

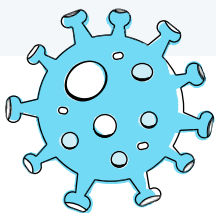


The impact of Covid-19:

What's next for HR?

An HR survey conducted by Personio and Censuswide

Personio



Corona's impact on businesses

The global pandemic has shaken up the world of work. A period of unexpected and unprecedented change has prompted many organisations to rethink the way they operate, and the HR function has been catapulted into the spotlight as a result.

The study

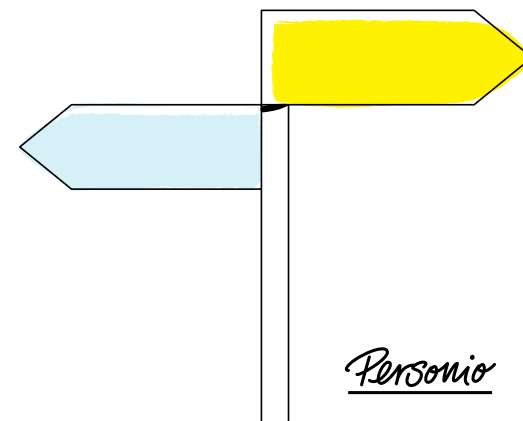
To explore the impact of Covid-19 on businesses and their people strategies, we surveyed 500 HR managers in the UK. The research revealed how the Covid-19 crisis has given HR teams a unique opportunity to demonstrate what they're best at: helping businesses make strategic decisions when it comes to their greatest asset, their people.

HR is a company's backbone

An empowered, strategic HR function is critical to business agility in times of crisis and beyond. But in order to work strategically, HR teams need the right data and systems in place. Only with the right technology are they able to focus on their people and provide valuable insights to management.

What's next?

HR has demonstrated its value to businesses during this crisis, but it can't stop there. HR teams will be critical to supporting the return to the office and helping their organisations navigate the period after lockdown. Organisations that have not yet digitised their HR processes should act now to operate effectively and strategically in the post-pandemic workplace.



Personio

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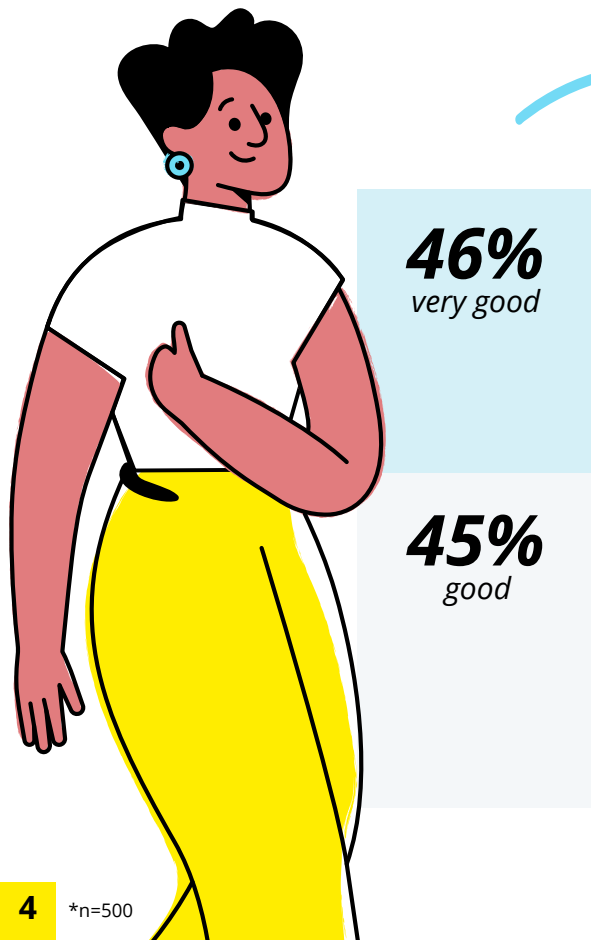
About the survey

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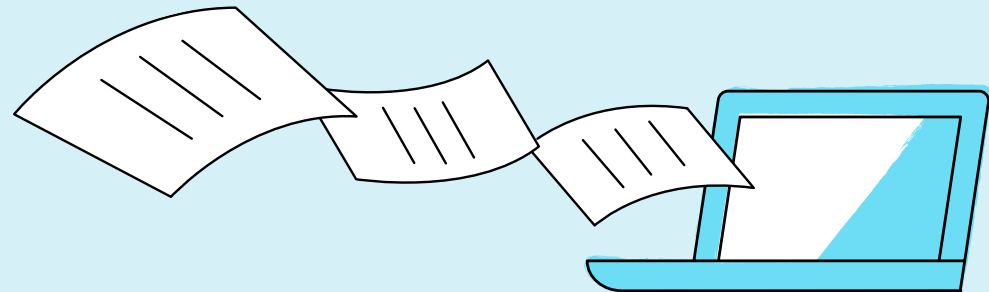
***#moretime
forwhat
matters***

9 out of 10 HR teams say they responded well to Covid-19

"Our HR function's response was:"

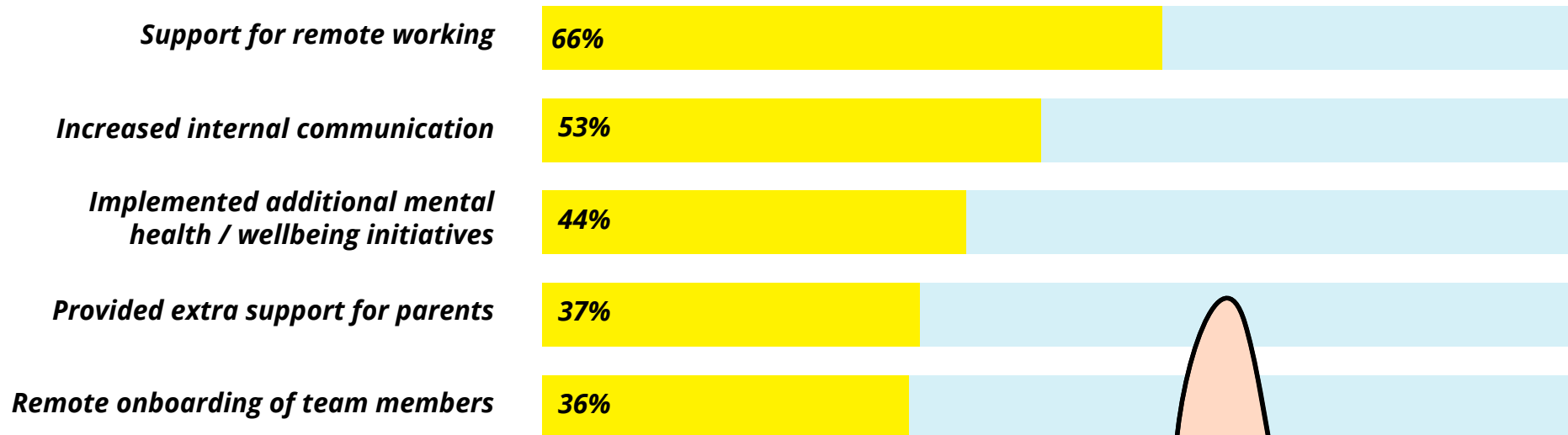


In organisations where all HR processes were digitised, 63% rated the HR function's response as very well.



Actions implemented by HR due to Covid-19

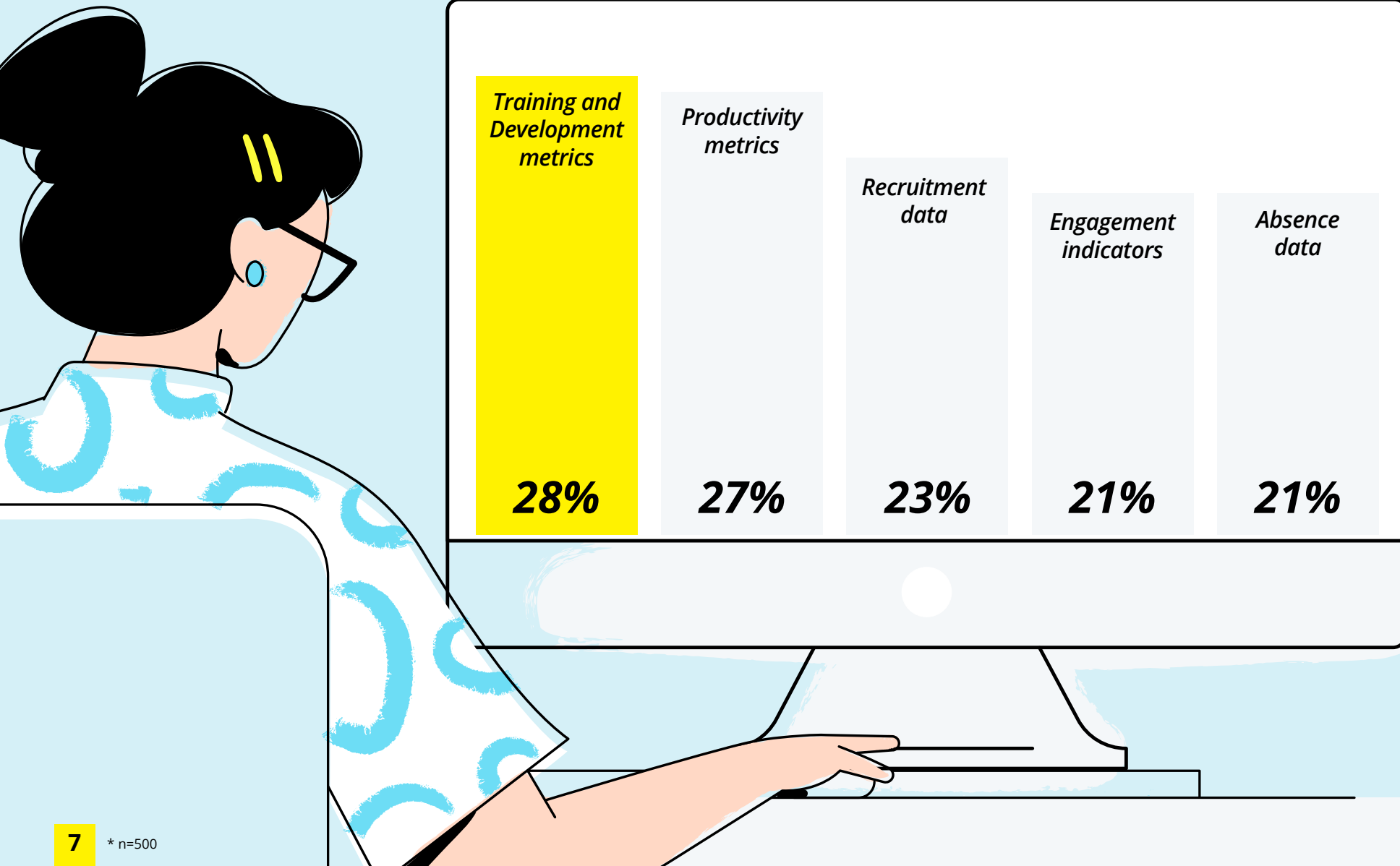
97% have taken action to support the business through the pandemic



Areas that suffered due to Coronavirus

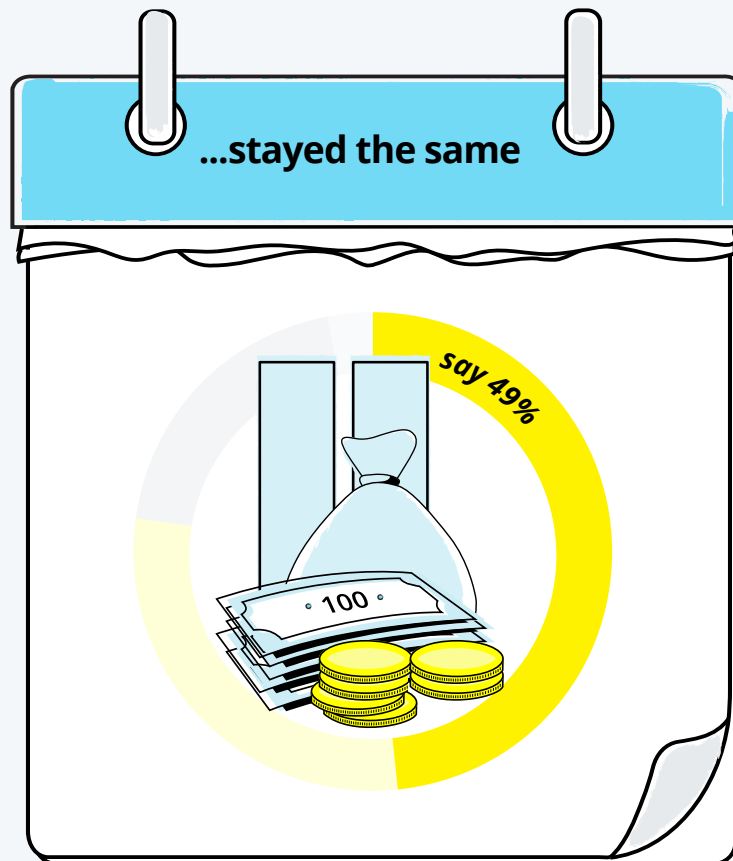


71% of HR professionals have struggled with poor access to people data



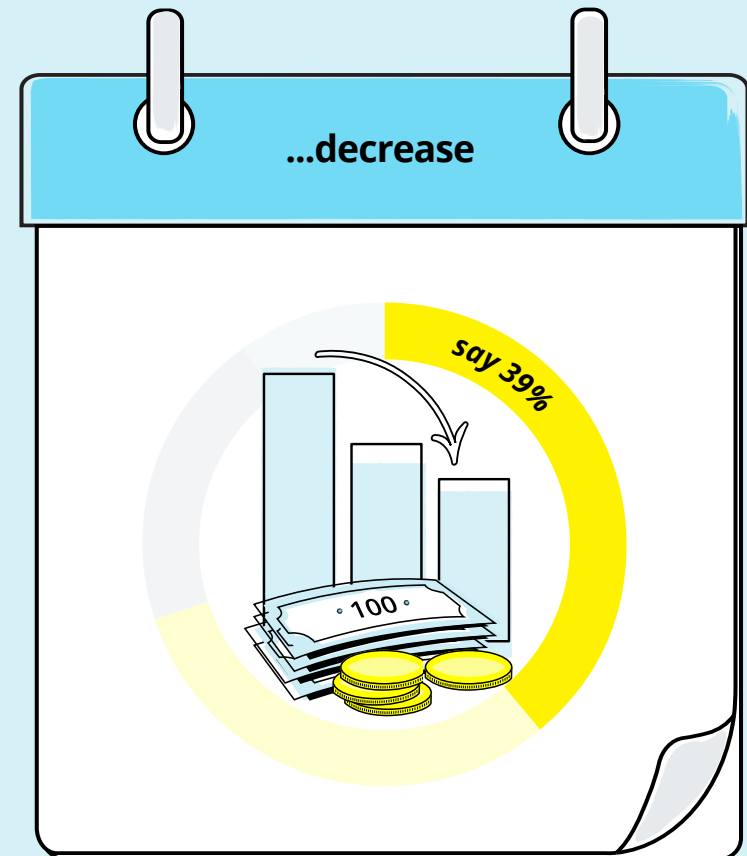
Impact of Corona on HR budgets

Within the last 12 months,
our HR budget has...



29% increased 20% decreased 3% not sure

In the next 12 months, our HR
budget will probably...

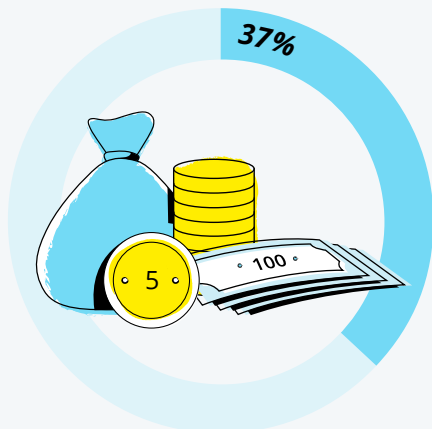


31% stay the same 20% increased 10% not sure

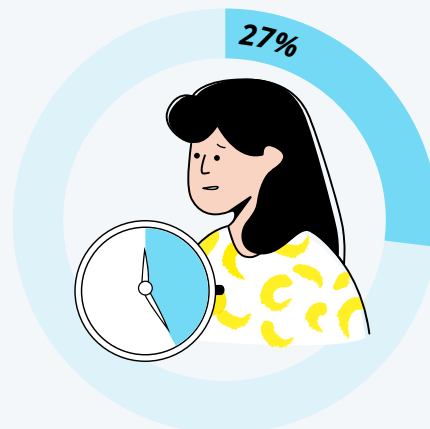
85% of HR professionals perceive challenges to recovery

Key challenges HR is facing

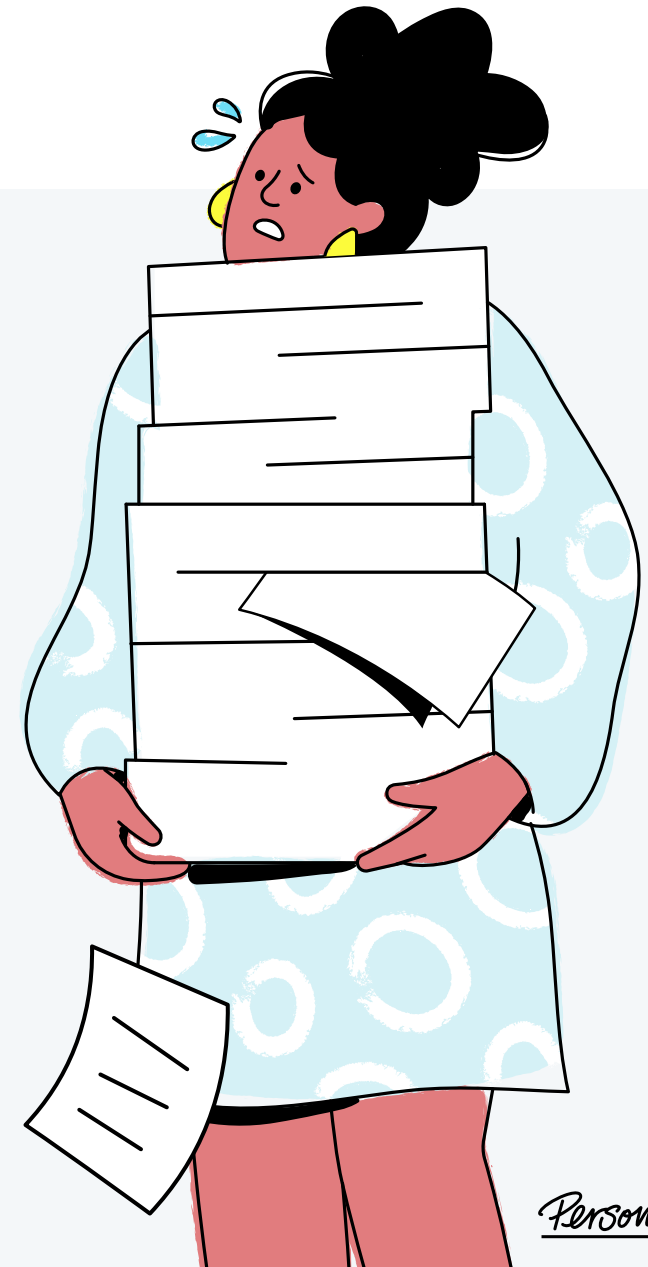
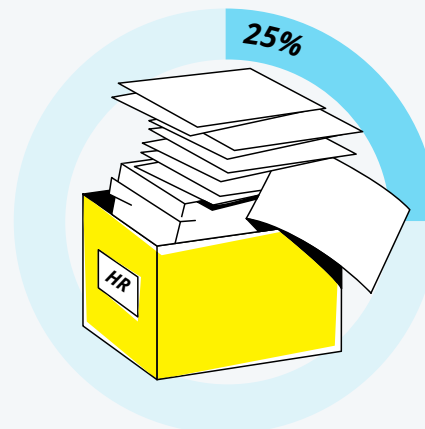
Constrained budgets



Not enough time or HR resources for strategic work



Too much admin work



HR can help businesses to recover

HR's most important areas of focus to support the business' recovery:



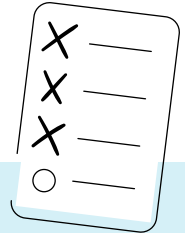
*Mental health /
employee well-
being initiatives*

45%



*Implementing
new work
initiatives*

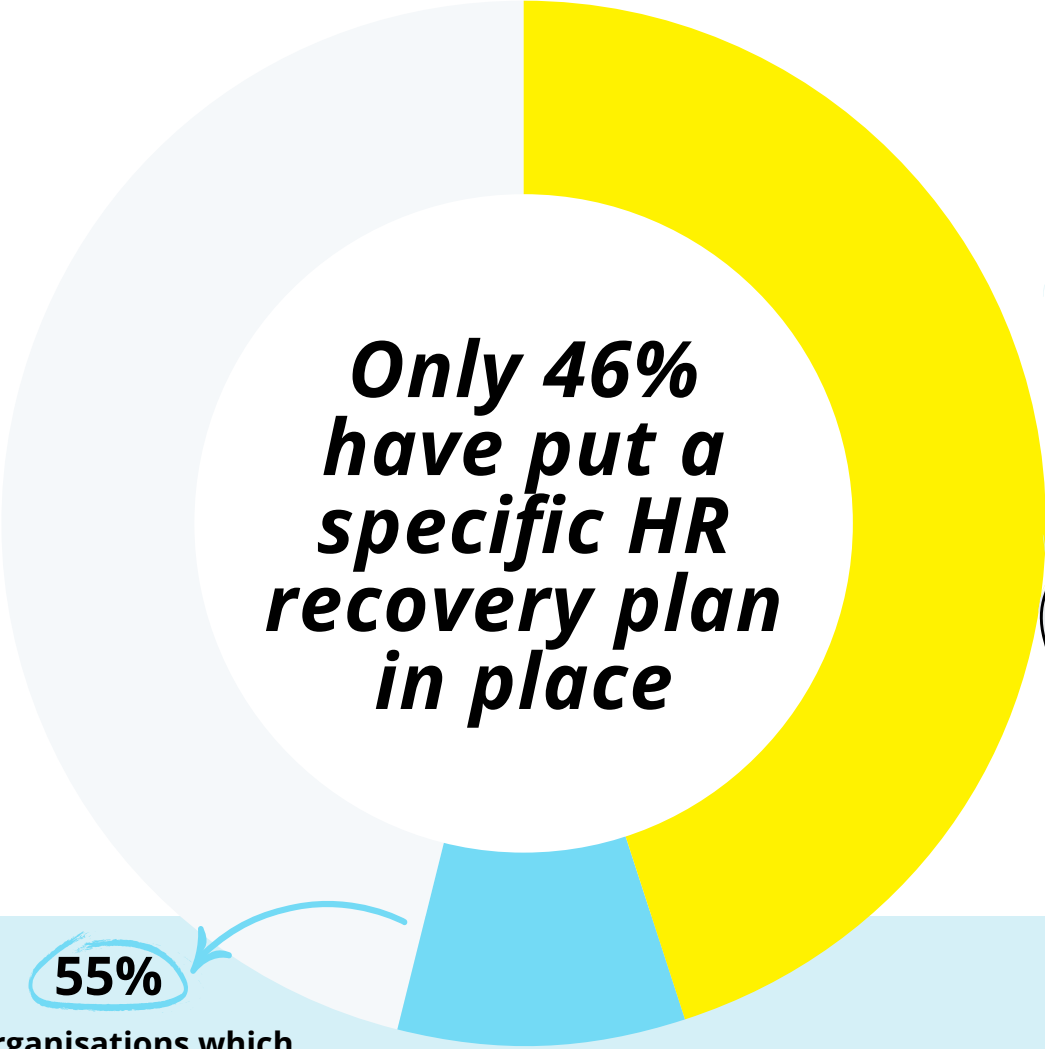
37%



*Long term
planning*

33%

Digitized HR teams are better prepared



***Only 46%
have put a
specific HR
recovery plan
in place***

55%

of organisations which
have digitised all their
HR processes have an HR
recovery plan in place.

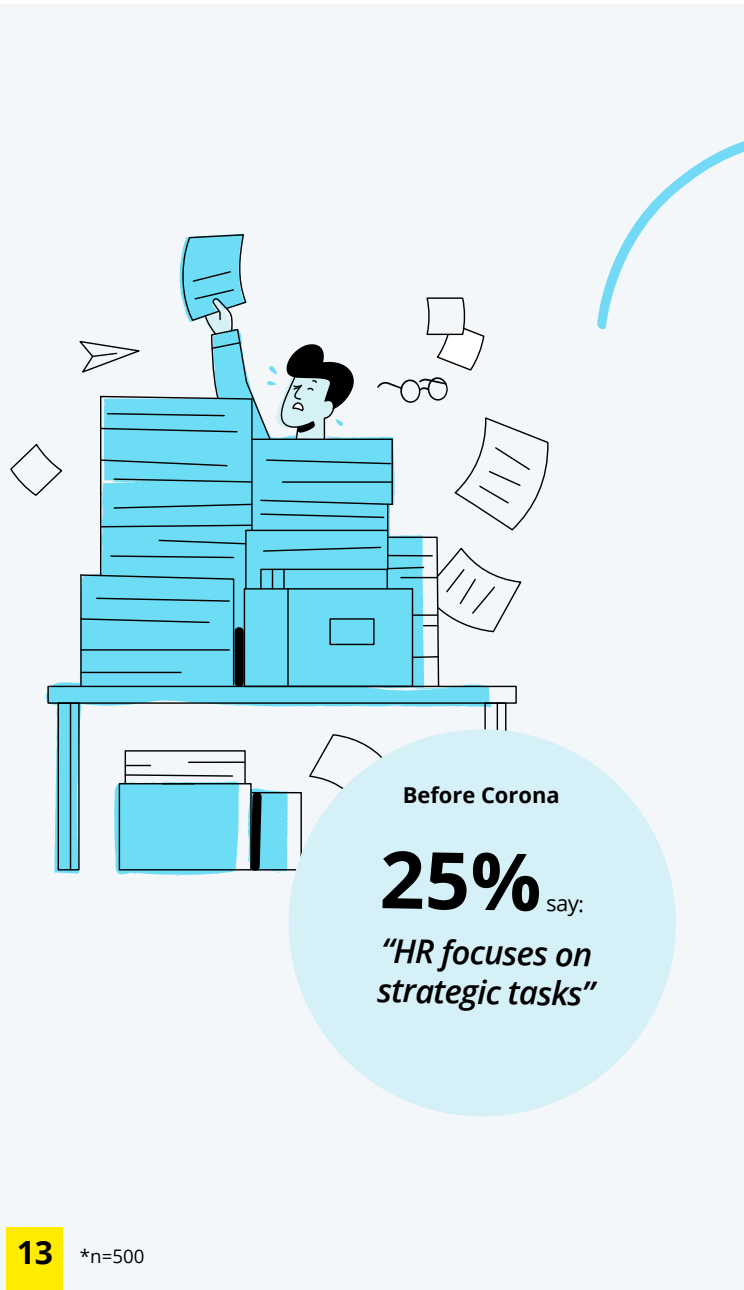
On average, HR managers think it will take 13.4 months for their organisation to recover



HR's response to crisis may impact the duration of the recovery.

Those who rate their HR department's response to Coronavirus as neutral or not good expect it to take up to 18 months.

HR has become more strategic during the outbreak



Before Corona

25% say:
"HR focuses on
strategic tasks"

Completely digitised HR functions were more likely a strategic partner even before the outbreak (37 % vs 25 %).



Since Corona

35% say:
"HR focuses on
strategic tasks"

Digitalization enables strategic HR



79%

HR has been integral to helping the business successfully change and adapt

71%

HR has added strategic value to the business

71%

The HR function has been more closely involved at board level

42%

HR has lacked the data and tools needed to support the business in the best way possible

What's next for HR?

80% say:

"It's important for HR to maintain the strategic role it has played during the outbreak"

68% say:

"HR will have more responsibility after the outbreak has subsided"

63% say:

"Our response to the outbreak has improved the internal reputation of the HR function"

67% say:

"Employees will be reluctant to let go of the increased flexibility and remote working practices"

51% say:

"HR cannot continue as it did prior to the outbreak"



Conclusion

The Corona crisis has shown that having a strategic, digitally-enabled HR function has helped businesses keep people connected and motivated during times of crisis.

Going forward, companies and leaders will need to find new ways to connect people and maintain team spirit as more people opt to work remotely. HR professionals have a valuable role to play in finding solutions that work for the employee and the business, and can play a strategic role by providing data and metrics that support data-driven decisions.



About the survey

Survey method:

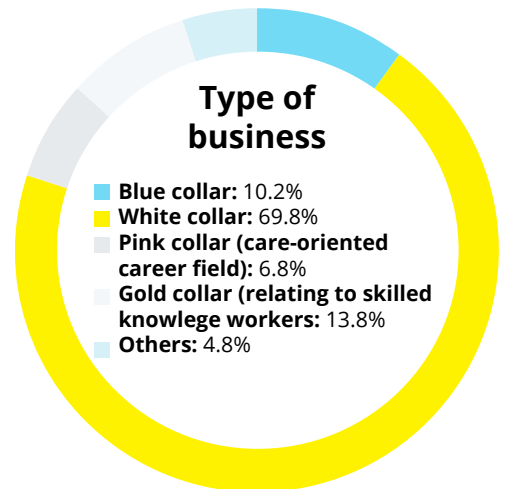
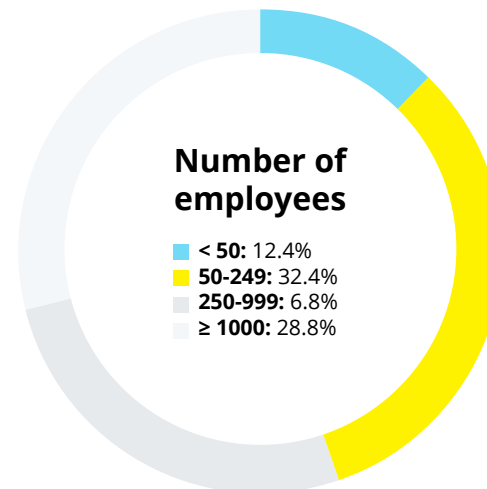
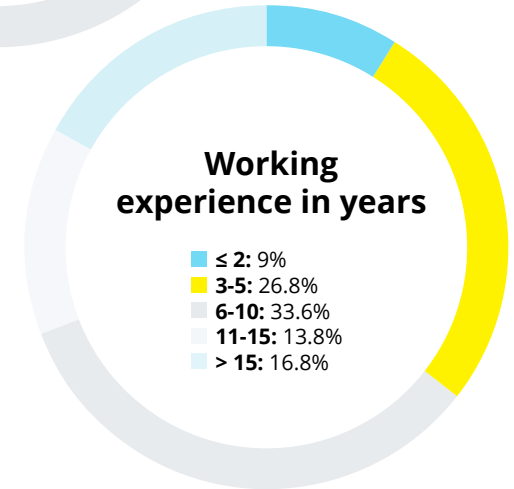
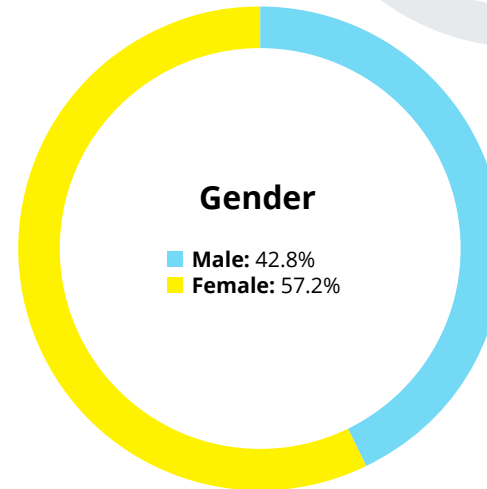
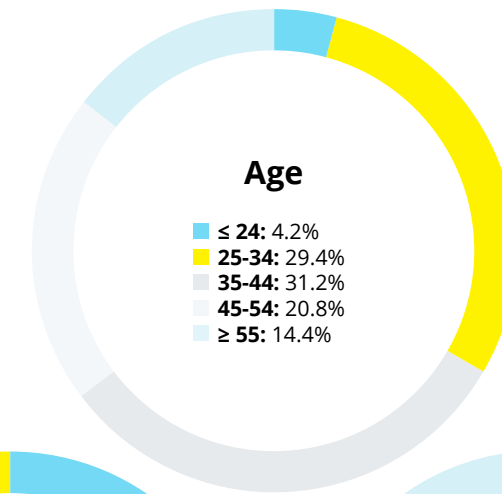
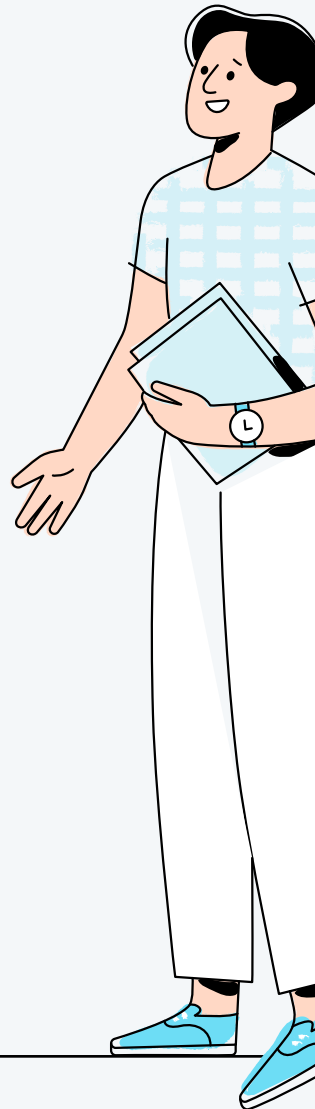
Interviews

Survey period:

May 2020

Respondents:

500 UK HR managers, across a range of industries and organisation types / sizes



***"Personio gives you more
time for what matters:
people and strategy"***





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