Getting Down to Business with HR

Do you have visibility into the four fundamentals of your global workforce: **cost, capacity, capability, and quality?**

1 Cost

More than half of your operating costs can be tied to your people.
Do you know the total cost of your workforce?

1/3 of organizations don't know the total cost of their contingent workforce

1/4 don't know the total cost of their employees

Contingent workers cost U.S. companies more than **$12.5 billion per week!**

More than **40%** of business leaders saw a **negative impact** on their bottom line due to the annual rise in people costs

"If you can't even count people, how can you possibly know what skills you have?"
- Leigh Dunn
Director ITS Business Partner HR and Legal
Kimberly-Clark

2 Capacity

With a high demand for top talent, you need to optimize employee engagement, productivity, and turnover levels to ensure business agility.
Does your organization have the right resources to be nimble?

53% of business leaders say their greatest challenge is recruiting and retaining top-performing managers

$370 billion The cost of disengaged employees in the U.S.

In the next 10 years, over **20%** of the workforce in the U.S. will be retiring

70% of employees plan to look for a new job within the next year

3 Capability

Your organization needs to retain and develop the right people for the right jobs.
Do your people have the right skills?

74% of HR executives say their workforce is not appropriately skilled for the needs of the business

83% of HR executives rate their organization's succession plan strategies as weak

53% of CEOs see a lack of key skills as a major constraint

STOP

This **lack of talent** impedes innovation, delays or cancels strategic initiatives, and stifles the pursuit of market opportunities

"The cornerstone of staying relevant is the management of great talent—how we recognize talent, manage talent, and distribute talent to achieve our objectives."
- Mike McNamara, CEO, Flextronics

4 Quality

Your organization wants to ensure its workforce is in line with business strategy.
Are you optimized for maximum performance?

38% 1,000–3,000
40% 3,000–10,000
58% 10,000+
number of employees

As companies grow, alignment with the business increasingly becomes a top priority

6 in 10

Yet, 6 in 10 HR executives rate alignment to the business as weak

51% of workers don't understand what is expected of them in order to reach their goals

High levels of employee engagement (65% or greater) resulted in a total shareholder return **22%** higher than average

Technology as an Enabler

As your workforce evolves in size and complexity, technology plays a crucial role.
Is your technology helping or hindering you?

88% of executives say consumer technology can improve job satisfaction

45% of the workforce find their personal devices to be more useful than what their company provides

only 17% of HR executives rate HR technology adoption within their organization as **strong**

...of those who did...

59% also had strong alignment with business strategy

57% rated their workforce as appropriately skilled for their business needs

A suite of cloud-based enterprise applications gives you–the HR professional–the single source of truth needed to get an accurate picture of your organization's global workforce, total labor costs, skills, and experience as well as performance. And when you have the necessary tools, you can empower your business leaders with the most relevant, real-time information and turn insight into action.

workday.

Sources:
HBR "Organizational Effectiveness" Survey, April 2012; Bureau of Labor Statistics, Labor Force Statistics from the Current Population Survey, April 2012; 15th Annual Global CEO Survey, PricewaterhouseCoopers, 2013; Global Engagement Report, Blessing White Inc, 2011; Gallup, Employee Engagement Study, 2010; Aon Hewitt, Trends in Global Employee Engagement, 2011; Harris Poll Survey, 2006; Accenture Institute for High Performance, Global IT Consumerization Survey & Executive IT Consumerization Survey, 2011