

# 08

# Top Human Resources STATISTICS To Know in 2020

We gathered some facts to explore the driving forces that impacted Human Resources departments and professionals in 2020.



## 01

### Organisations with standardised onboarding and employee programs see tangible benefits



greater new hire productivity



greater new hire retention

### \$54,250 per employee

Average cost of an employee leaving to Australian businesses.



Source: Forbes

## 02

### How are employees coping in the pandemic era?



Employees experiencing more stress this year



HR professionals who believe they are ready to deal with COVID-19



Employees saying the support they receive has improved since pandemic started



Employee feeling there is a stigma associated with getting mental health support from employer

Source: MetLife Australia

## 03

### Employee churn is a harsh and costly reality



25% of employees resign in the first year



75% every time someone leaves, it cost the organisation up to 75% of the staff salary



14% of ANZ employees are engaged in their jobs



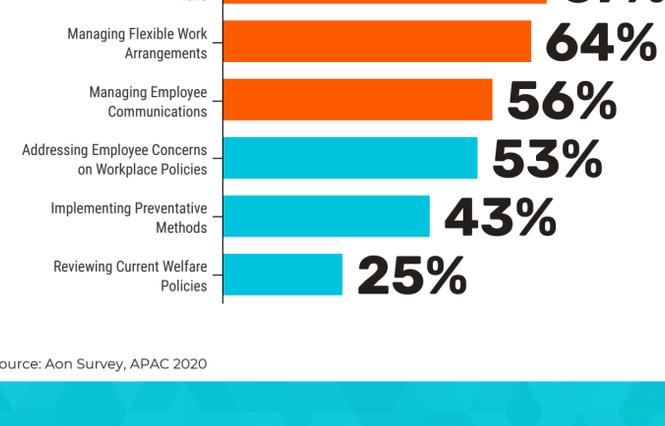
8% of Australians changed jobs in the last 12 months.

Source: Gallup, ABS

## 04

### Top Human Resources department challenges during the pandemic era

#### Top 6 HR Challenges in 2020



Source: Aon Survey, APAC 2020

## 05

### Onboarding is one of the most important HR activities linked to financial performance, but still very paper-based



Companies adept at onboarding achieve x2.5 better financial performance vs those who aren't



Onboarding ranks #2 as having the biggest impact on revenue and profit margins



Organisations with a strong onboarding process improve new hire retention by 82%



Organisation say their onboarding program is focussed on processes and paperwork

Source: Workplace Health Intelligence, Human Resources Institute, Glassdoor

## 06

### Human Resources trends in a post-pandemic world



55% of organisational redesigns are focused on increasing efficiency



48% employees likely to work remotely at least part of the time after COVID-19



32% organisations replacing full-time employees with contingent workers as a cost-saving measure



16% employers using technologies more frequently to monitor their employees

Source: Gartner 2020 Report: trends post covid-19.

## 07

### Using the right tools to automate Human Resources activities frees up 2 days for more strategic work

#### Gain 2 extra days

Without the right tools

With the right tools

### 95 h

The average HR professional **without** the right resources and tools spends 95 hours per month on strategic work\*

### 111 h

The average HR professional **with** the right resources and tools spends 111 hours per month on strategic work\*

Source: Human Capital Institute. \* Based on a typical 40h week.

## 08

### Changes in learning and development in organisations in 2020



74% increase in online learning usage in organisation\*



70% Companies seeing online learning as urgent or important\*\*



41% of training is for health, safety and compliance



5% have mastered the content & systems for great digital learning\*\*

Source: \*Gol. \*\*Deloitte.