

# HR: The Critical Realities Research 2015

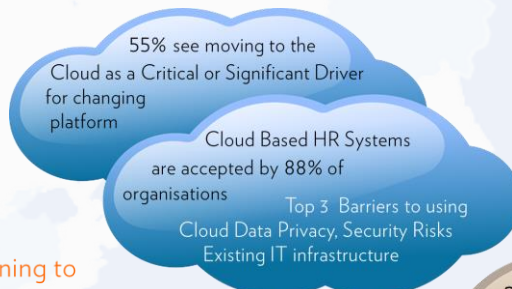
**53%** European HR's Top Priority as an HR Organisation is to be a Strategic Business Partner (Still No. 1)



- 53% Strategic Business Partner
- 41% Improving Employee Engagement (up 12% from 2014)
- 40% Increasing the Consistency of HR Processes
- 40% Better Leadership & Management
- 34% Enhancing the Talent Pipeline
- 30% Improving HR Service Quality and Provision



78% using or planning to move to Cloud based HR



## Top Measures of Success for HR Strategy

1. Employee Engagement
2. Employer of Choice
3. Strong Talent Pipeline
4. Company Profitability



## THE TOP 5 DRIVERS FOR CHANGING HR SYSTEMS

1. Quality of End User Experience
2. Lack of Business Agility and Flexibility
3. Lack of Analytics
4. Reducing Resource and Operating Costs
5. Level of Innovation

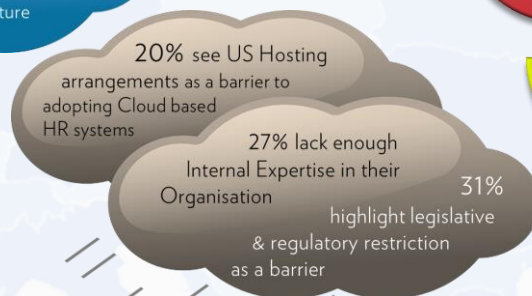
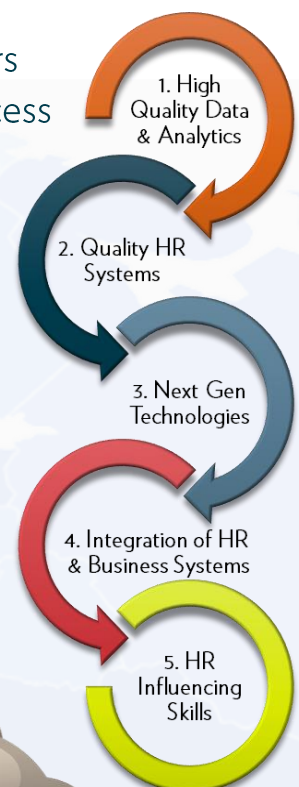
>80% see Lack of Business Data Integration as a Challenge for HR Analytics



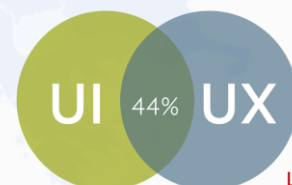
## Top 5 Levers for HR Success

**64%** are using either a Decentralised or Federated HR Operating Model

**35%** Expect Reduced Investment in HR Headcount



User Experience is the most Critical Driver for changing HR Tech



**60%** envisage changing their Analytics, Talent Acquisition, Onboarding or Performance solutions within the next 3 years



## About Fosway Group

At Fosway Group, we understand that developing and engaging people is how complex global organisations deliver performance and achieve success. Just as every employee's talent journey is unique, so is every organisation's people strategy.

Fosway Group's analyst and advisory services deliver the insights your organisation needs to achieve results and eliminate risk. We know that every aspect of next generation HR and talent are more intertwined than ever. When you work with us, you accelerate your insight and make better decisions.

We're Europe's #1 independent HR analyst, and just like the Roman road we draw our name from, you'll find that we're unusually direct. We don't have a vested interest in your technology or consulting choices. You can depend on us to tell you what you need to know to succeed.

Talk to us today at:

Email: [info@fosway.com](mailto:info@fosway.com)

Telephone: +44 (0) 20 7917 1870

Web: [www.fosway.com](http://www.fosway.com)

## About HRN

HRN are a new breed of networkers, researchers and event managers. We produce the fastest growing HR events in the world to support and evolve the HR Industry, including HR Tech World Congress and iRecruit Expo.

Our expanding event portfolio ranks HRN as the largest Corporate HR Network focused on the Future of Work & Technology. Global research confirms that technology is the foundation for Strategic HR. We are involving leaders from over 80 countries to shape our community and harness the opportunity HR technology holds for organisations today. Working together, our influence spans more than 40 million employees worldwide and is having a powerful impact on shaping the future of work.

HRN clients include the biggest and most exciting brands in the world. We have set our sights on the future and how to help change the Future of Work, blazing the trail for others to follow.

Contact us at:

Email: [hrn@hrneurope.com](mailto:hrn@hrneurope.com)

Telephone: +36 1 201 1469 or +44 20 34 689 689

Web: [www.hrneurope.com](http://www.hrneurope.com)