

What Your Executive Team Wants From HR Reports

Introduction:

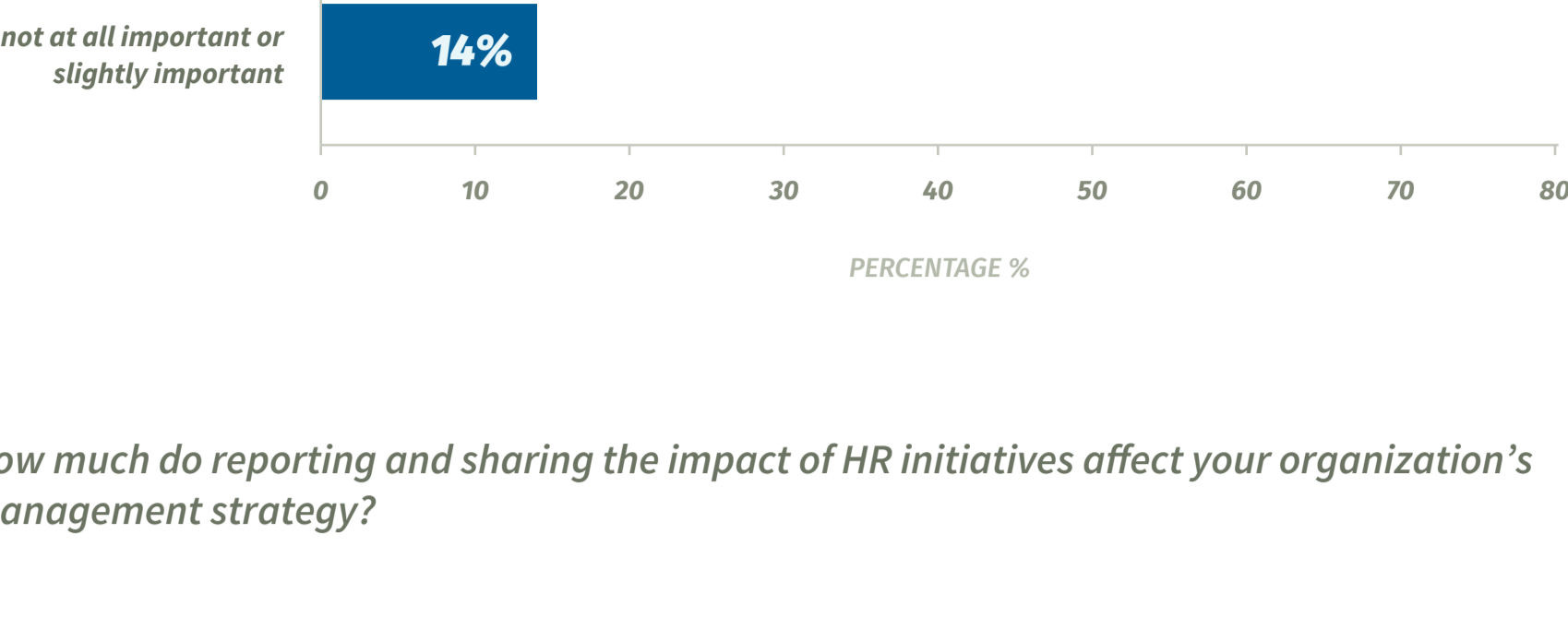
HR and executives don't always see eye to eye. But in our recent study, we found that both HR professionals and non-HR executives agree on something big: they both think measuring and reporting the impact of HR in their organizations is important. In fact, many respondents in both parties want more frequent and more detailed HR reports to help them make critical business decisions. Explore these and other findings below to see why improving your HR reporting isn't just a good idea—it's a strategic requirement.

01

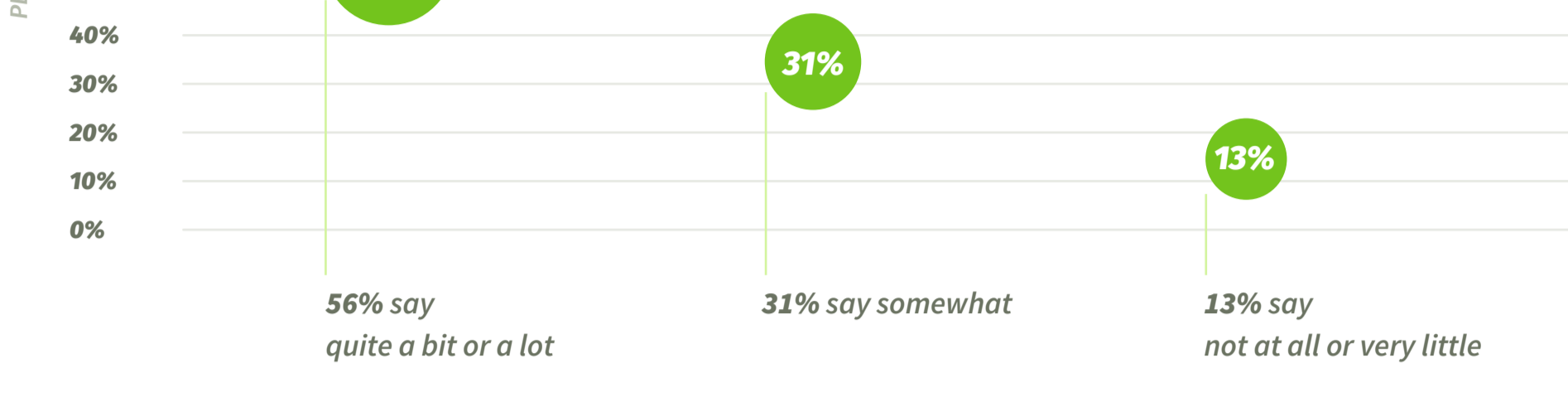
THE IMPORTANCE OF MEASURING HR

How important is it to measure the impact that HR initiatives have on your organization?

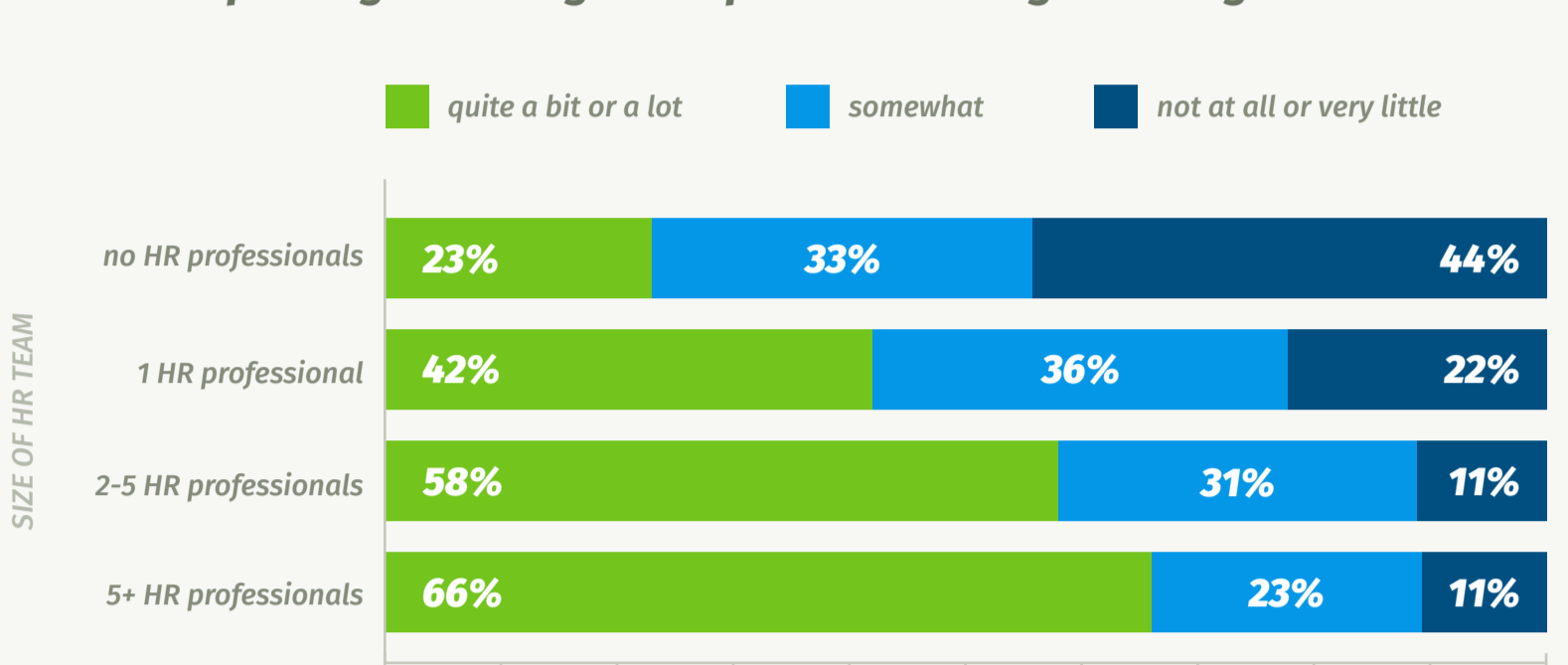
WHAT THEY ARE SAYING:



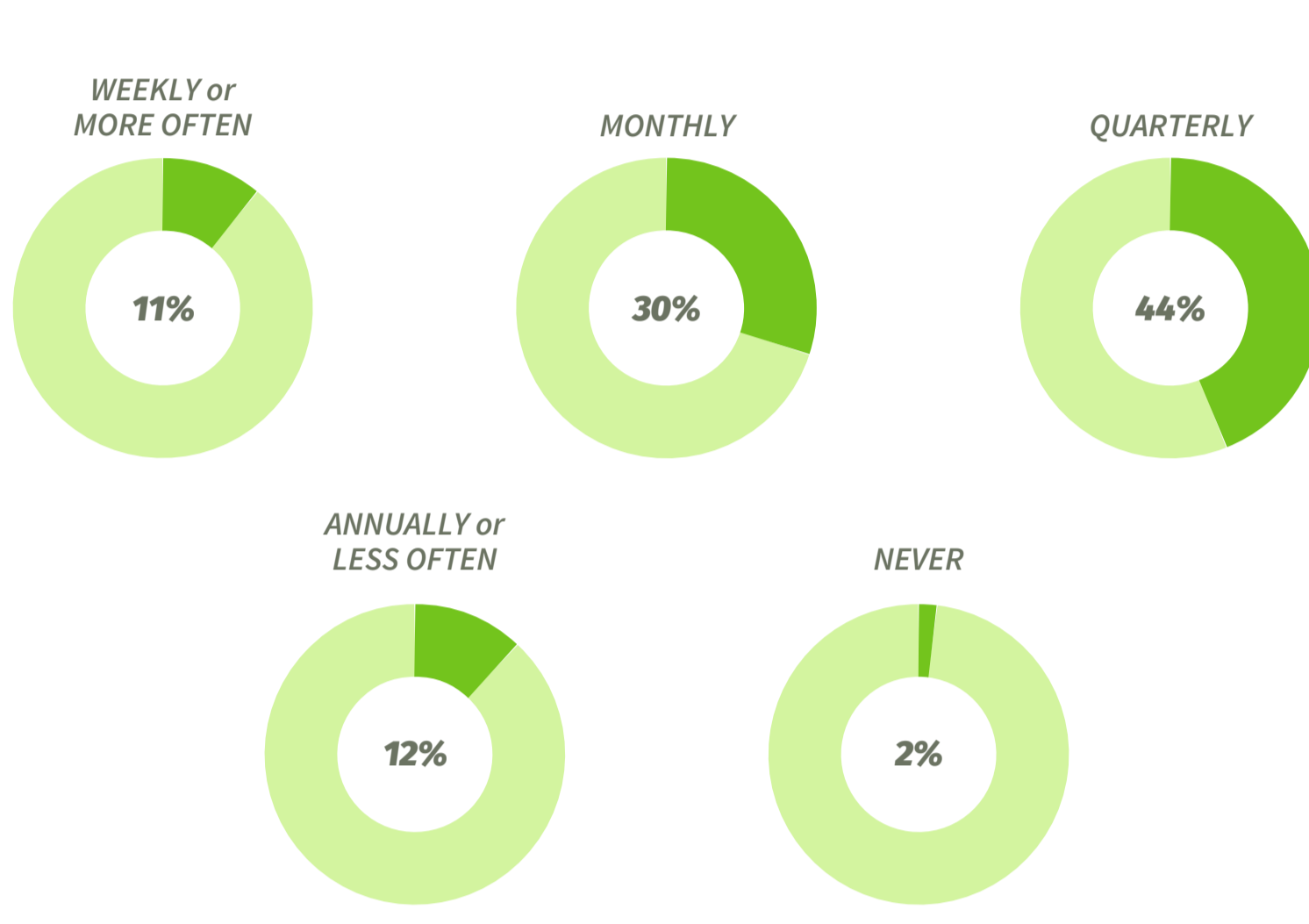
How much do reporting and sharing the impact of HR initiatives affect your organization's management strategy?



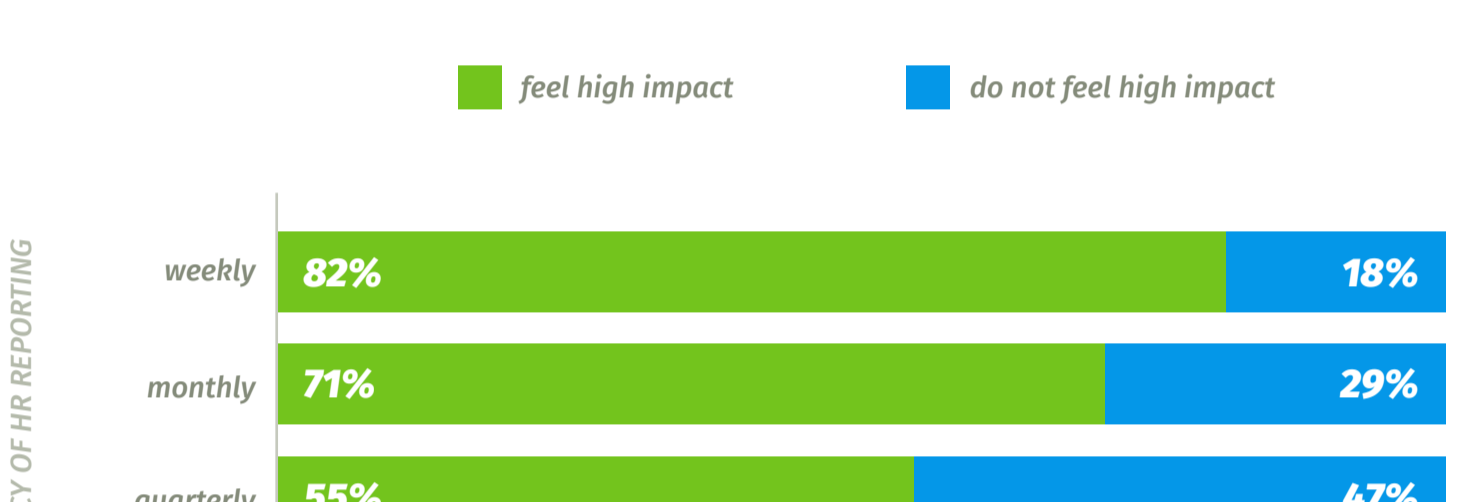
Organizations with larger HR teams tend to believe that HR reporting has a higher impact on strategic management.



How often do you (HR professionals) share the impact of your HR initiatives?



HR professionals who share reports more often also tend to believe their reports have a high impact on strategic management.

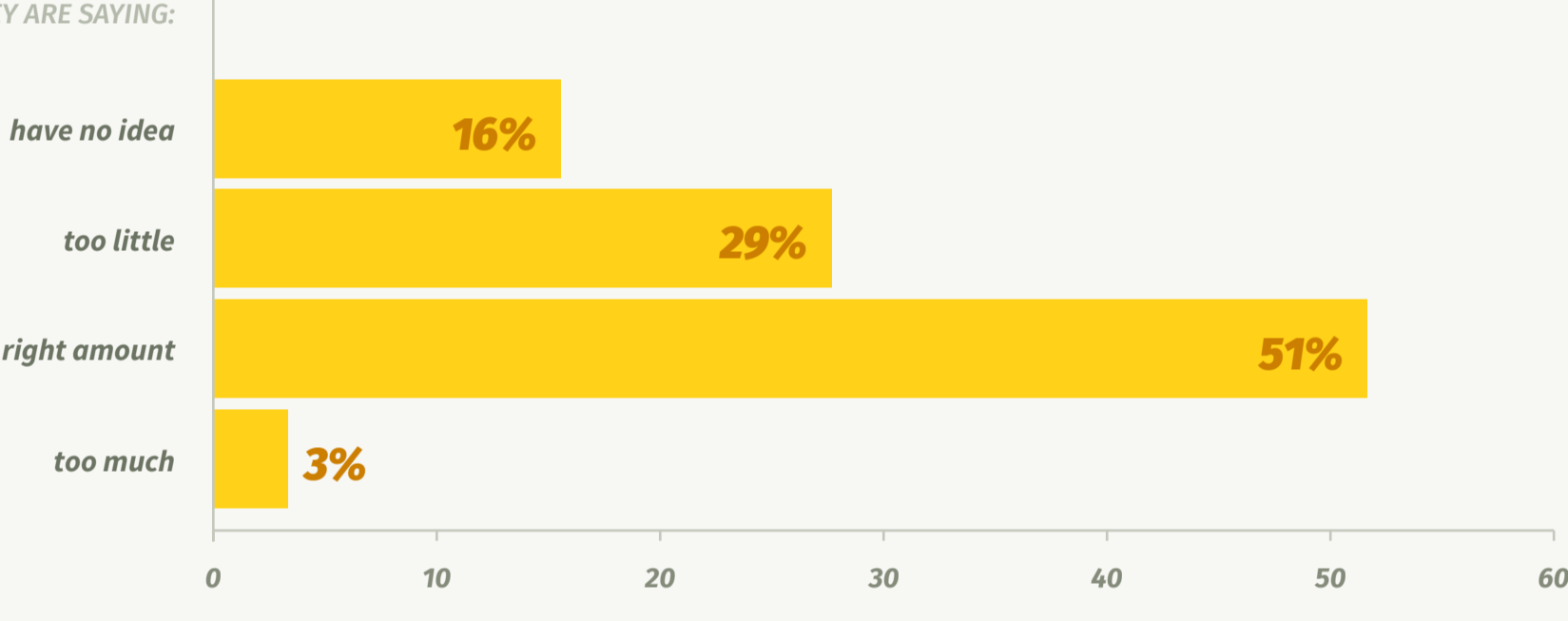


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WHAT EXECUTIVES WANT FROM HR REPORTS

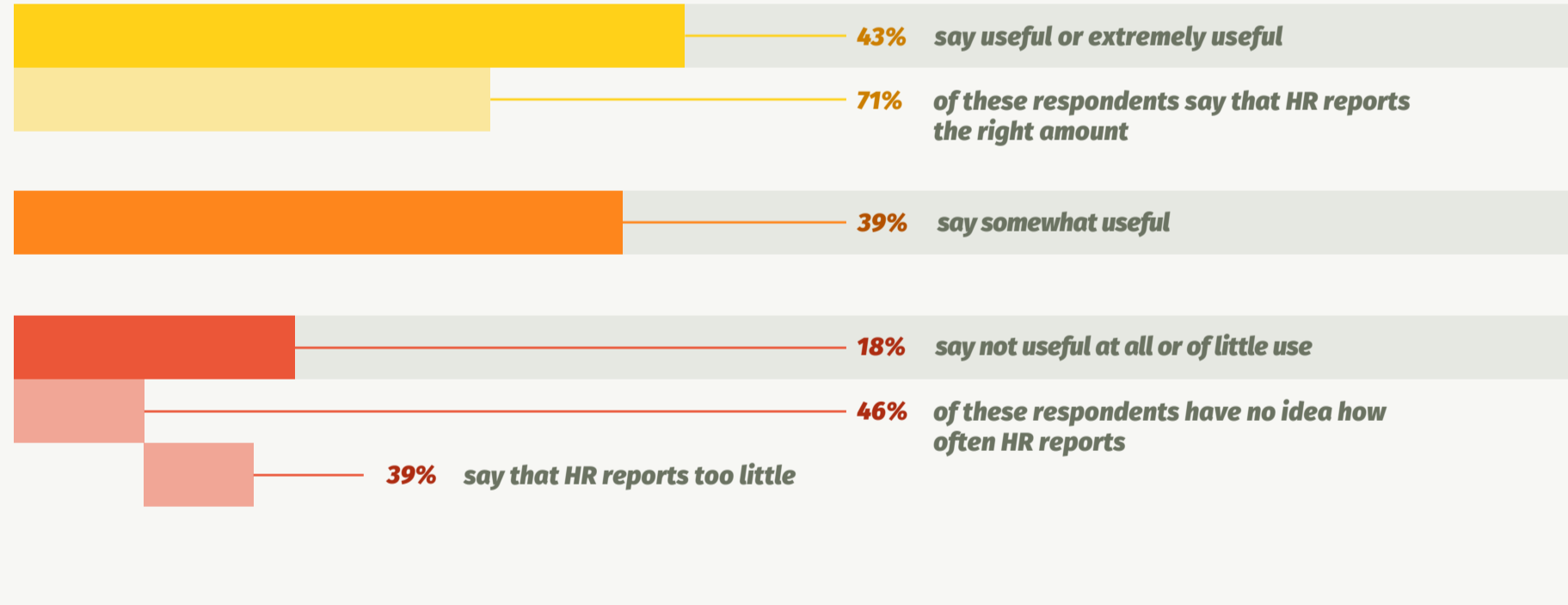
How often does HR report on the impact that HR initiatives have on the organization?

WHAT THEY ARE SAYING:



Almost a third of non-HR executives want to see reports from HR more often.

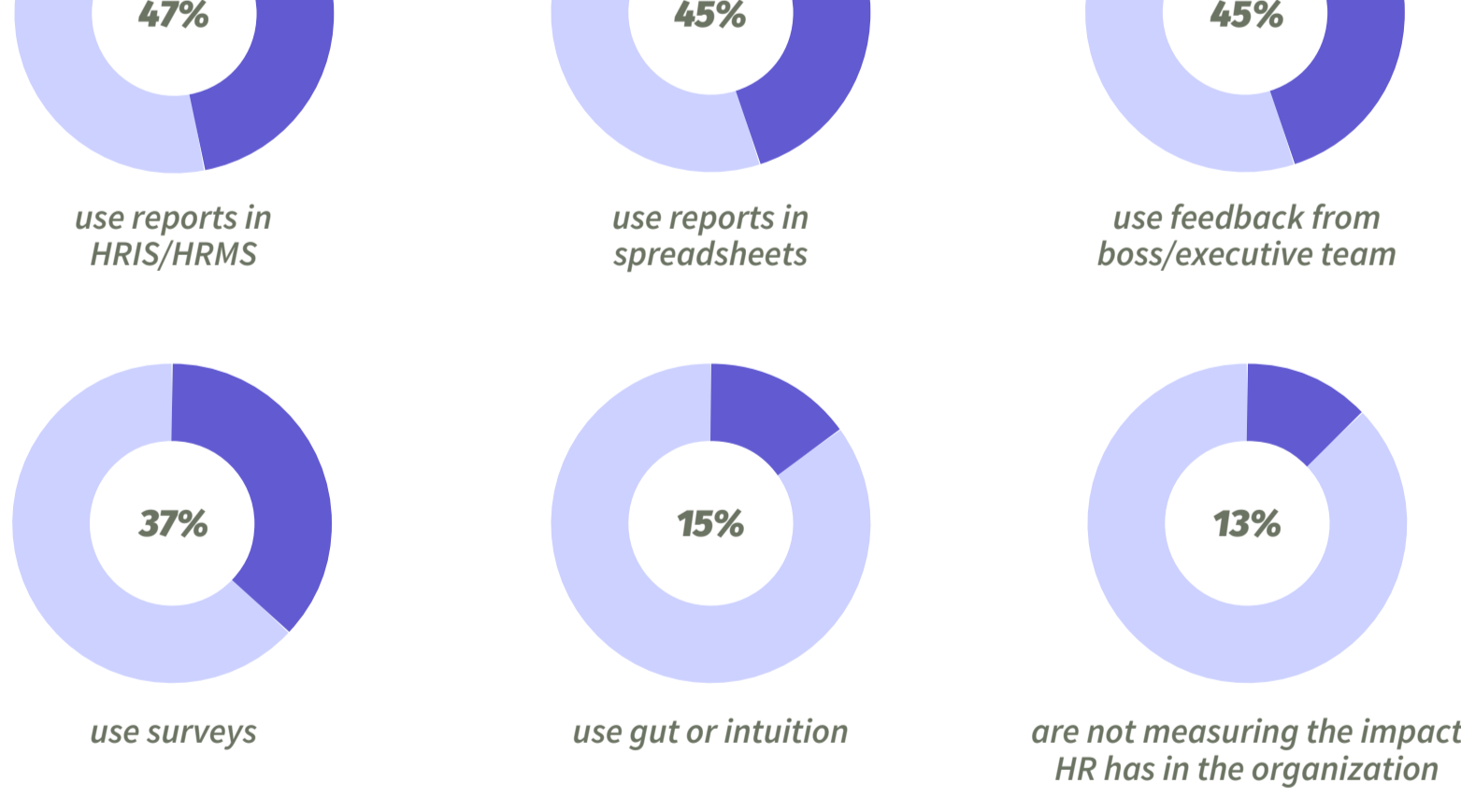
How useful are these reports for the organization?



03

THE HR REPORTS THAT MATTER MOST

How do you measure the impact of HR initiatives on your organization?



ORGANIZATIONS WITH AT LEAST One HR Professional Are...

- 2X more likely to measure the impact of HR with an HRIS
- 2X more likely to seek feedback from a boss or executive
- 2X less likely to rely on gut or intuition
- 2X less likely to not measure at all

What reports or data do you use to measure the impact of your HR initiatives?

- Employee Performance
- Overall Employee Turnover
- Employee Satisfaction
- New Hire Turnover
- Demographics
- Employee Engagement
- Additions & Terminations
- Employee Absence
- Headcount
- Training Spent Per Employee

What reports or data do you wish you had to measure the impact of your HR initiatives?

- Employee Satisfaction
- Overall Employee Turnover
- Demographics
- Employee Performance
- Employee Engagement
- Training Spent Per Employee
- Diversity/EEOC
- New Hire Turnover
- Additions & Termination
- Voluntary Turnover

How BambooHR Can Help

It's clear that organizations today want more and better insights into how their HR initiatives are working, and it's up to HR professionals to meet that need. But they need help. BambooHR makes reporting fast and easy with over 30 pre-built reports for everything, from hiring and turnover to performance and satisfaction. Sign up for a free trial of BambooHR today and provide the strategic insights your team craves.

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About the Data:

This survey was conducted in March and April of 2019 among 1112 small- and medium-sized businesses with 26–1000 employees across all industries.

About BambooHR:

BambooHR is all-in-one HR software made for small and medium businesses and the people who work in them. Our software makes it easy for HR professionals to collect, maintain, and analyze people data, improve the way they hire talent, onboard new employees, manage compensation, and develop their company culture. It's designed to set organizations free to focus on what matters most—their people. To find out more, visit bamboohr.com or follow us on Twitter at [@bamboohr](https://twitter.com/bamboohr).

