

2019 Global HR Survey Results

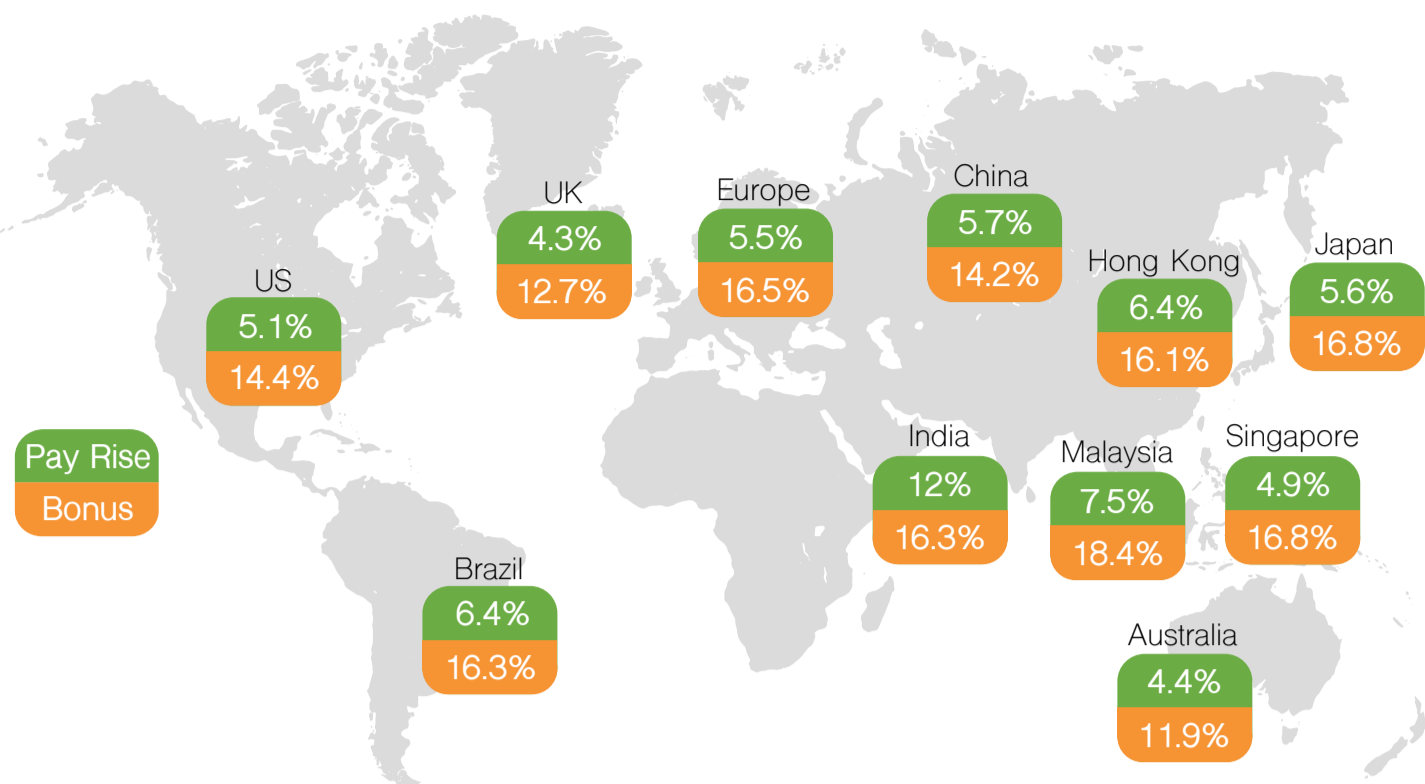
We are pleased to share the results from our 2019 Global HR Survey. We surveyed over 1500 HR professionals globally on topics pertinent to the HR profession. This infographic includes some great insights intended to provoke further discussion within your organisations. Respondents were predominantly from the Banking & Finance, IT/Telecommunications and Retail industries and in Mid to Senior level positions. Hong Kong made up 26% of respondents, the US 22%, Singapore 18%, the UK 11% and Brazil 11% with the rest from countries including Malaysia, India, Japan, China and Continental Europe.

Compensation

Average Pay Rises and Bonuses by Country

Global pay rise average: **5.7%**

Global bonus average: **15.7%**



Overall **59%** of respondents felt pleased or very pleased with their compensation

Economy

Global Shifts

26% feel positive or very positive about the economy, **down** from **41%** in 2018
Currently the US feels most positive at **42%**

29% feel negative or very negative, an **increase** from **15%** in 2018
Currently Brazil and Hong Kong feel most negative at **35%**

The rest of our respondents feel neutral

Flexibility

Globally **69%** of respondents have access to flexible working arrangements

The UK has the highest availability of flexible working at **77%**

Flexible Working is on the Rise

66% in Hong Kong reported being able to work flexibly, an **increase** from **59%** in 2018

Most Common Flexible Benefits Offered

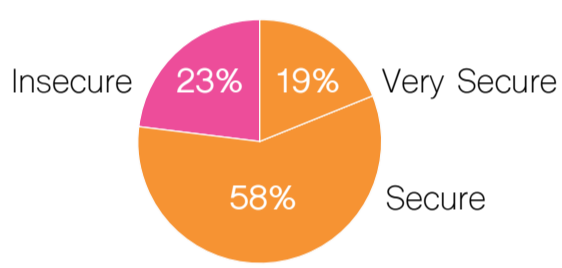


Part Time, Non-Standard Hours, Compressed Hours, Half-Day Fridays

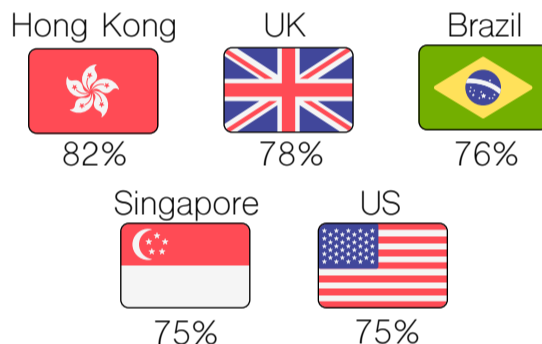
Respondents cited a range of options designed to enable flexibility to complete their contractual hours

HR Pulse

Job Security is High in the Function



Respondents' who feel very secure or secure in our hubs



Job security has **increased** to **77%** this year
In 2018 **72%** felt very secure or secure in their role

Despite reportedly high job security, **61%** of respondents globally feel only moderately valued in their current company

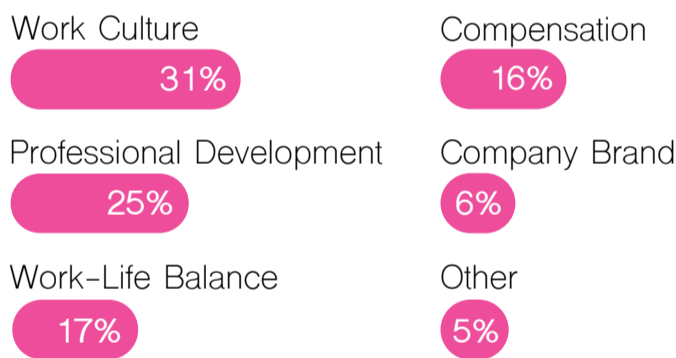
Passive Candidates are on the Rise

66% of respondents are considering moving roles in the next 12 months, while **56%** have been with their current employer 2 years or less



Mindset shift: Despite job security being high, HR professionals are still increasingly open to discussing the "right" career opportunity

Respondents' Number One Priority if they were to Move Roles



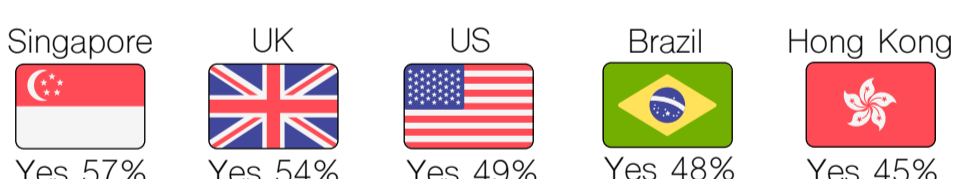
Diversity & Inclusion

Organisations that have a Defined Strategy or Plan

50% Do **50%** Don't

Many companies still have **nothing** in place

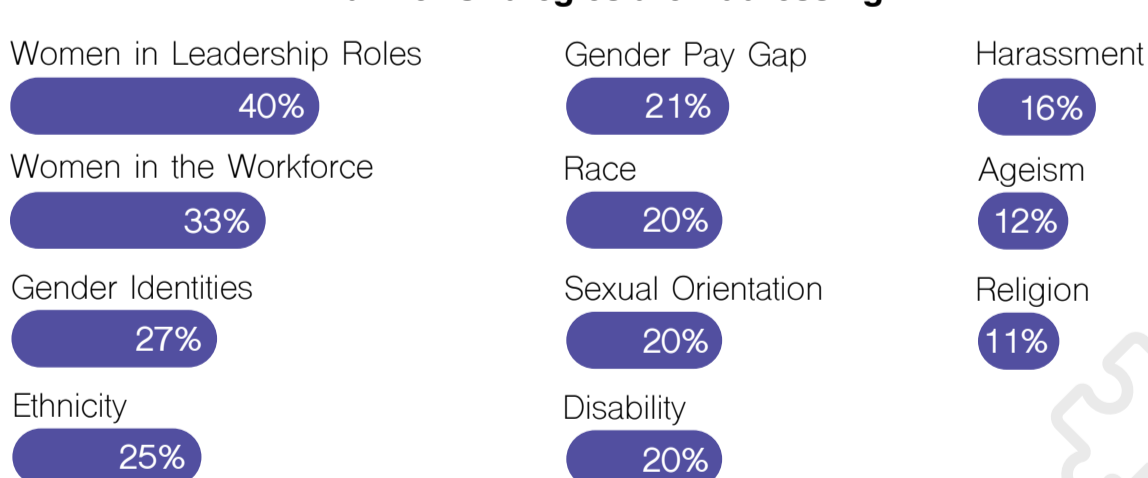
In our Hubs



By Industry

71% of companies in Insurance have a D&I strategy/plan whereas only **38%** of organisations in the Recruitment sector currently do

What D&I Strategies are Addressing



Globally we are seeing a high focus on women. In our hubs the top three areas are consistent with what's being seen globally, with the US also focussing on Ethnicity and Brazil Disability

HR Professionals have Experienced Sexism in the Workplace

3/4 are women **32%** Yes **68%** No

In our Hubs



By Industry

Industries with the highest and lowest % experiencing sexism:

Media/ PR/ Entertainment: **46%** Yes

FMCG: **18%** Yes

What are HR Professionals Currently Reading About?



HR Technology



Future of Work



Diversity & Inclusion



Change Management



Leadership Development

If you have a question or would like more information on a particular topic please get in touch with your Elliott Scott HR consultant or send a message to info@elliottscotthr.com. Thank you to everyone who participated.