

occupop

2020

HR Benchmark Report



OC

Introduction

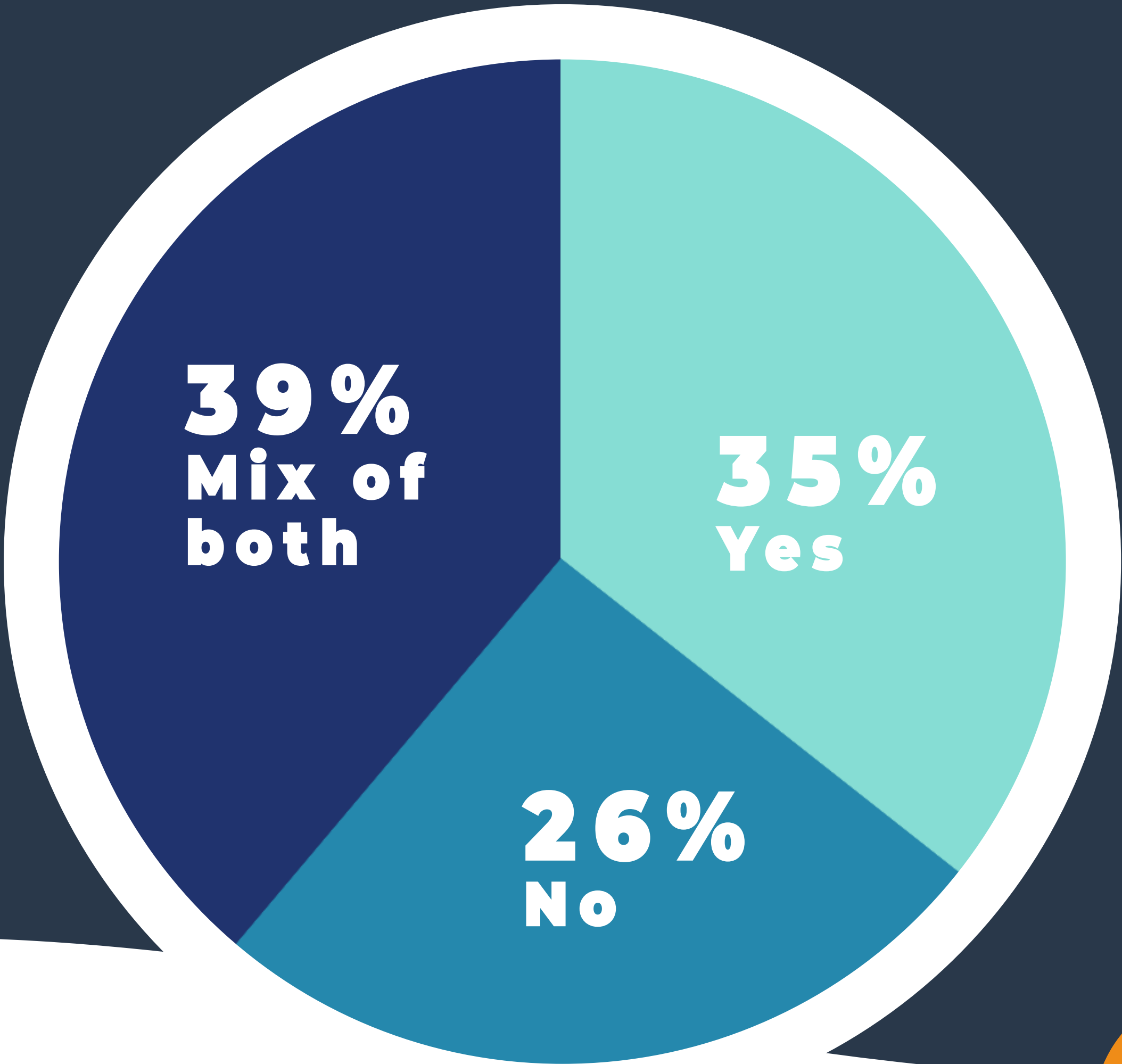
The new normal, a phrase we now hear daily, but what is the new normal for those involved in hiring? We wanted to find out how HR teams and companies have been affected by the pandemic and what will be the focus now as people begin returning to work. We spoke to **103 HR professionals**, CEO's and those directly involved with hiring from **16 different industries** to find out.



It is clear from the market that going forward most companies will have to adopt a new hybrid working environment that encompasses in-office and remote working to ensure they are attracting top talent. This is the trend that **74% of companies surveyed said they would be happy to accommodate.**

Question 1:

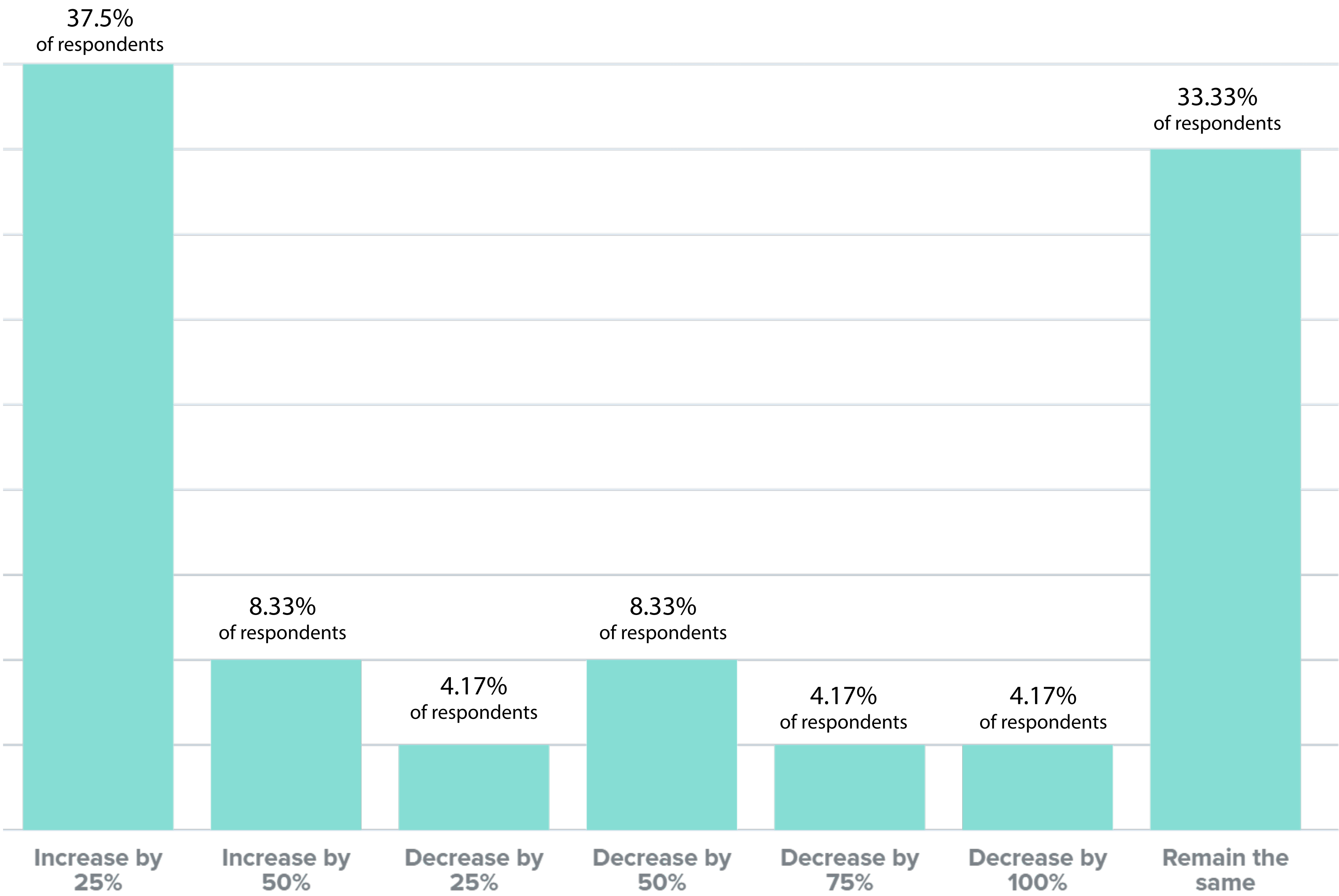
Is your company now open to hiring someone who would work 100% remotely where the job facilitates it?



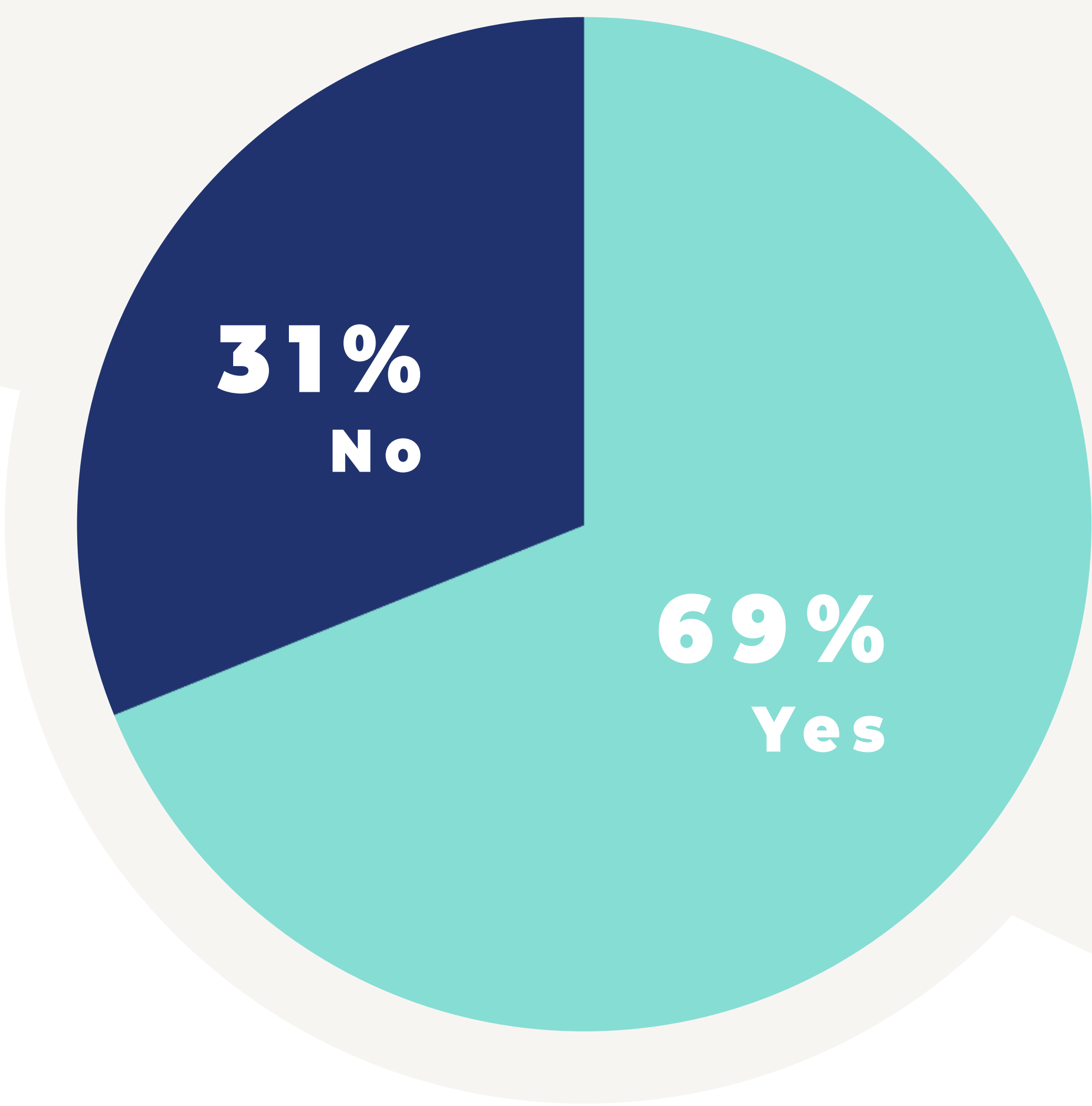
Surprisingly, most companies surveyed believe that their need for recruitment will remain the same, or even increase, with **37.5% reporting an increase by 25%.** Most noted that this is due to the fact that we will need to replace staff that will leave.

Question 2:

Do you think your recruitment will increase or decrease in the coming months/into next year due to Covid-19? If so by how much?



In a positive trend, it seems most companies would now be comfortable with hiring an individual remotely without meeting them face-to-face. This will have a positive effect on candidate volume and widening talent pools with individuals not being limited to geographical locations. Video interviewing software and applicant tracking systems were listed as the two ‘must-haves’.

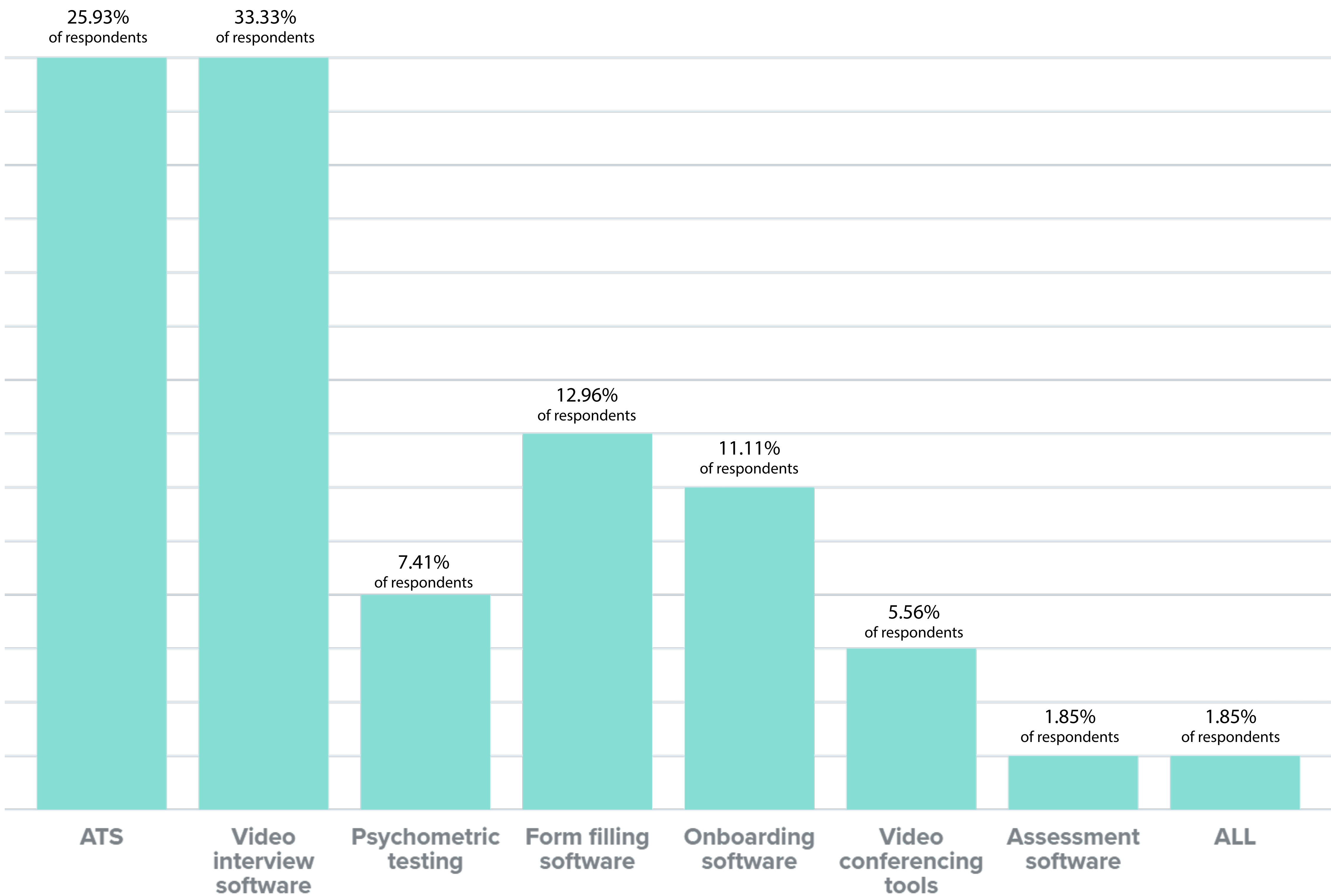


Question 3:

Do you believe that your company would now be open to hiring and completing a recruiting process without meeting someone face-to-face?

Question 4:

What tools/technology will help you achieve this?

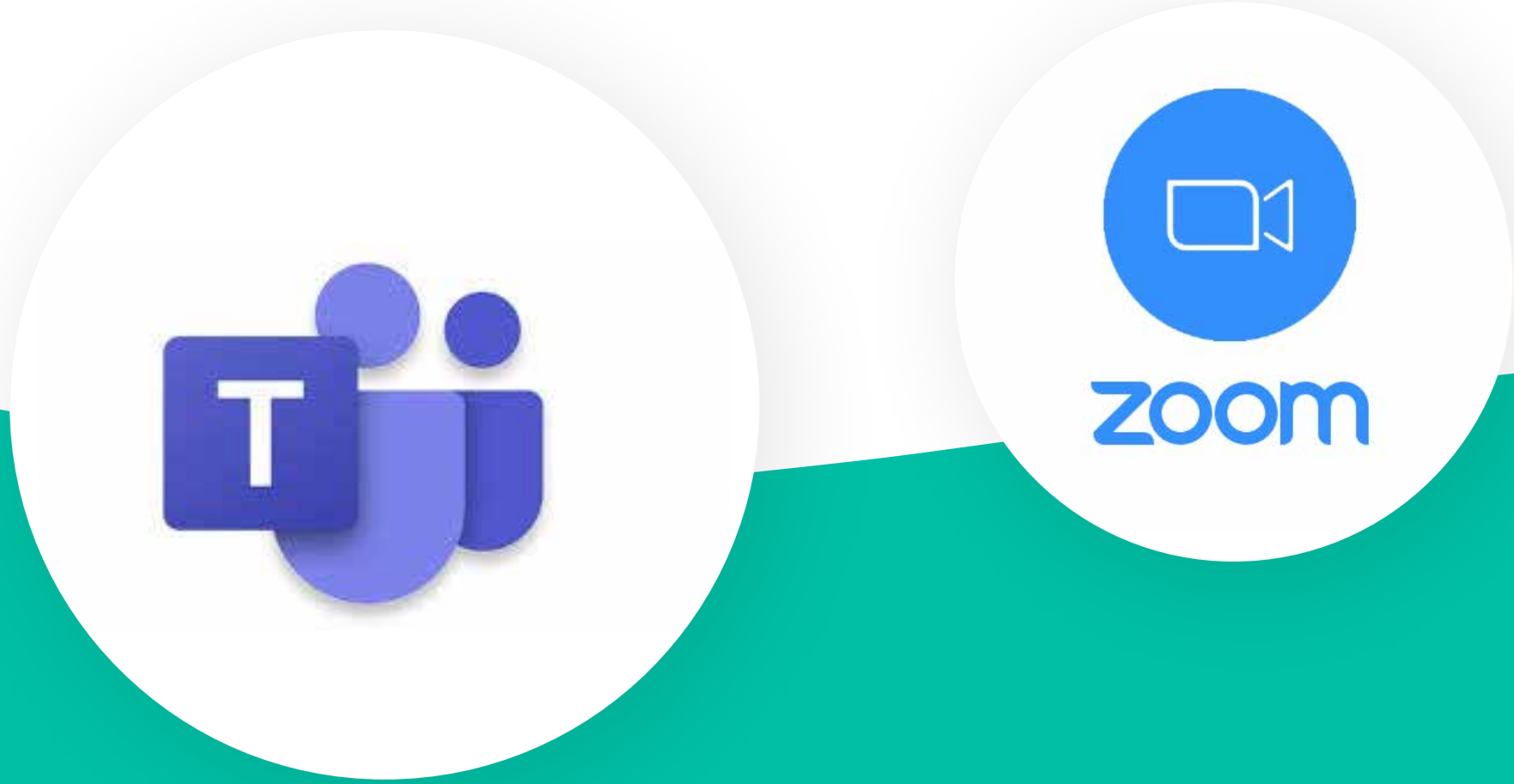


Question 5:

What technology has been most helpful to you and your team during Coronavirus? Did you implement these due to COVID?

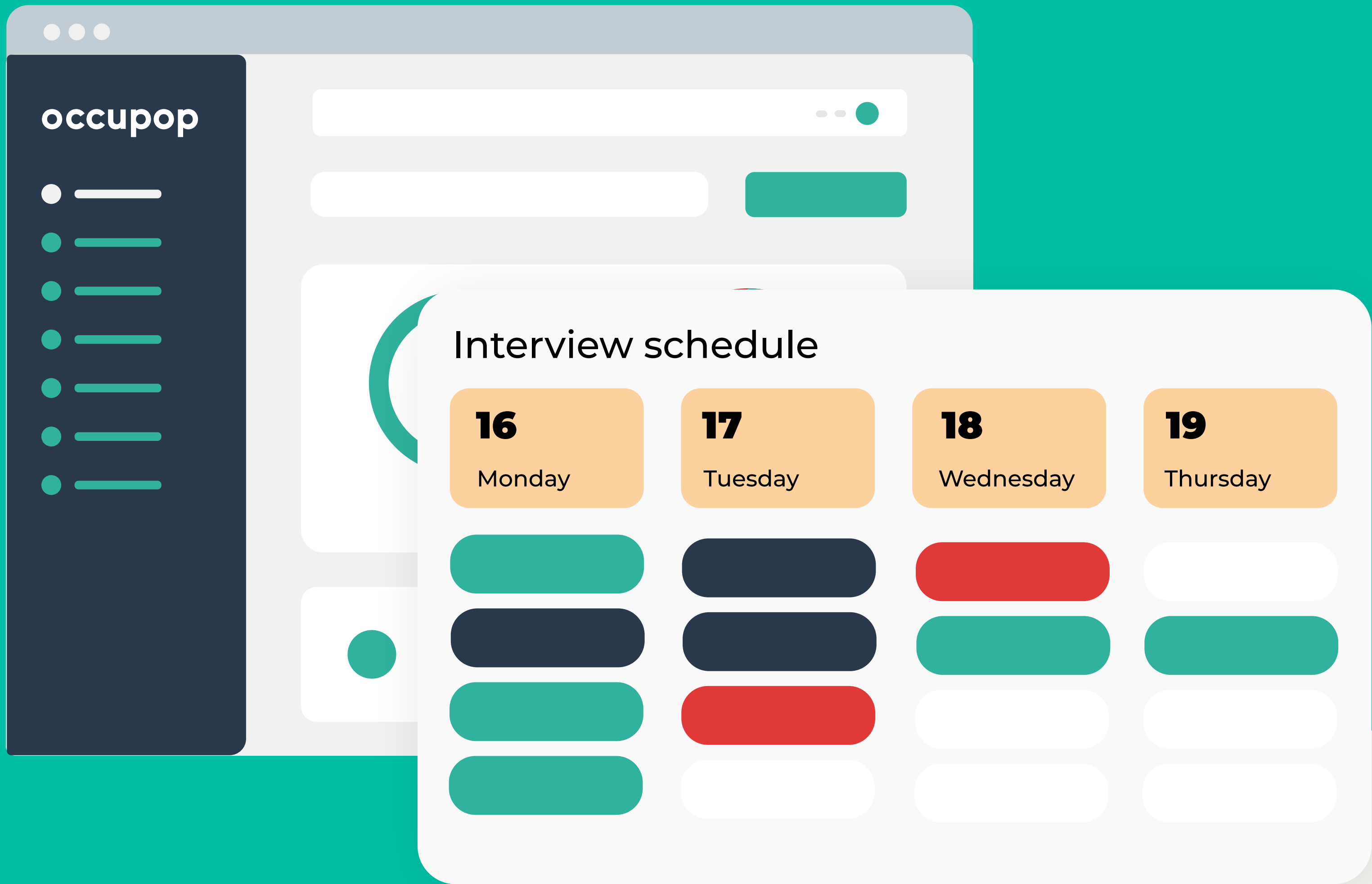
Top Answer:

- ✓ Microsoft teams and Zoom used most during COVID-19.



Other tools used:

- Occupop
- Absence management software
- Video interviewing
- ID Pal
- DocuSign



Unsurprisingly, video conferencing tools were marked as the most used technology during the pandemic. Interestingly, most were implemented prior to COVID-19 but were not being utilised to their full capacity.

Companies took this opportunity to digitise other areas of the business such as recruitment and form signing.

When asked will companies become more paperless in the future, the vast majority stated that they intend to and **employee records** were highlighted by many as an area for improvement. Interestingly, **35% said they were already paperless.**

Question 6:

Will you invest in a more paperless strategy?

70%
Yes

lorem ipsum dolor sit amet

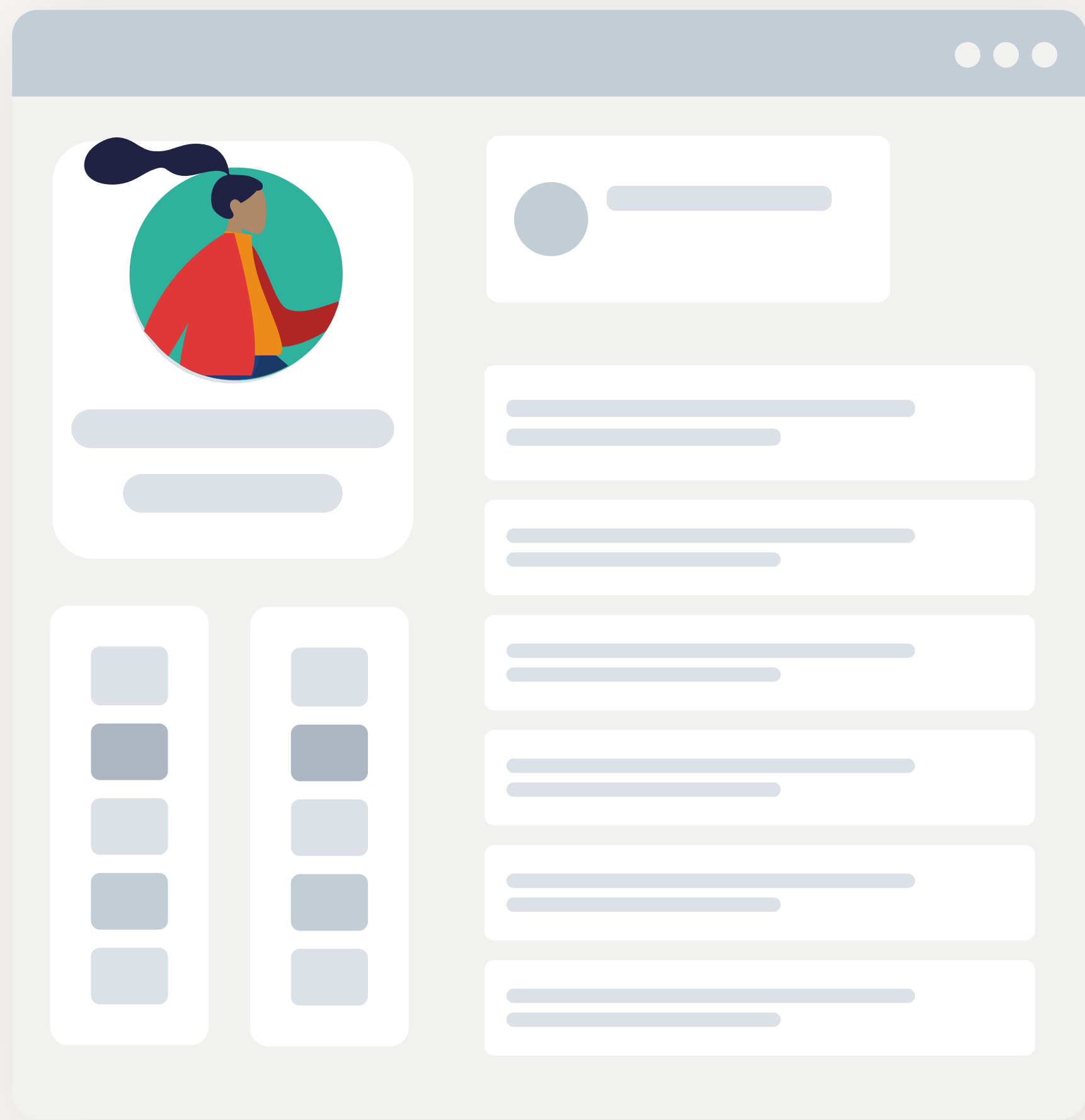
30%
No

Question 7:

What HR areas take priority for paperless?

Top Answer:

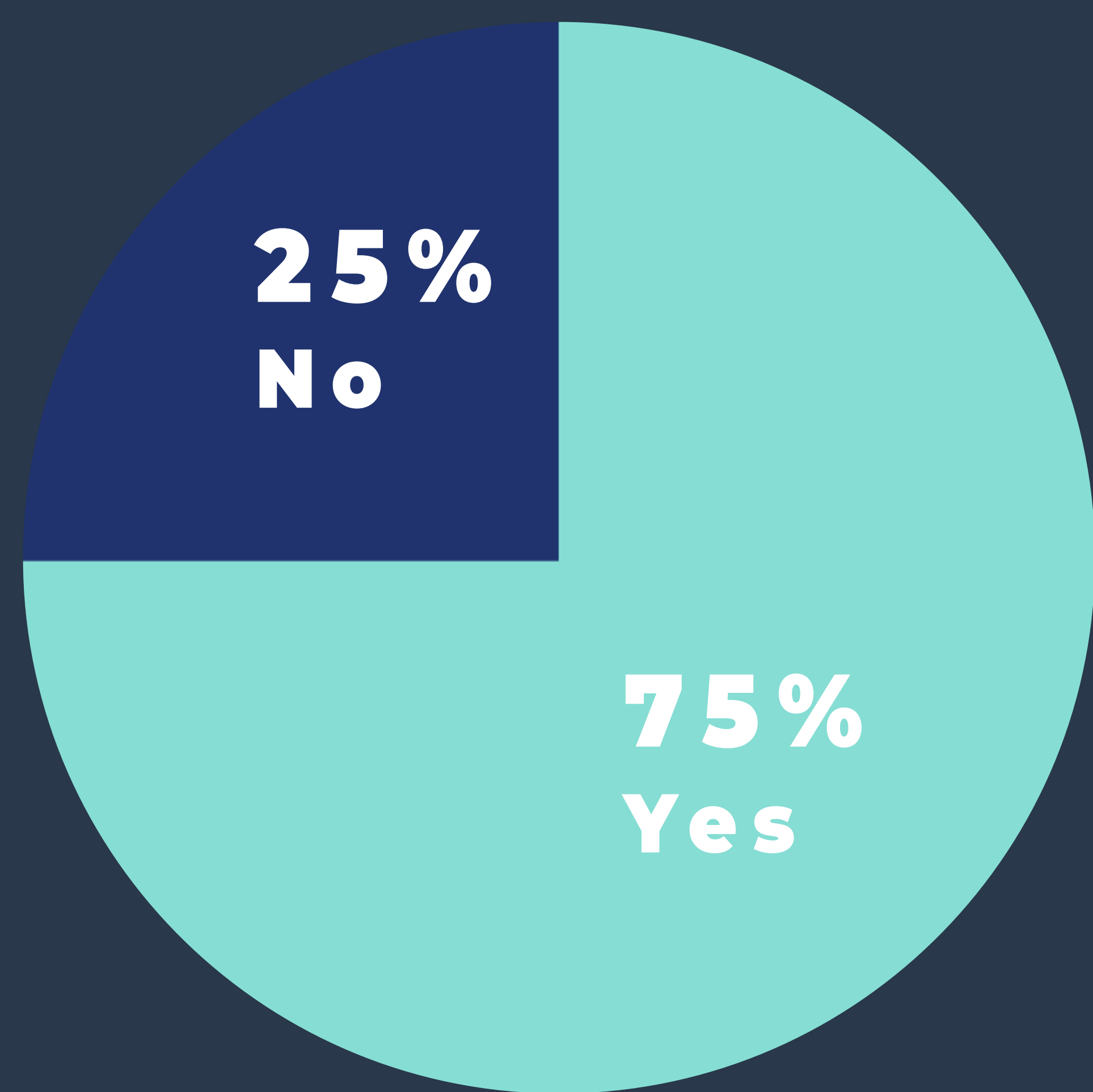
 Employee records



Other answers:

- Onboarding
- Absence management
- Recruitment
- Company Communication

A revelation was that **75% believe that staff will not return to their previous employment.**



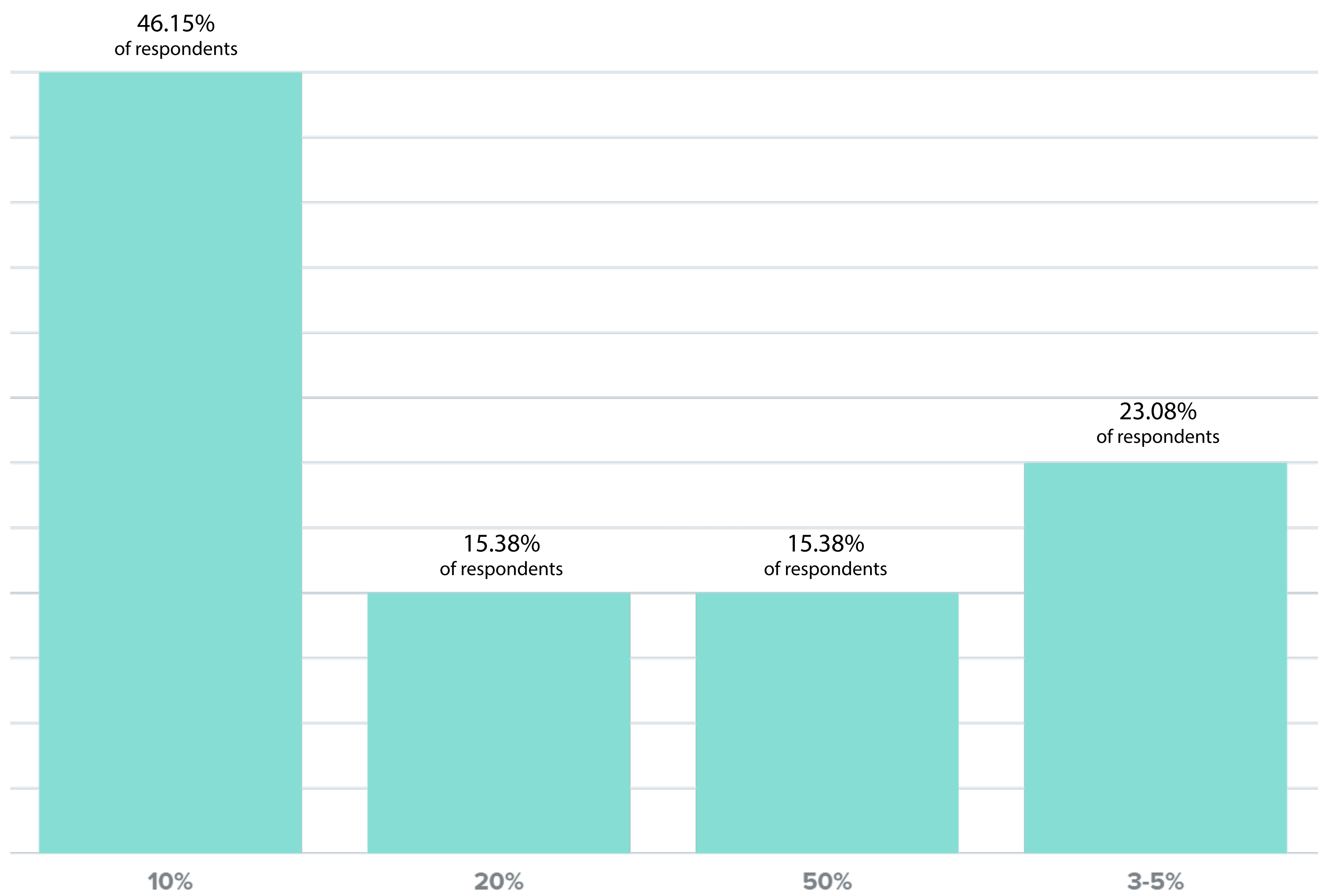
Question 8:

Do you believe furloughed staff may not return to your organisation post-COVID?

Though there may be a larger talent pool in the wake of COVID-19, candidates are still driving the market with 46% of companies reporting that up to **10% of their employees may not return.**

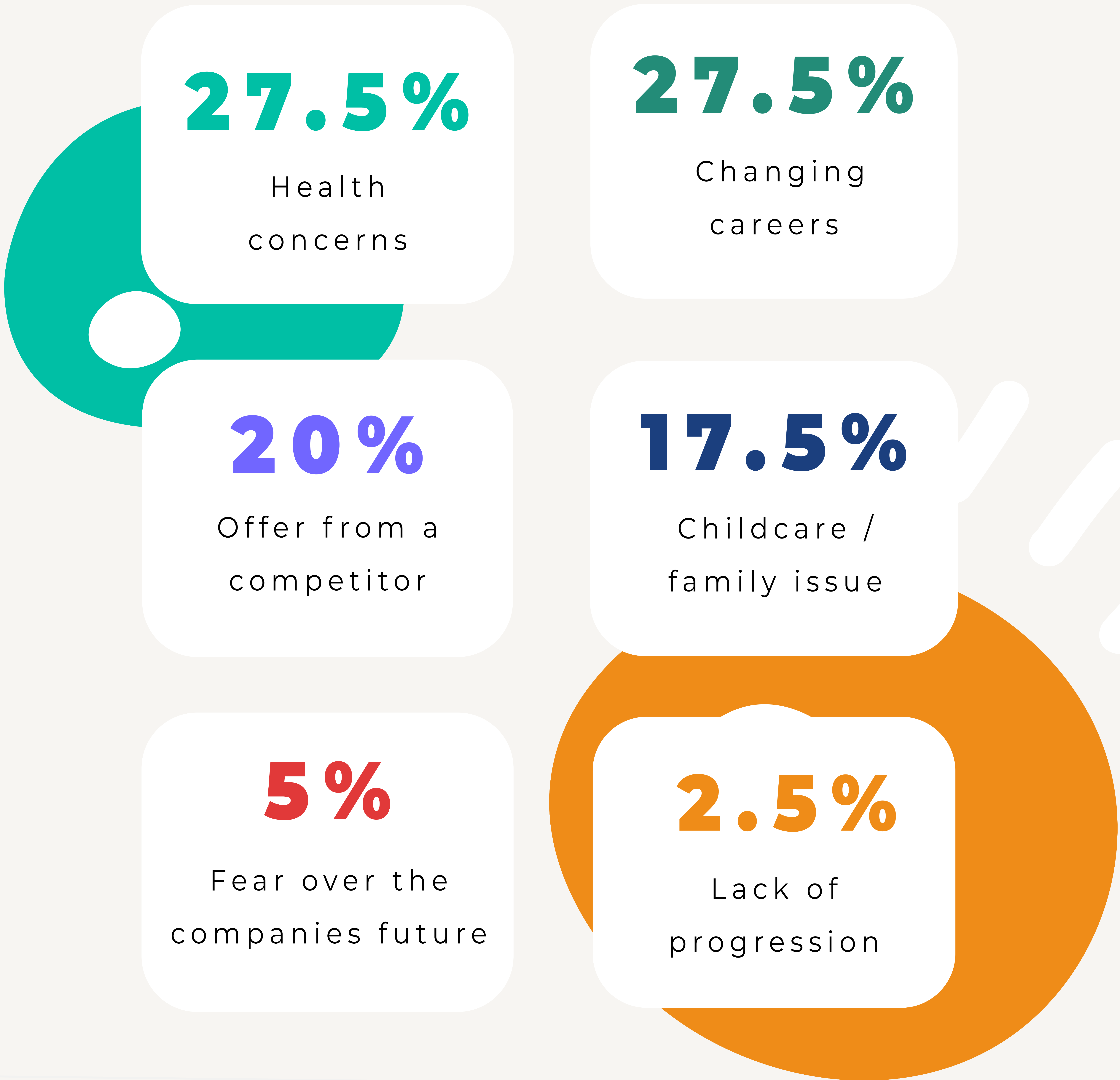
Question 9

If yes, how much?



Question 10:

What reasons do you think staff might not return?





Question 11:

What are your upcoming HR projects for kick-starting business?

Top Answer:



HR systems to plug in with their applicant tracking system



Other answers:

- Time & attendance software
- Recruitment budget strategy
- Digitising onboarding
- Training and development programme

The vast majority of respondents to this question stated that they are just looking to keep as much normality as possible, a number of individuals reported that they want to modernise their HR function and combine their various systems. Other areas of focus include: budget strategies, learning & development and attendance.

Conclusion

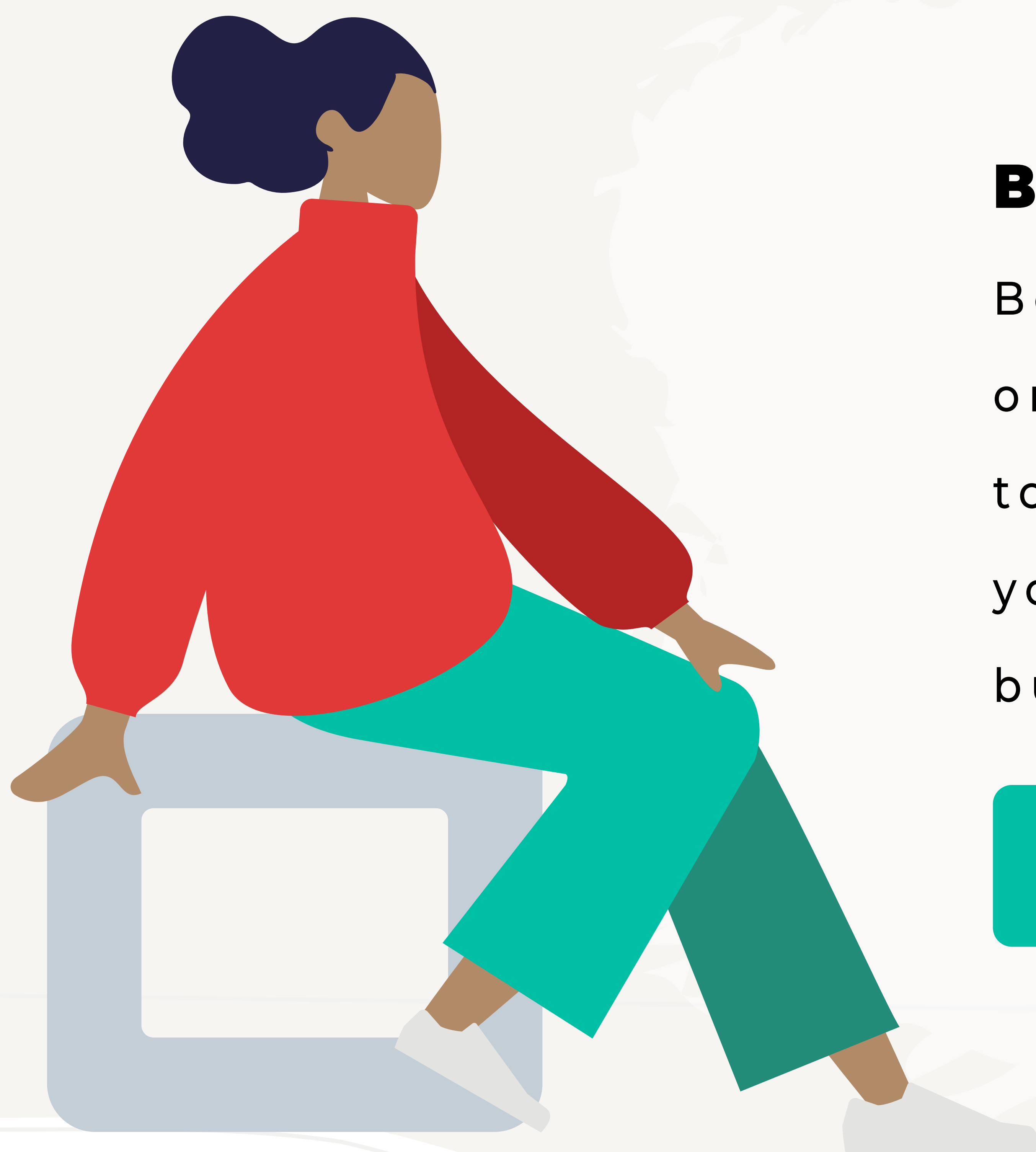
From this report, we have found that most individuals have adapted to remote working well but they are looking forward to returning to work. The biggest takeaway we found was the shift towards more innovative ways to manage business processes through the use of technology. The report shows that there has been a dramatic adoption of new ways of working driven by technology, even in the most traditional industries. **People are now willing to embrace hiring individuals remotely** and companies are taking on software to help them do this and to drive towards more paperless processes. The future of work has been a popular topic for some time and what is evident from this report is that the future is now!

HR teams embracing new tools and technology to help them hire has the advantage of reducing down time-to-hire, giving HR teams time to focus on the ever-important candidate experience and the many other functions that HR manage.

occupop

Hire the best people. Build the best teams.

Occupop is a recruitment software built with your hiring needs in mind. With the help of AI technology, Occupop removes timely recruitment admin, reducing your time-to-hire and improving the candidate experience.



Book your free demo!

Book your free consultation with one of our recruitment experts today and see how we can help you hire the best people for your business.

Book your free demo