

Human Resources Statistics

Finding the right HR stat can feel a lot like searching for Bigfoot, no matter how hard you try, you're always coming up empty handed.

Don't fret, because we've got some good news for you.

No, we didn't find Bigfoot — and believe me, we looked everywhere — but what we did find we think might be even more useful; all the HR stats you ever wanted — all in one place.

From ACA Compliance to Talent and beyond, our team has carefully compiled the best stats so you don't have to.

Need to make a business case for a new HR solution? Not sure how to handle a key issue? Or maybe you just want to stay on top of the latest and greatest trends.

We've got you covered in this eBook.

We've even grouped, categorized and made the content look so pretty that we know you'll want to share it. And we're cool with that.

So, go ahead, take a page (or 42) and use it to help make your year even better.



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ACA Compliance

EFFECTS/BURDENS

55% of employers said that the ACA had no effect on business operations and performance (Mercer/CFO)

BUT...



About **50%** of organizations believe that the ACA has had a negative effect on their company. (International Foundation of Employee Benefits)

EFFECTS/BURDENS

99%

of U.S. executives believe their compliance burden will increase over time (Robert Half)



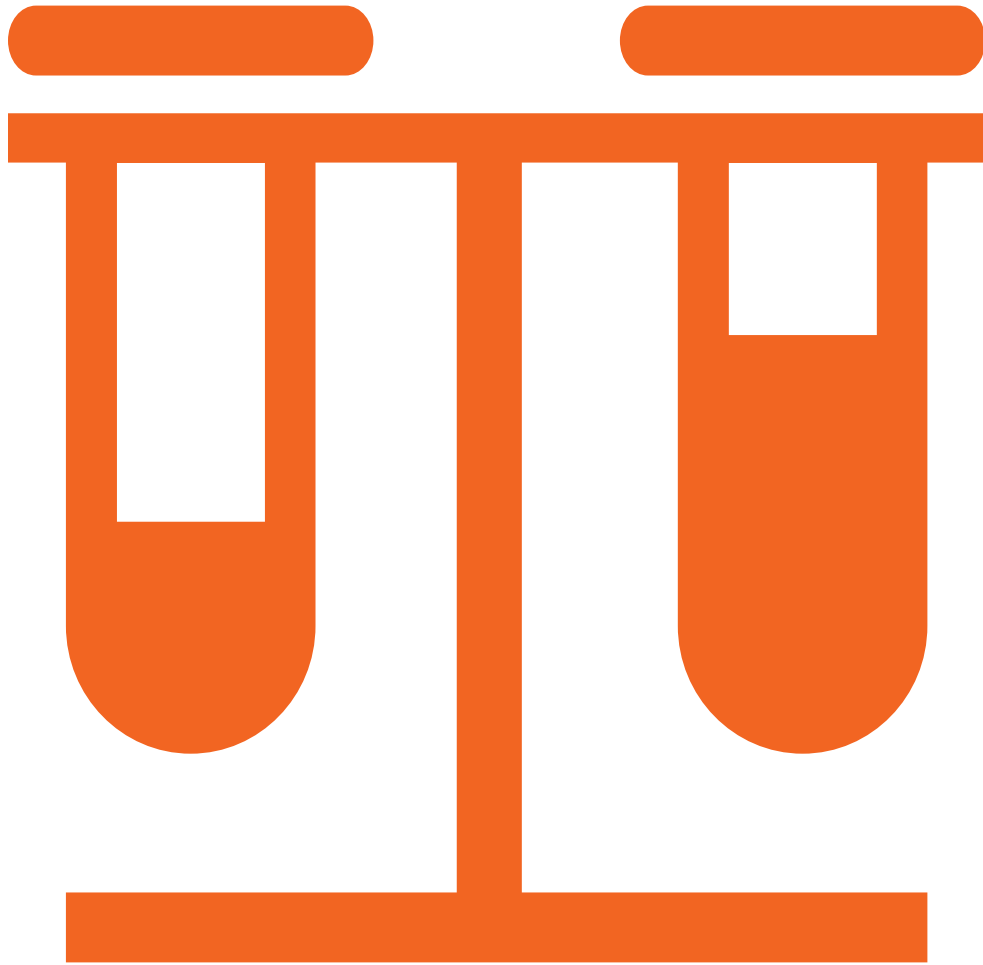
1 in 6 companies with 50 or fewer employees say they have had to reduce/freeze pay raises, and one in ten has had to reduce/freeze hiring to stay under the 50 employee max due to the ACA (International Foundation of Employee Benefits)

EFFECTS/BURDENS



Employees have had to take on some of the ACA burden.
“Nearly **1/3** of organizations have increased employee out-of-pocket limits” (International Foundation of Employee Benefits)

EFFECTS/BURDENS



69.3% is
the average amount of
employees enrolled in an
employer-sponsored plan for
2014 (Mercer/CF0)

The average amount of
employees that signed up
for the health insurance
their employer provided
increased only by .2%.
(Mercer/CF0)

FUTURE OUTLOOK



34% of employers with 50 workers or less said they were likely or very likely to terminate their health-benefit plans in the next five years (Mercer/CF0)

Currently more than 1/3 of organizations believe they are maintaining ACA compliance and developing appropriate tactics to deal with the reform; however smaller organizations are less likely to have a multi-year plan (International Foundation of Employee Benefits)

FUTURE OUTLOOK

The current number of hourly employees in the U.S. is about 74.4 million, of which 61% are working more than 30 hours (Equifax)

71% of hourly employees have held their job longer than 12 months – creating a very large number of people who will become eligible for employer sponsored health insurance (Equifax)



FUTURE OUTLOOK



Employers with **100**
or more employees got some
leeway for ACA compliance
in 2014 by only having to
offer coverage to 70% of their
employees, but they will need
to meet the 95% mark in 2016
(Washington Post)

Employee Benefits

COSTS

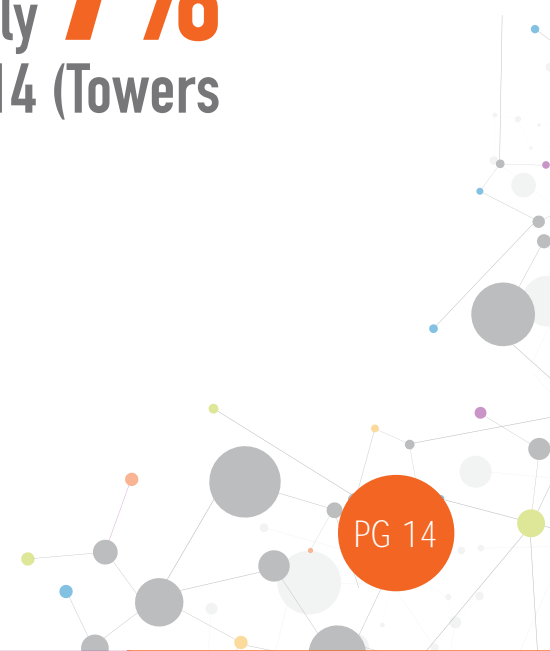
Employer benefit costs are expected to raise **4.4%**
in 2014, putting the average cost per employee at about

\$9560 (Towers Watson/National
Business Group)

COSTS



Employees' shared premiums increased nearly **7%** and total employee cost share rose 37% in 2014 (Towers Watson/National Business Group)



COSTS

49% of employers have increased employee contributions for employees' dependents



(Towers Watson/National Business Group)

19% of companies are expected to raise employee benefit contributions within the next year (Towers Watson/National Business Group)

70% of employers believe offering subsidized coverage for spouses is important (Towers Watson/National Business Group)

COMMUNICATION



Only **79%** of California employees believe their employer is effective at communicating benefit options (Society for Human Resource Management)

Less than **1 in 4** CA companies include benefits communication in their budget (Society for Human Resource Management)

MORE THAN JUST BENEFITS



33% of California companies use benefits as a recruitment tool. Nationally that rate is 26% (Society for Human Resource Management)

85% of California employers leverage healthcare benefits and **61%** leverage retirement savings/planning benefits (Society for Human Resource Management)

Human Resources

TALENT

71% of CEOs cite human capital as their biggest contributor to sustained economic value (Business Standard)

63% of CEOs say the absence of necessary skills is their biggest talent challenge (PricewaterhouseCoopers, LLP)

TALENT



43% of job candidates research their prospective employer/job description just 15 minutes before the interview, but only 20% of Fortune 500 companies have a mobile optimized career site, and the other 80% are completely missing the boat (Forbes)

TALENT



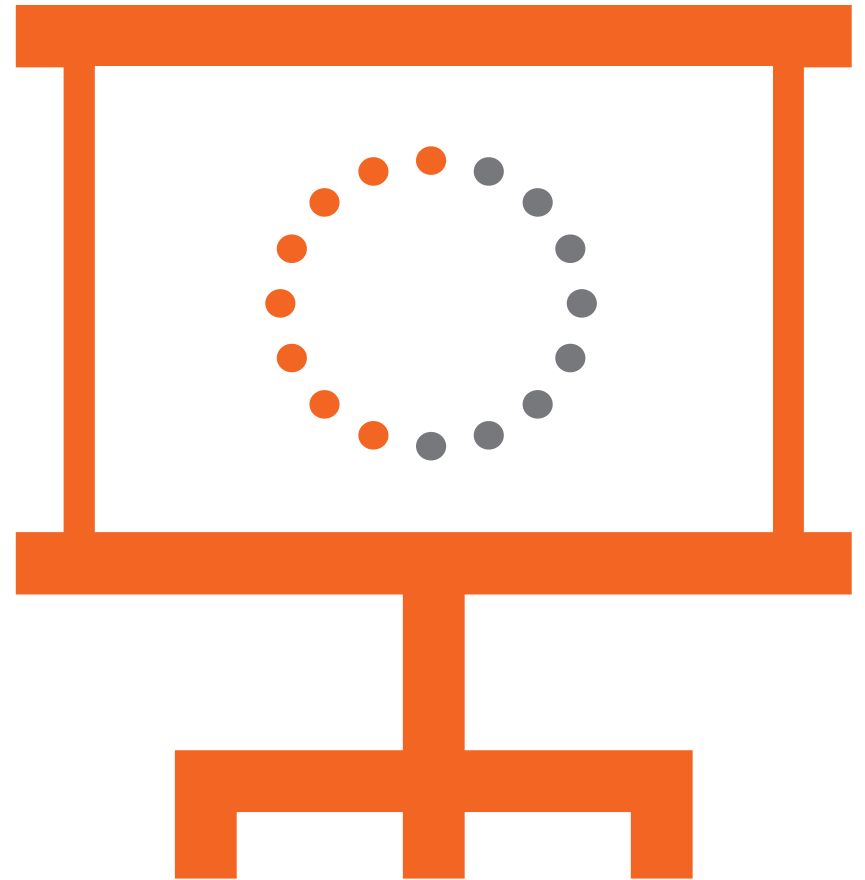
The Hackett Group found that nearly **7%** of HR pros are expecting a drop in their operating budgets in 2014 (The Hackett Group)

75% of employers said they are making changes in their strategic workforce planning (The Hackett Group)

80% of respondents in a Hackett Group study said they plan to make changes to employee performance policies (The Hackett Group)

DATA

40% of organizations use data to make critical workforce decisions and 57% plan to employ integrated data analytics across multiple systems over the next two years (Harvard Business Review)



DATA



Businesses reported that their three biggest obstacles in achieving better use of their data is its inaccuracy (54%), the lack of analytic skills among their HR pros (47%), and the lack of an adequate investment in necessary HR analytical systems (44%) (Harvard Business Review)

POLICIES

90% of 2,662 HR professionals
said that their organization had
formalized policies in place
(Business and Legal Resources)

85% of employers require employees
to show receipt & acknowledgment
of company policies (Business and
Legal Resources)

30%

of employers use an internal
website to deliver company policies
(Business and Legal Resources)



MISCELLANEOUS HR TIDBITS



Nearly **32%** of HR professionals listed strategic alignment as one of their key improvement areas (Information Services Group)

Of 260 nonprofit HR pros, **49%** said that the influences of their functions on the organization have increased (XpertHR)

Business Taxes & Payroll

ADMINISTRATIVE BURDEN

- Nearly 1 in 3 small businesses spend more than \$10,000 per year on administrative tax tasks (National Small Business Association)



73% of businesses claim that federal taxes have a significant to moderate impact on their day-to-day operations (National Small Business Association)

40% of companies said they spend more than 80 hours per week on dealing with federal taxes (National Small Business Association)

OUTSOURCING



Payroll and tax remain the single most outsourced functions among U.S. and Canadian companies in 2014 (Robert Half/Financial Executives Research Foundation)

47% of companies said that they outsource tax functions; and 42% said they outsource payroll functions (Robert Half/Financial Executives Research Foundation)

SPREADSHEET VS. THE CLOUD



73%

To analyze employee data, **73%** of organizations still use Excel saying they're fearful that using a cloud system won't protect their data (Robert Half/Financial Executives Research Foundation)

Smaller organizations are more likely to adopt a SaaS system — 11% of companies with revenue less than \$25 million vs. 6% percent of companies with revenue between \$25 - \$99 million. (Robert Half/Financial Executives Research Foundation)

MISCELLANEOUS TAX & PAYROLL TIDBITS



3.8% of 64,200 nonprofit organizations owe a total of nearly \$875 million in tax debt (Treasury Inspector General for Tax Administration)

Talent

EMPLOYEE TRUST & ENGAGEMENTS

About **1/3** of employees say their employers aren't truthful with them (American Psychological Association Center for Organizational Excellence)

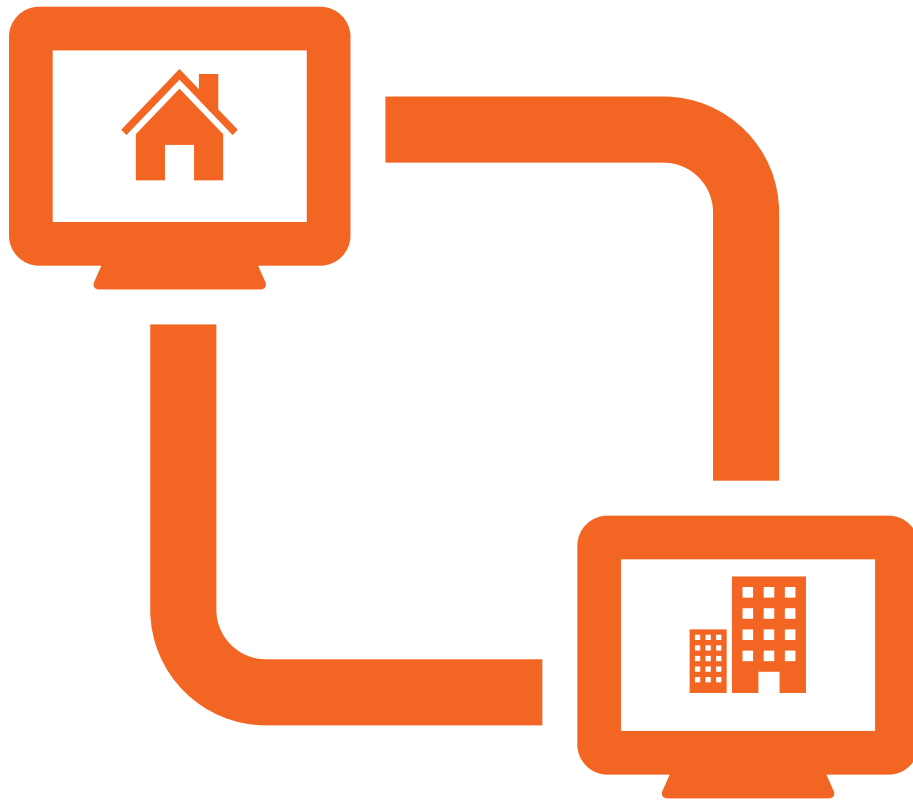
A **1/4** of employees don't trust their employers which affects their overall job satisfaction. (APA Center for Organizational Excellence)

70% of U.S. employees are actively disengaged in their work (American Psychological Association's Center for Organizational Excellence)

Only about **52%** of employees say their organizations make them feel valued. (American Psychological Association's Center for Organizational Excellence)



WORKPLACE FLEXIBILITY



By **2020** there's expected to be upwards of 50% of employees in a typical company that freelance (ComputerWeekly.com)

63 million people will work remotely by 2016 (Forrester Research)

HIRING



When it comes to evaluating candidates,
equations outperform people by at least

25% (Harvard Business Review)

Research found that 85% to 97% of professionals
rely (to some degree) on intuition during the
hiring process (Harvard Business Review)

GOING MOBILE



64% of people said that their mobile devices make them more productive at work, and 29.2% see mobile “DEVICES AS A WORKPLACE NECESSITY” (Aruba Network)

86% of people also said they own at least two devices that had the ability to connect to the internet, with 18–35 year olds making up most of that group (Aruba Network)

EMPLOYEE RETENTION



73% of organizations indicated that the largest catalyst for driving changes to their onboarding program is to accelerate employee performance and to improve retention/loyalty. (Impact Instruction Group)

The background is a solid orange color with a gradient from dark orange on the left to light orange on the right. Several semi-transparent circles of various sizes are scattered across the background, creating a bokeh effect.

Technology

NEW HRIS

47%

of companies' HRIS's are more than 7 years old (Bersin by Deloitte)

58%

of companies are planning to buy HR technology within the next 18 months (Bersin by Deloitte)

74% of companies planning to replace their HRIS system are seeking to improve user-experience (Bersin by Deloitte)



SOFTWARE AS A SERVICE



21% of HR pros plan to upgrade their HRMS solution with a SaaS solution by 2016 (Information Services Group)

SOFTWARE AS A SERVICE

50% of companies
have already implemented
a cloud-based SaaS system
(Information Services Group)

The percentage of U.S. small
businesses using cloud
computing is expected to
more than double during the
next six years from 37% to
nearly 80% (Intuit/Emergent
Research)



MOVING MOBILE UP



40% of HR pros are beginning to explore using cloud-based software because of its accessibility, cost savings and mobility (Human Capital Media Advisory Group/Talent Management)

19% of HR pros are [currently] working on making their systems mobile friendly and 20% said that it's one of their goals for the next one to three years (Human Capital Media Advisory Group/Talent Management)

MISCELLANEOUS TECHNOLOGY TIDBITS



Over the next 5-10 years
of the 10,000 people surveyed around the globe say
that technology will transform the way they work
(PricewaterhouseCoopers, LLP)

By 2022, HR will face the need for sophisticated people
measurement (PricewaterhouseCoopers, LLP)