

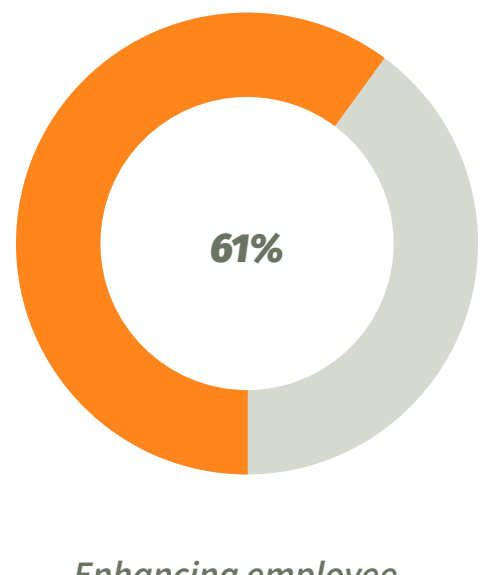
What Matters Most to HR Teams?

01

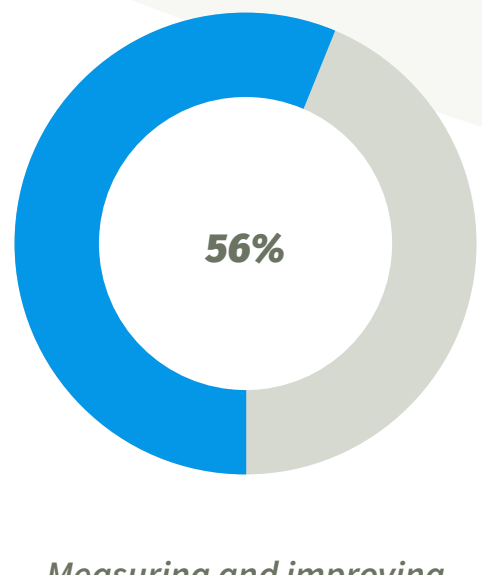
What matters most to HR teams?

Over 30,000 members of the HR industry gathered together for HR Virtual Summit to enjoy training in HR best practices and thought leadership. We surveyed attendees to find out what matters most to them and how they manage those top tasks.

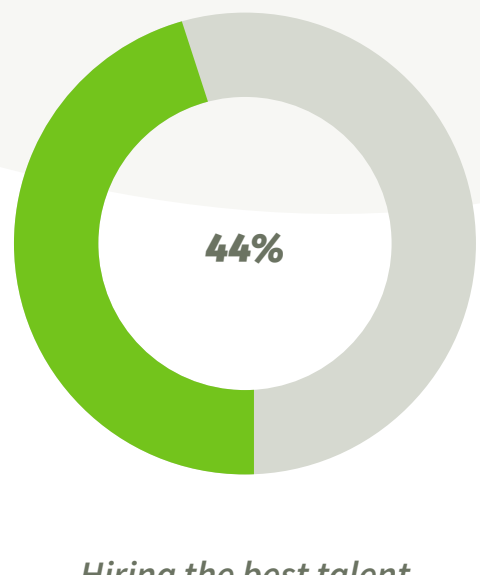
The top three concerns for most HR teams are:



Enhancing employee performance and engagement



Measuring and improving company culture



Hiring the best talent and improving the employee onboarding experience

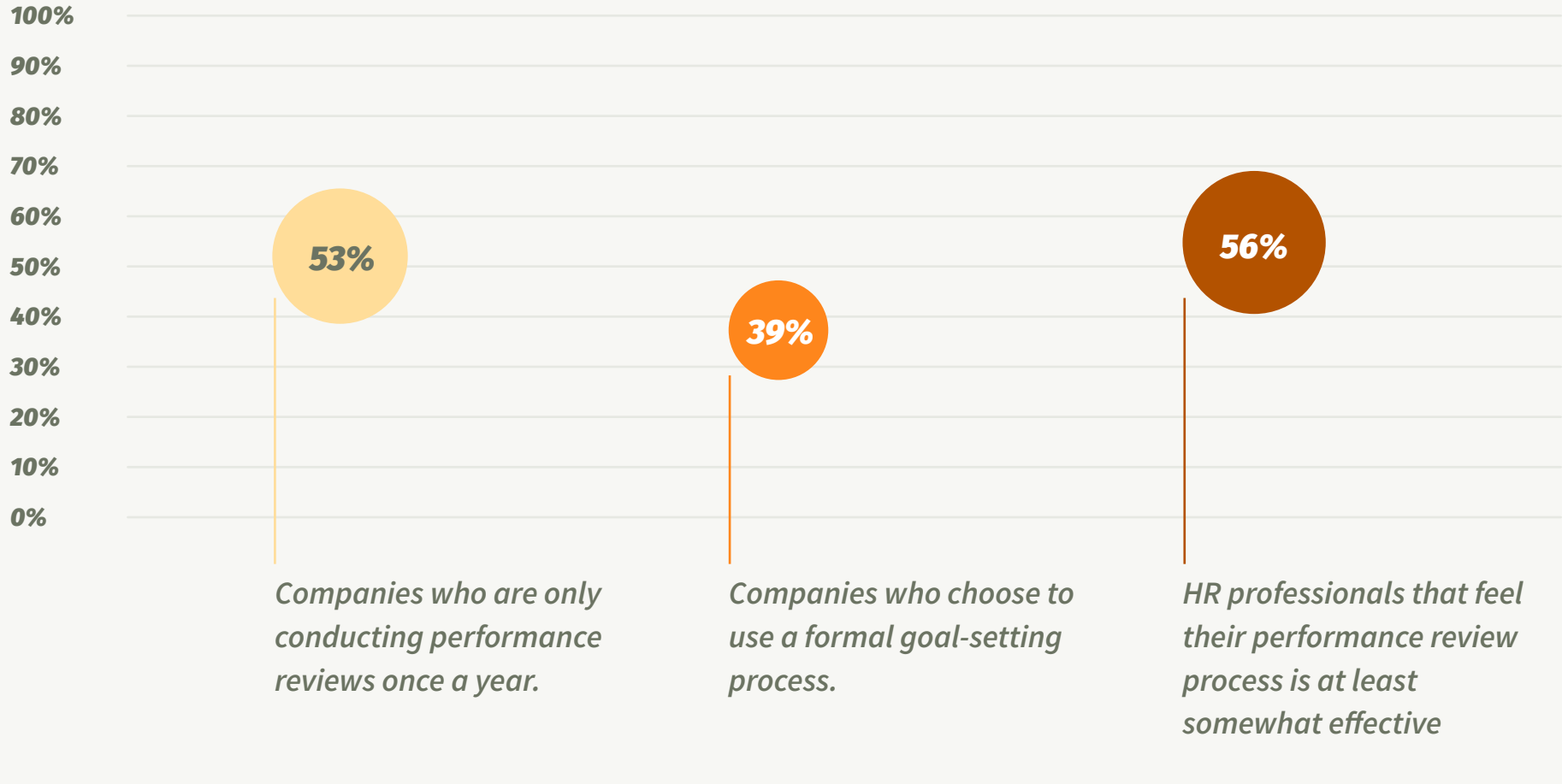
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Enhancing employee performance and engagement

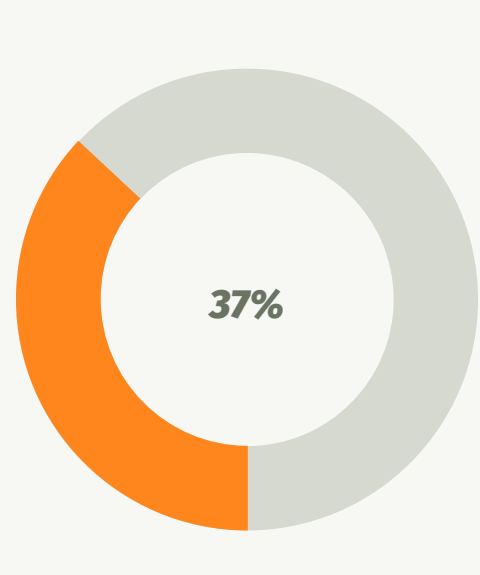
Measuring performance regularly had a 4.11 ranking out of 5 for importance.

But 53 percent of organizations are only conducting performance reviews once a year. To aid with performance measurement, 39 percent of companies choose to use a formal goal-setting process.

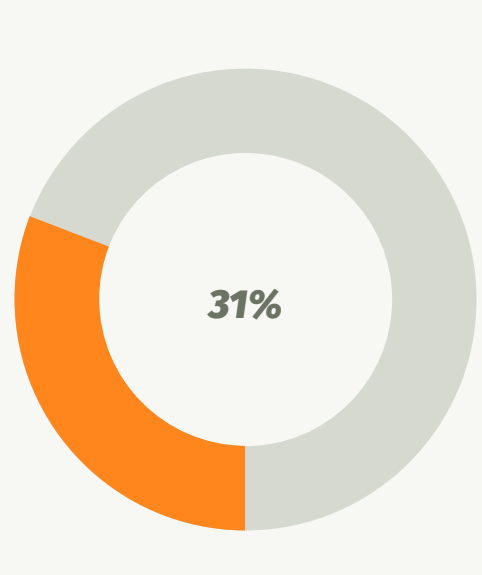
Even though a minority opt for formal goal-setting practices, 56 percent of HR professionals feel that their performance review process is at least somewhat effective at improving performance.



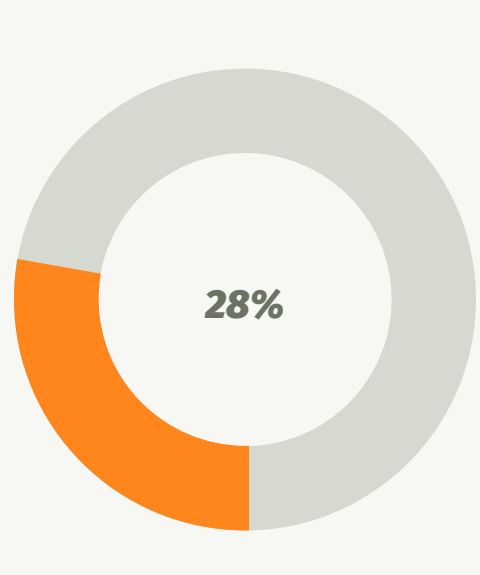
The top three biggest challenges with these performance reviews?



They don't happen frequently enough



They don't actually improve performance

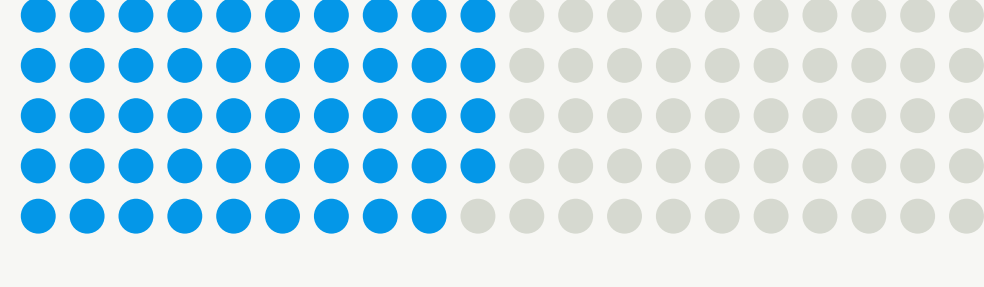


They are overly subjective

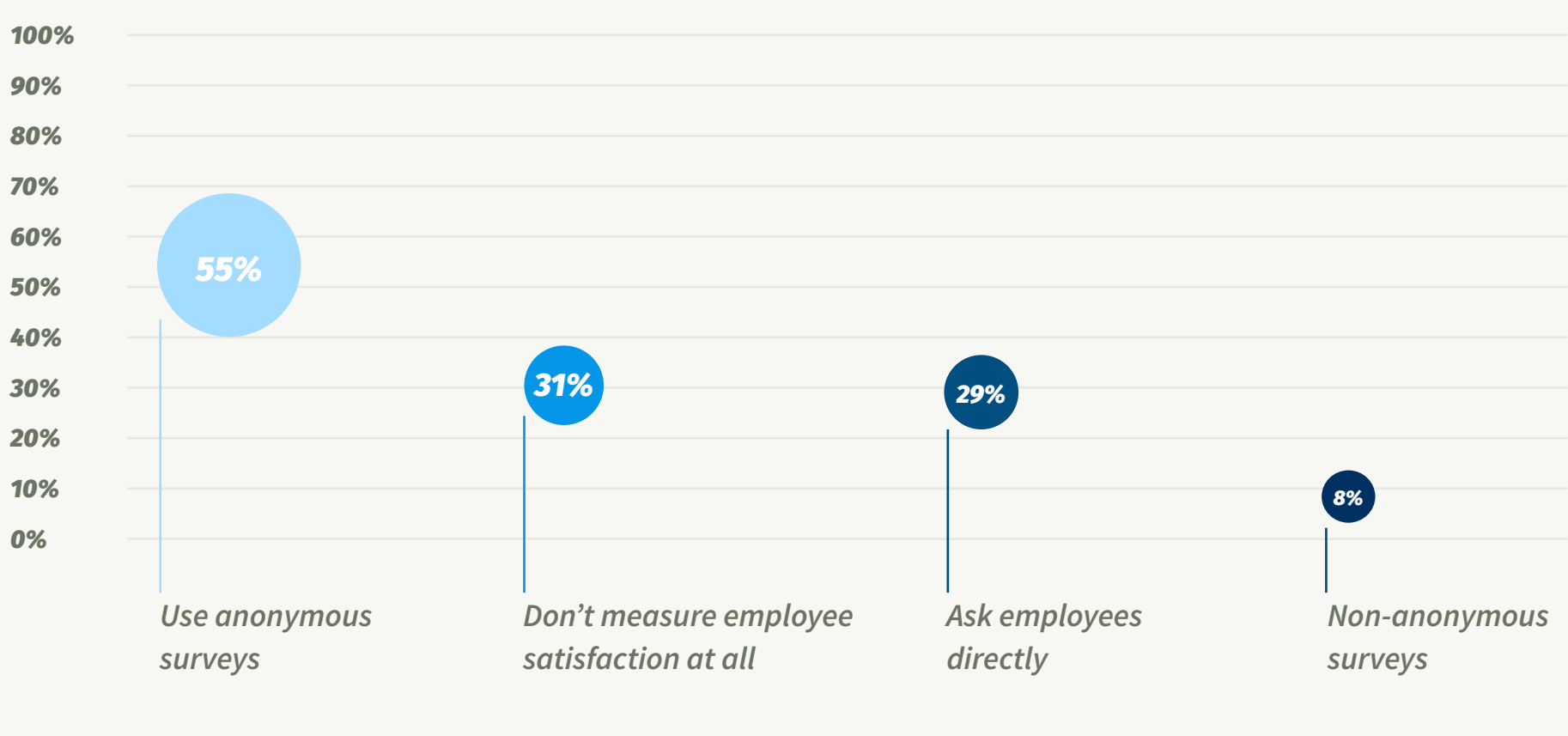
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Measuring and improving company culture

Only 49 percent of HR professionals think their organization is at least somewhat effective at measuring employee satisfaction.



Employee satisfaction isn't always easy to gauge, but that doesn't mean HR teams aren't trying.



04

Hiring the best talent and improving the employee onboarding experience



2 in 3 HR professionals use an HR software system to keep track of employee records.

Even though a quality employee onboarding experience is a top priority for most HR teams, 59 percent are still using manual checklists. Without a software solution to keep track, it can be easy for important onboarding steps to fall through the cracks.



Electronic signatures can help smooth an onboarding process and make it easier to keep track of everything. 53 percent of organizations choose to go this route.

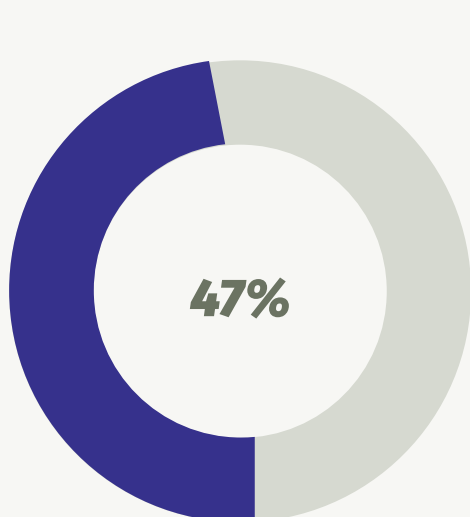


05

HR Reporting

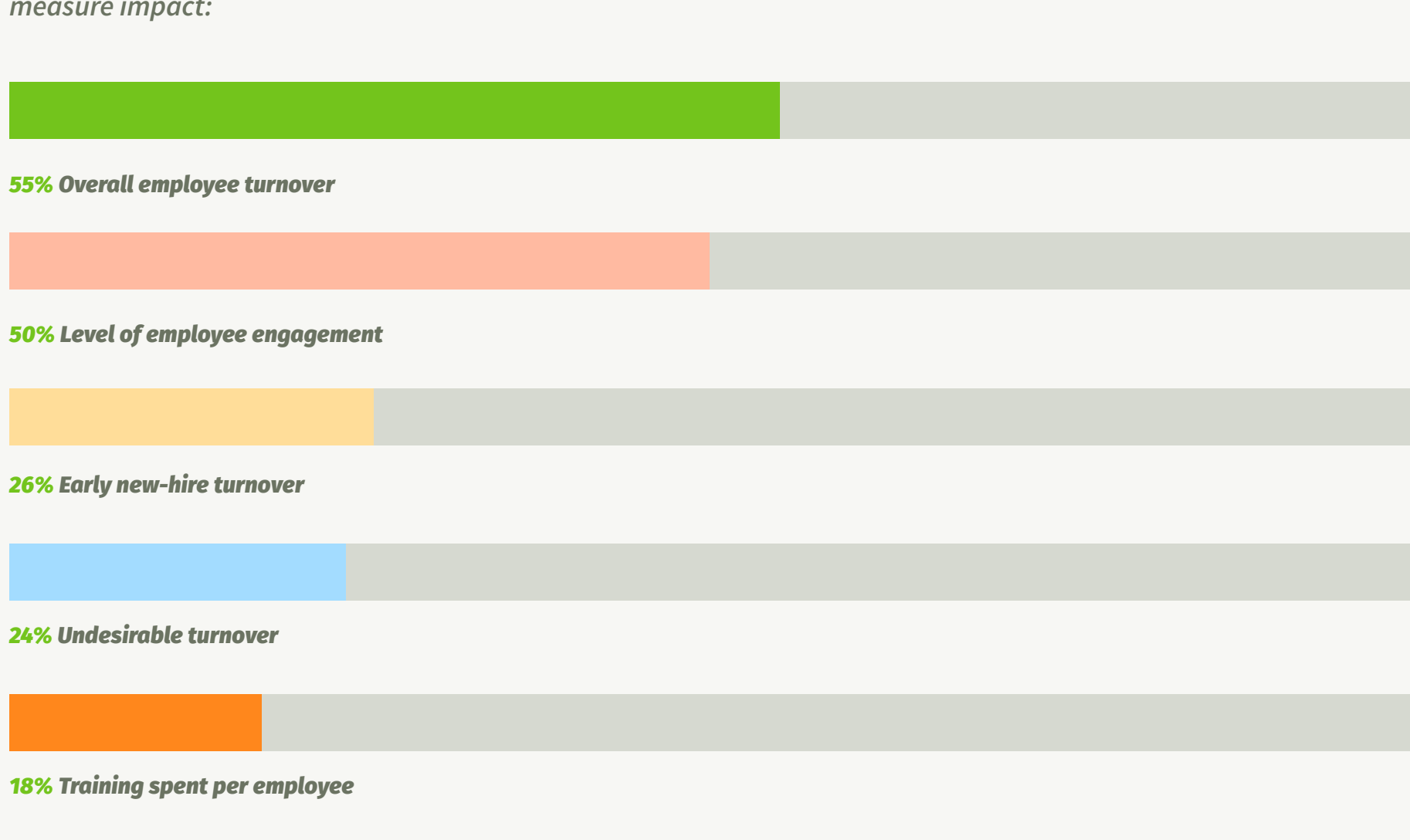
HR teams' top concerns involve gauging whether the efforts of HR actually help their company improve. But, nearly 47 percent of HR professionals indicated that they never measure their impact on the rest of the organization.

If HR teams want to improve and be seen as a strategic partner, they need to know how to measure and track their performance. To really enhance performance, improve company culture, and upgrade your hiring process, you'll need to start measuring the impact of HR on the success of your organization.



HR professionals indicated that they never measure their impact on the rest of the organization.

Here are the top five ways HR teams measure impact:



About the Research:

This data came from survey responses given by HR professionals who attended the HR Virtual Summit in November 2018. All professionals surveyed worked for organizations with fewer than 1,000 employees.

The official sample size for this data was 356. You can register for upcoming Virtual Summit events at www.bamboohr.com/virtual.

About BambooHR:

Serving more than 121,000 customers and 1 million employees, BambooHR is the leading software provider powering the evolution of HR in small and medium businesses. BambooHR's cloud-based system is an intuitive, affordable way for growing companies to manage essential employee information in a personalized Human Resources Information System (HRIS). Its software sets HR free to do great work and be more strategic, which helps the entire organization do the same. To find out more, visit bamboohr.com or follow on Twitter at [@bamboohr](https://twitter.com/bamboohr).