

June 26, 2024

Get the Latest HR Trends from Our Team of Experts





QUICK TIPS

Zoom Webinars

Ask Questions in Q&A Box

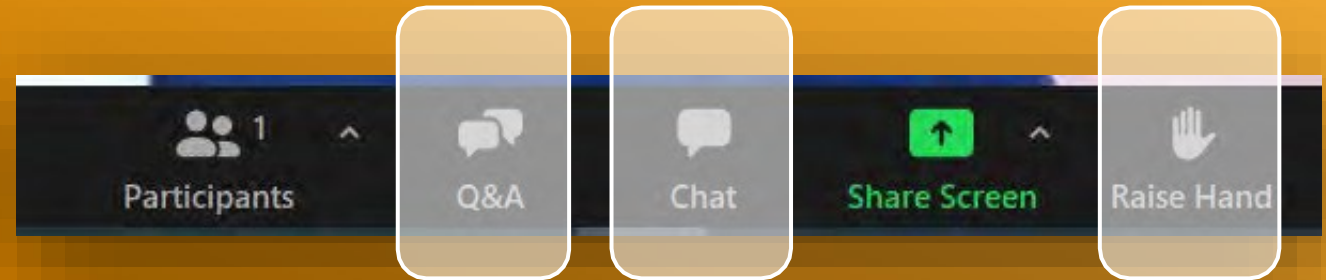
- Click the Q&A button to open the window
- Type your response in the text field
- Click Send

Chat

- Click the Chat button to open the chat panel
- Type your message in the Text box at the bottom of the panel
- Press Enter to send your message

Raise Your Hand

- Click the Raise Hand button at any time to indicate to the host know that you have a question or need assistance
- To lower your hand, click the Lower Hand button



WELCOME

Today's Presenters



Shannon Oswald

Partner
Armanino Advisory LLC



Joe Kelly

Senior Manager
Armanino Advisory LLC

Learning Objectives

Discuss the latest trends shaping the field of human resources innovation

Evaluate the impact of these trends on your HR policies, practices and strategic objectives

Get actionable strategies to proactively address inefficiency in your HR operation



Trending in Strategic Human Resources

- Metrics: Decisions Based on Data
- Remote/Hybrid/In Person Workforce
- Employee Experience
- Diversity, Equity, and Inclusion
- Professional Development
- Artificial Intelligence & Machine Learning



Trending in Strategic Human Resources

Metrics: Decisions Based on Data

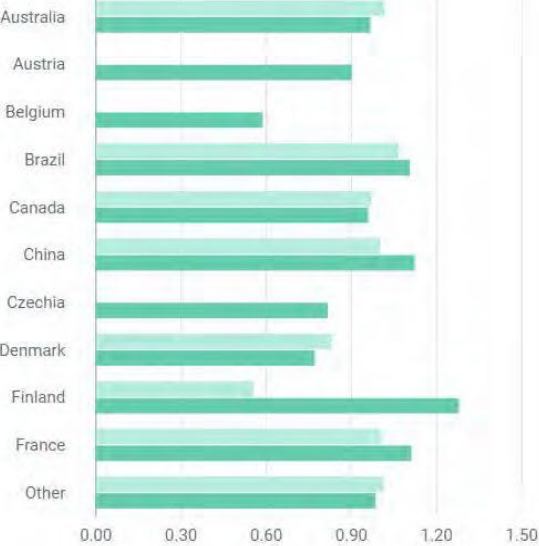
- HR metrics are a powerful source of insight and strategic information
- Driving decisions based on data is a powerful tool to gain insight and knowledge about the actual root cause of issues
- Go beyond the standard metric to review more complex evaluation
 - Include a calculation of HR data and financial information to produce deliverables such as revenue per headcount, benefits cost per employee, etc.



Pay Equity Dashboard



Avg. Compa-Ratio by Country & Gender

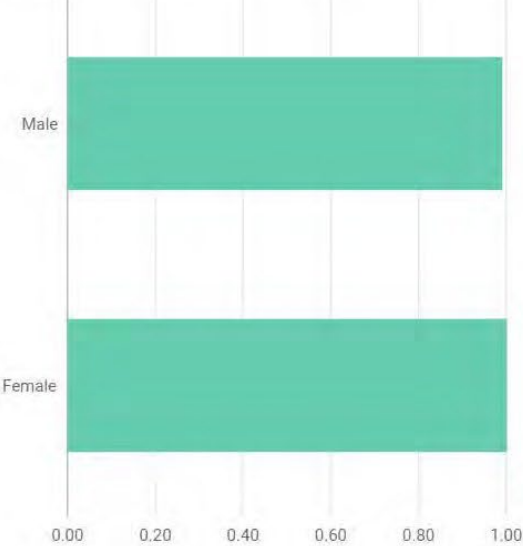


Female Male

Average of Compa-Ratio 1.00

Location - Country	Female	Male	Average of Compa-Ratio
Australia	1.02	0.97	0.99
Austria	0.00	0.90	0.90

Avg. Compa-Ratio by Gender



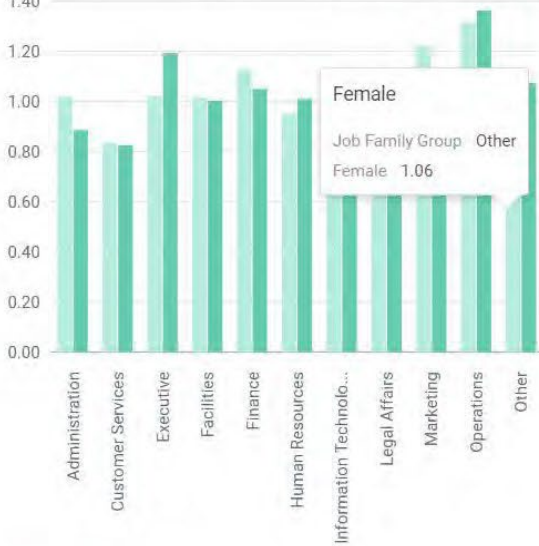
Average of Compa-Ratio 1.00

View More ...

U.S.: Avg. Base Pay by Perf. Rating & Gender



Avg. Compa-Ratio by Job Family Group & Gender



Female Male

Average of Compa-Ratio 1.00

Job Family Group	Female	Male	Average of Compa-Ratio
Administration	1.02	0.89	0.96




Trending in Strategic Human Resources

Employee Experience

- **Total Rewards**
 - Health Benefits
 - Retirement Plans
 - Voluntary Benefit Plans
 - Additional Perquisites
- **Company Culture**
 - Employees notice how people are on-boarded, off-boarded, and how they are treated during employment

Leverage the employee experience to maximize retention and engagement.



Chad Anderson

Senior Benefits Analyst

Actions

Phone

Email

Team

Summary

Job

Contact

Personal

Compensation

Benefits

Pay

Performance

Career

Feedback

Absence

Company Property

Total Rewards

Compensation

Pay Change History

Reimbursable Allowance Plan Activity

Employee Stock Portfolio

Your total is \$100,769.13

Frequency Annual

Base Pay

2 items

	Target Employer Contribution
Salary	87,246.00
Total:	87,246.00

Incentive Pay

4 items


	Target Employer Contribution
Merit - Salaried	2,617.38
Bonus - Team Member	6,543.45
Stock - Team Member	4,362.30
Total:	13,523.13

13,523.13

87,246.00

Base Pay

Incentive Pay

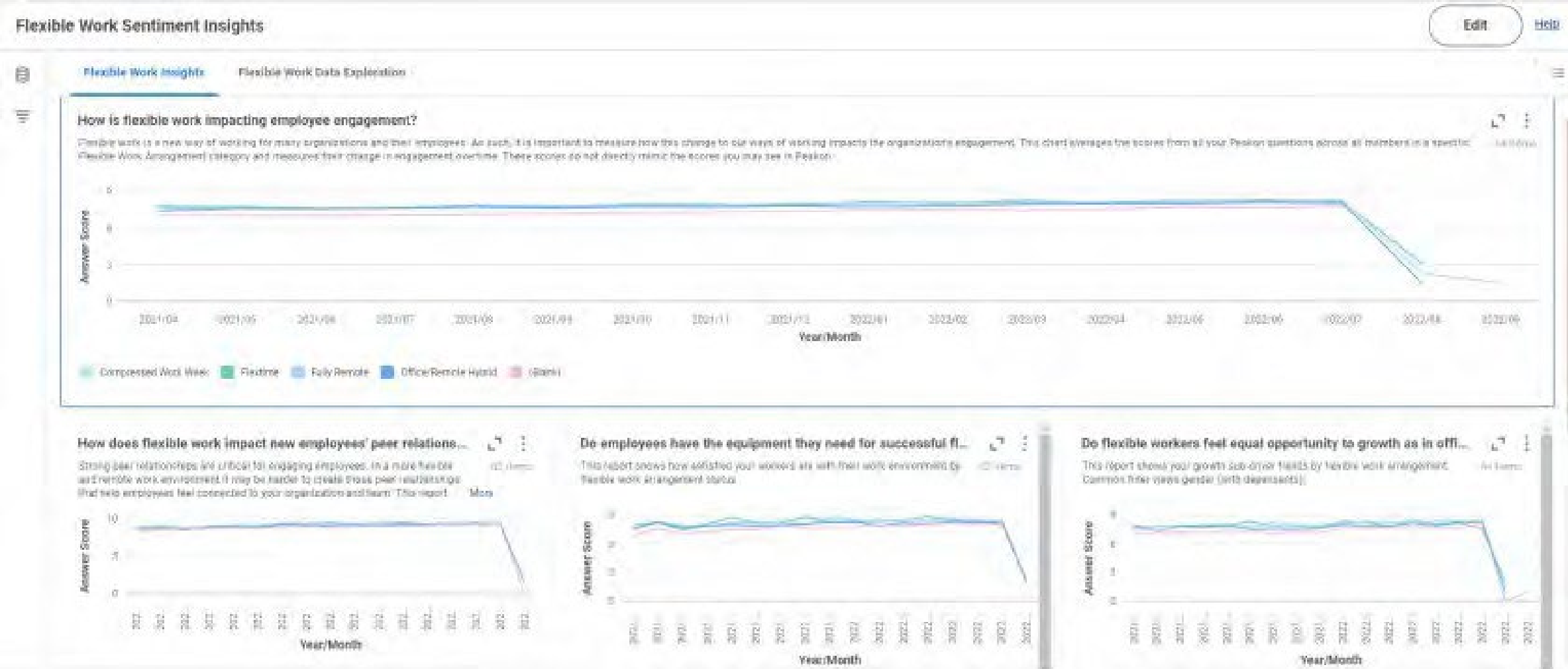




Trending in Strategic Human Resources

Remote/Hybrid/In Person Workforce

- Enable flexible workspaces that utilize identity management and information security
- Track employee engagement and maximize in-office opportunities for defined outcomes
- Provide policies that outline the standards, expectations, and areas of flexibility (this will vary by company)





Trending in Strategic Human Resources

Diversity, Equity, and Inclusion

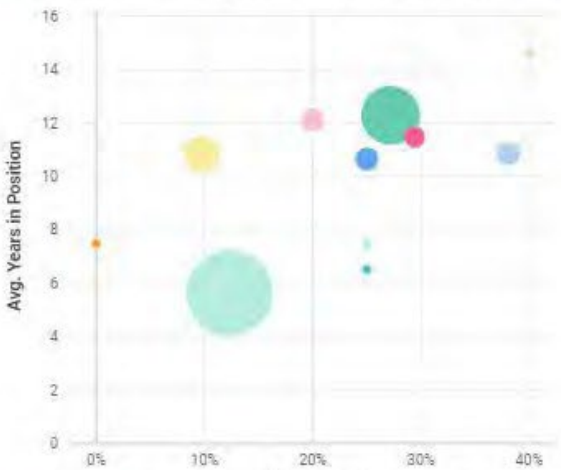
- Values for many companies that acknowledge different groups of individuals, including many classes of people in different ethnicities, races, abilities, genders, creeds, and sexual orientations.
- Training packages from third party providers or in-person training
- Use technology to track data for decision-making instead of relying on processes that may enable unconscious bias



Diversity

Diversity

Manager Composition by Ethnicity and Years of Ex...



- (Blank)
- White (United States of America)
- Asian (United States of America)
- Black or African American (United States of America)
- Hispanic or Latino (United States of America)
- White - British (United Kingdom)
- Chinese (Singapore)
- Other (United States of America)
- Two or More Races (United States of America)
- White - Other European (United Kingdom)
- Other

Male / Female Distribution



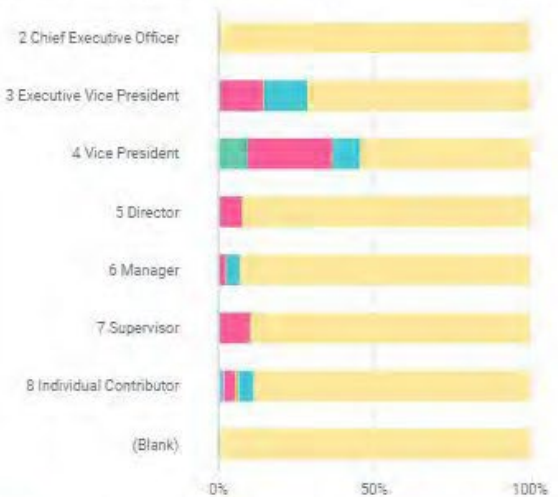
- Female
- Male
- (Blank)

View More ...

Employee Population Trend by Gender



Ethnicity / Management Level Analysis



- African (South Africa)
- American Indian or Alaska Native (United States of America)
- Apayao/Yapayao (Philippines)
- Asian - Indian (United Kingdom)
- Asian - Pakistani (United Kingdom)
- Asian (United States of America)
- Black - African (United Kingdom)
- Black - British (United Kingdom)
- Black - Caribbean (United Kingdom)
- Black or African American (United States of America)
- Other



Trending in Strategic Human Resources

Professional Development

- Track skills needed for advancement
- Track compliance – completion of mandatory training (safety, SHPT, etc.) and renewal requirements
- Use technology to compare skills to competencies for more transparent career development opportunities

Colleague Skills and Career Profile

Colleague Skills Overview

Organization (Select One or More)

Percentage of Workers who have Entered Skills by Management level



Management Level	Total	
	Total # Colleagues	% Colleagues with Entered Skills
Individual Contributor	33	15.15%
Supervisor	0	0.00%
Manager	20	15.00%
Senior Manager	9	22.22%
Director	3	33.33%
Senior Director	3	0.00%

View More ...

Skills per Worker by Management Level



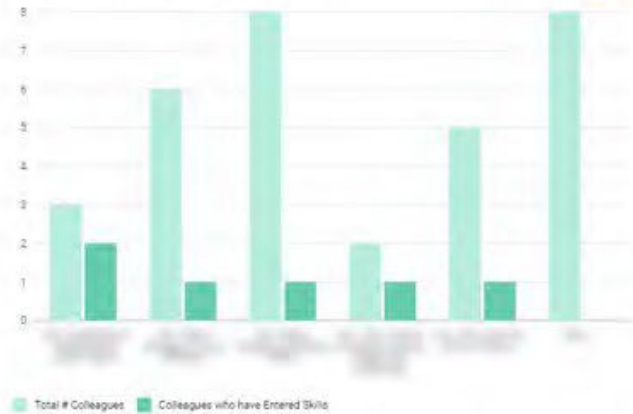
Management Level	Total			
	Total # of Skills	Average # of Skills	Minimum # of Skills	Maximum # of Skills
Individual Contributor	485	15	1	37
Supervisor	0	0	0	0
Manager	293	17	3	46
Senior Manager	133	19	5	36
Director	109	36	23	48
Senior Director	15	8	6	9

View More ...

Insights

- YTD Skills Completion
- Profile & Skills Search

Skills Entered by Supervisory Organization



Total # Colleagues = 68

Colleagues who have Entered Skills = 11

Supervisory Organization	Total		
	Total # Colleagues	Colleagues who have Entered Skills	Colleagues who have Not Entered Skills
Individual Contributor	33	2	1
Manager	20	0	3



Trending in Strategic Human Resources

What's Next: HR Webinar

- **Artificial Intelligence & Machine Learning**
 - This topic is large and warrants a session of its own!
 - Look for more information to come on this topic



Thank you for attending
Additional Questions?

Reach out to us!

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