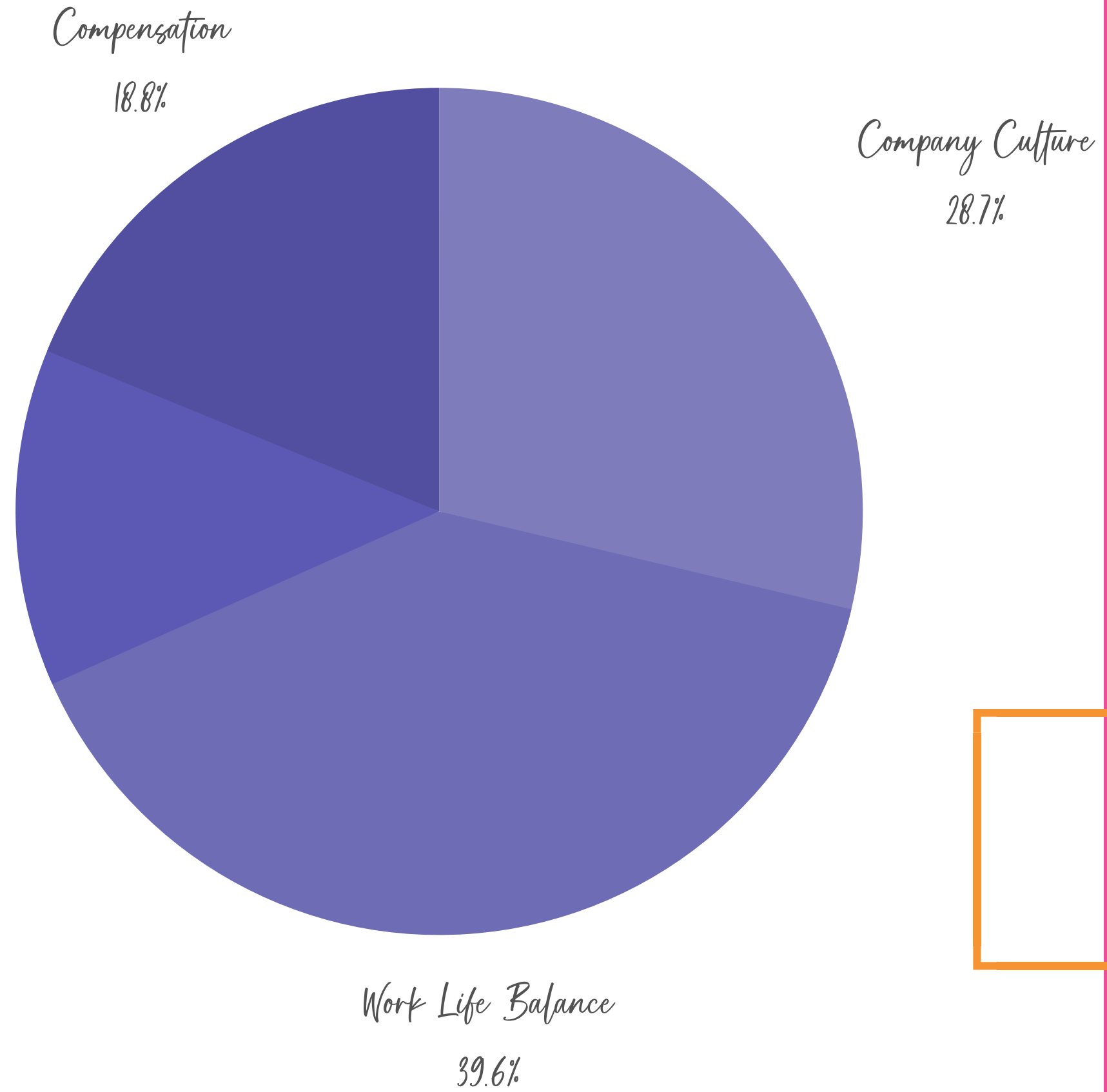
RESPONDENTS BIGGEST PRIORITY WHEN LOOKING FOR A NEW JOB

Work-life balance is a high priority for the majority of respondents, with 40% of people indicating this. It is interesting to juxtapose this with the fact that 56% said they were struggling to get employees back into the office for more than two or three days a week. There will be a continuing battle between working from home versus working in the office and what this balance looks like. Currently, candidates want career progression but also greater flexibility and not all companies believe this to be possible. Many companies will look for an HR professional who not only possesses a strong belief system in HR processes but also a strong ability to build deeper relationships across the business and cultivate key relationships.

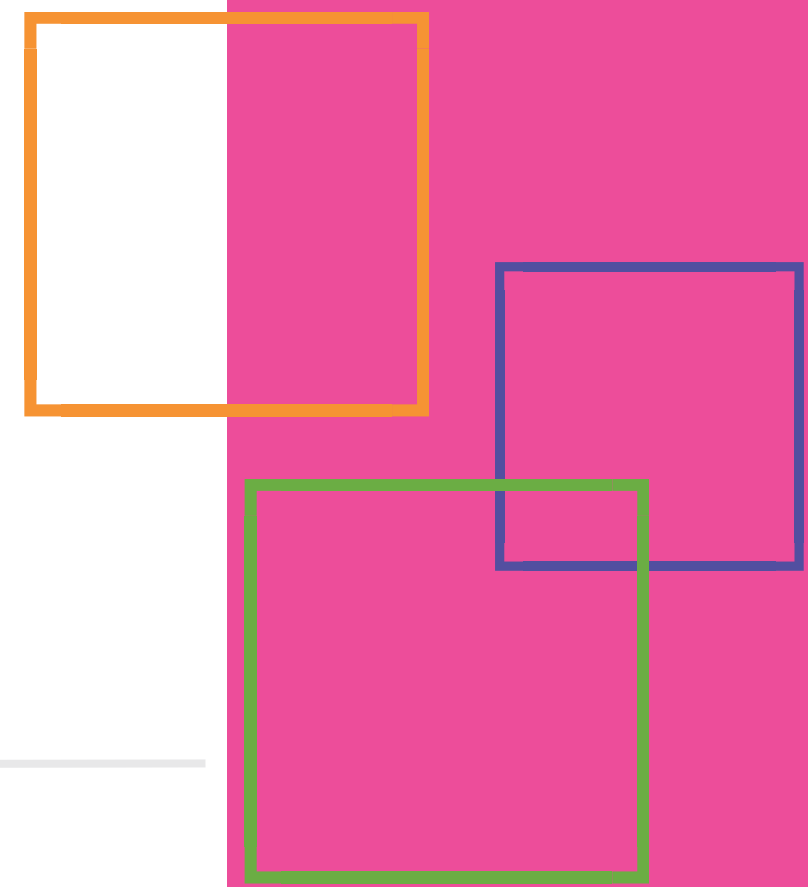
Candidates will push for greater flexibility which seems to be given when they have built and developed trust over a period of time. We have found that they also do not react favourably to the possibility of being mandated to five days per week in the office and therefore some flex will always go down well. Most companies now ask for a minimum of three days per week with the ambition that four days will potentially become the norm.

To summarise, directly after Covid there was a strong push by employees to work more from home and commute less, taking advantage of a candidate short market. We are now seeing this re-balance, with employers pushing for greater in-person collaboration and commitment. Ultimately, more companies are defining where they stand on this matter, making it part of their culture/purpose, with the stance that if employees aren't willing to commit to more in person time, they will be let go.





The graph showcases the full results for respondents number one priority when moving roles. This question was the most answered in this year's survey. Work-life balance was also top in 2022 with 39% of HR professionals answering this way, which differs from 2021 when the majority of respondents chose company culture.



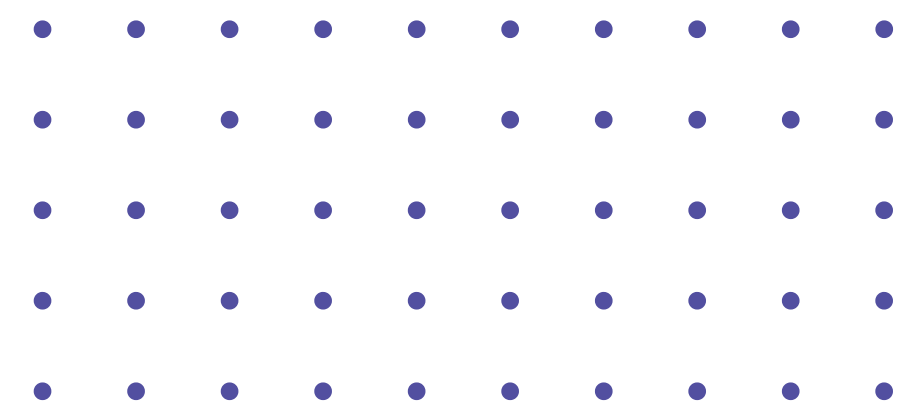


HR TEAMS WILL STILL GROW IN 2024

In contradiction to the economic sentiment on the previous pages, 39% of respondents said they will be hiring into their HR function in 2024, with an additional 18% planning to hire into specialist HR roles.

HR seems to be at a crossroads, having cut back aggressively in 2023, it is now looking at its broader operating model to ensure that it is fit for purpose. This could mean that HR functions are going to grow but there will be greater scrutiny on the ROI of HR and its broader CoEs. For example, we've seen CHROs asking if they could re-purpose headcount, either by hiring in a new area/function or by hiring into a lower-cost location and reducing the broader operating cost of HR.

39%
Are looking to hire

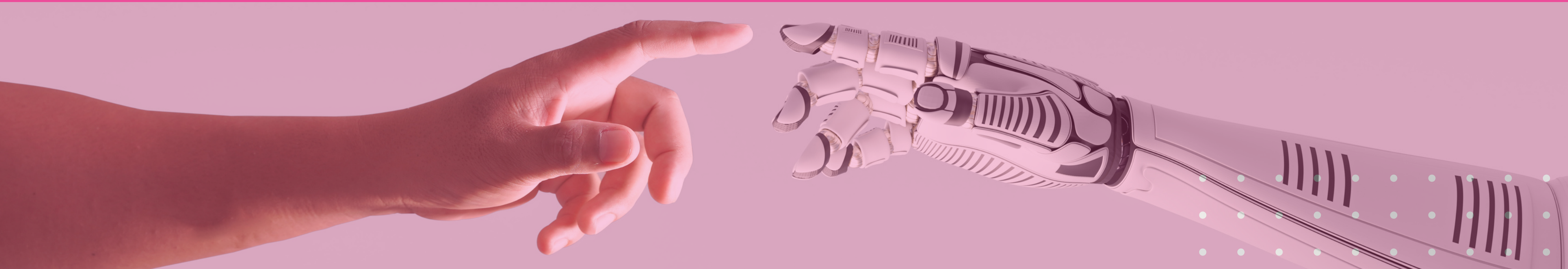


THE IMPACT OF AI ON HR

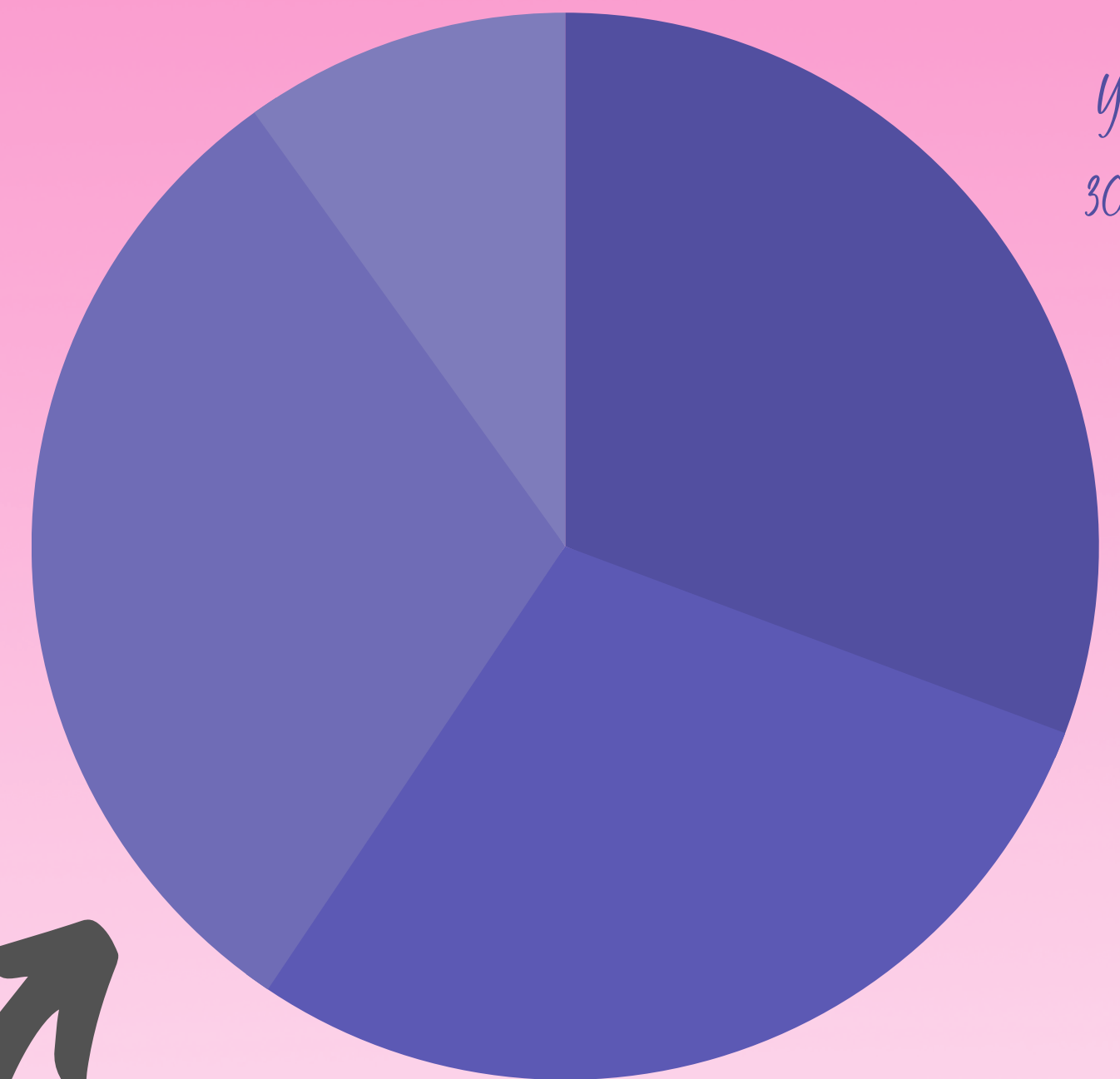
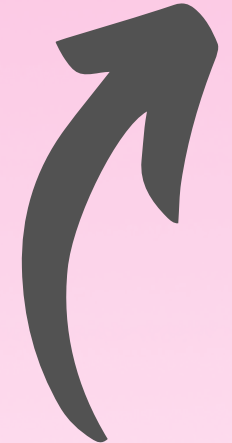
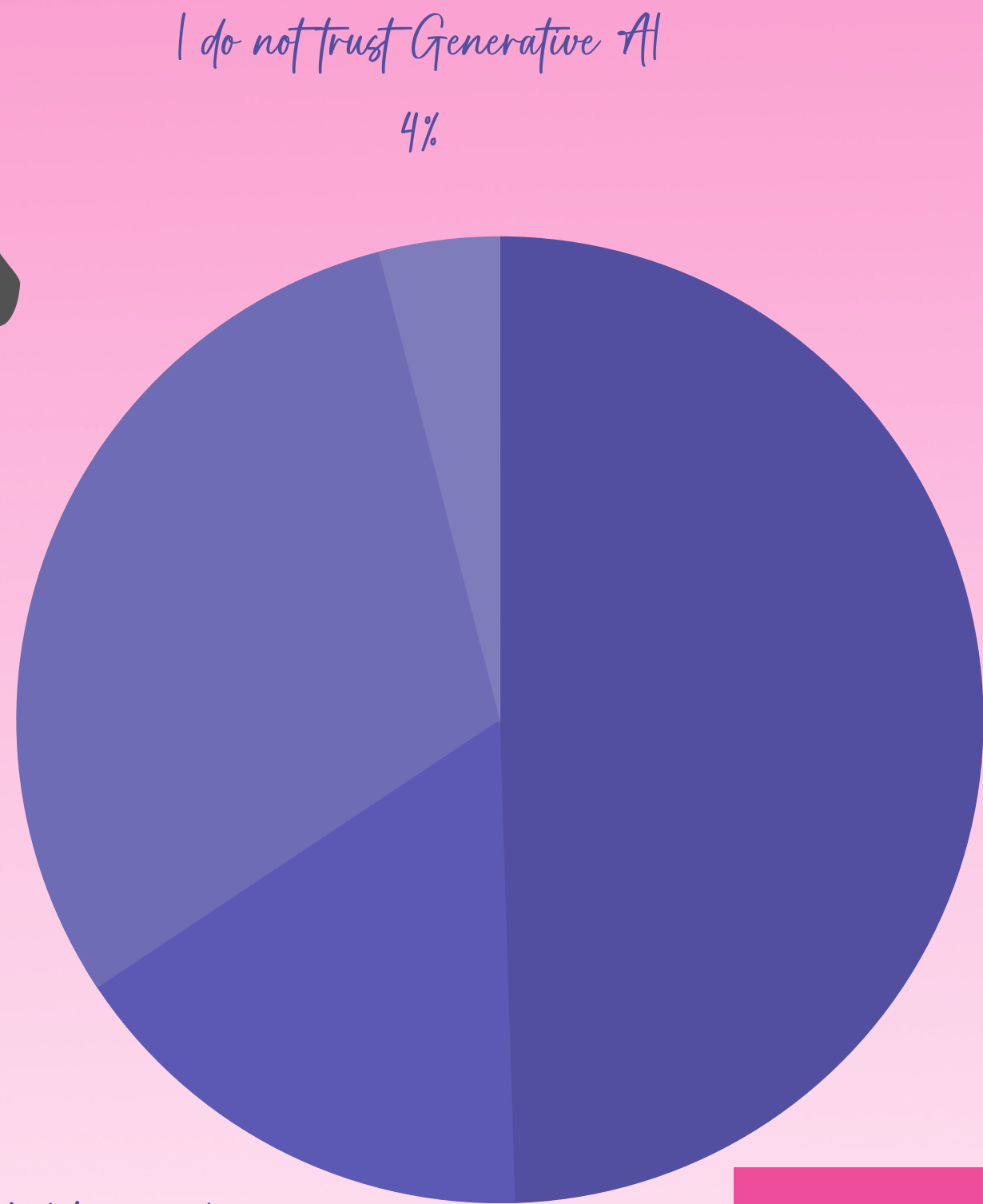
AI in HR has become a very topical discussion point in recent months. Three questions in this years survey explored AI. Interestingly in 2022 it was all about the Metaverse, when 43% of respondents said that it had a role to play in the future of work.

It seems that HR is not at the forefront of the early adoption of AI and still has a lot to learn. 63% of companies do not yet have an organisational policy for AI despite concerns around data privacy, and 60% say that their company either isn't looking into creating one or that there is interest, but it isn't front of mind.

It is impossible to understand something you have never seen or tried and we are seeing a lot of confusion and even fear around AI. This is a topic that requires education and if you want more insight, you can listen to our podcast with Ria Davey on the pros and cons of generative AI within HR [here](#).



IS CHATGPT USED IN YOUR ROLE?



ARE YOU LOOKING TO IMPLEMENT A STANDALONE GENERATIVE AI PLATFORM INTO YOUR HR TECH?

FLEXI-TIME ARRANGEMENTS WITH FULL-TIME PAY ARE NOT ON THE RISE

75% of employers have not implemented flexi-time arrangements in their workplaces with full time pay. The priority of employers has shifted in the last year to focus less on attraction and retention based initiatives such as these and more on business-focused decisions. It felt like a much bigger issue when there was a shortage of candidates and employers were having to look more closely at how they attracted people.

There was more of a buzz a couple of years ago around flexi-time arrangements, with much discussion around how a four day work week can positively impact productivity - only 12% of respondents are on a 4 day work week, 3% have a 9 day fortnight, 10% have reduced working hours and as mentioned, the majority at 75% have none of the aforementioned. In 2022 63% said that having a four day work week would improve their work/life balance. With the focus now on the right hybrid working blend, other initiatives have been parked until organisations feel they have got this right.





These are the findings from our Global HR Survey, some data may vary to other findings - all commentary is the insights of Stuart Elliott, CEO and Owner, Elliott Scott HR.

Elliott Scott HR is an award-winning specialist in HR recruitment. We serve the global HR community through our offices located in Delhi, Hong Kong, London, New York, São Paulo and Singapore and have placed HR leaders in over 30 countries.

Find out how we could help you grow your HR team [here](#) or contact info@elliottscotthr.com.

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