

HR REALITIES RESEARCH 2018-19

Discover what 500+ HR leaders told us about HR in Europe today

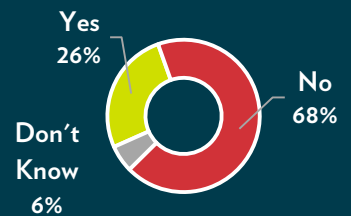


“Increasing business agility is now the #2 business driver for HR leaders (86%).

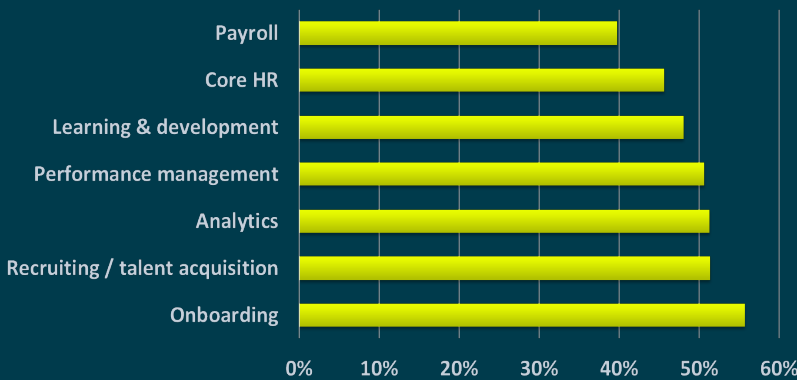
“#1 is still increasing performance and profitability (91%).”

76% of organisations are increasing investment in HR tech....

...but are HR systems ready for the modern workforce? Over 2/3rds say no....



HR: Intention to change within 2 years



expect to see a **reduction** **32%** in HR headcount this year. The fourth consecutive year there has been a potential decline.

The top 5 drivers for changing HR systems:

1. Quality of end user experience (86%)
2. Lack of business agility (84%)
3. Level of innovation (84%)
4. Enhanced self service tools (84%)
5. Lack of analytics (83%)

Where is HR looking to adopt AI?



76%
Predictive analytics



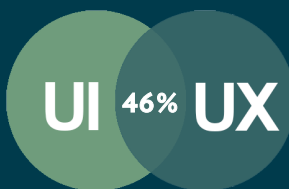
70%
Chatbots



58%
Candidate shortlisting



58%
Dashboards & reporting



“User experience is consistently the most critical driver when changing HR tech.”

95% believe that high quality data & analytics is important to the future success of their HR operation.

About HR Realities

The annual HR Realities research conducted by Fosway Group, Europe's #1 HR Industry Analyst, in partnership with UNLEASH is now in its sixth year. With responses from 500+ senior HR leaders across Europe, the research aims to cut through the hype and understand the reality of HR in Europe, against a backdrop of ongoing change and digital transformation.

Make better decisions faster

From Cloud HCM and digital HR, to talent acquisition and recruitment, talent management, analytics, AI and employee experience, Fosway has the only European independent market analysis, data and insight you need.

Our research, including the Fosway 9-Grids™ are a great place to start when evaluating current suppliers, planning your future or looking for new tools and technology. But what you see on a 9-Grid™ is just the tip of the iceberg.

Why start your procurement process from scratch when we already have the research and insight to help you make better supplier decisions much faster? As well as accessing the best existing research and market insight, you also have the security of knowing that we are completely independent and don't have a vested interest the outcome, other than ensuring it's the best decision for your organisation and your people.

Next steps

For companies seeking greater detail of the data behind the Fosway 9-Grids™ or looking for a 'critical friend' to provide independent feedback and advice, please contact us at info@fosway.com or by phone on +44 (0)20 7917 1870.

About Fosway Group

Fosway Group is Europe's #1 HR Industry Analyst. Founded in 1996, and focusing on Next Gen HR, Talent and Learning, we are known for our unique European research, our independent market insights and our complete integrity. We have been analysing the realities of the market and providing expert independent advice to corporate clients for over 20 years.

Our independent vendor analysis and related research and decision tools provides a vital resource for companies making key suppliers decisions on HR innovation and technology. Talk to us today to find out how we can help you:

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