Impressive HR Statistics You Need to Know in 2020

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Today the face of HR is often a portal, rather than a person. Almost all firms now provide universal access to HR services through technology and web-based applications, dramatically changing the practice of human resource management. These changes often result from the need to cut costs and expand or improve services. Recent research shows organizations that successfully adopt sophisticated HR technology tools outperform those that do not. However because most organizations already have automated basic HR administration, the simple automation of HR processes can no longer assure a competitive advantage. Instead, organizations must determine how to use technology to transform their HR practices and market their HR brand.

Human resource management is evolving into a more technology-based profession. In many organizations, employees now see the face of HR as a portal rather than a person. This transformation of HR service delivery is known as e-HR and implementing e-HR requires a fundamental change in the way HR professionals view their roles.

Faster Migration of Core HR Systems to the Cloud

A 2018 study from PricewaterhouseCoopers (PwC) found that seventy-five percent (75%) of surveyed companies now have at least one HR process in the cloud. Forty percent (40%) have core Human Resources systems like an HR management system there, said Dan Staley, a global HR technology leader with PwC. Another twenty-six percent (26%) of respondents said they planned to move a core system to the cloud in the next one to three years.

These statistics provide HR professionals with insight into the best and worst ways to recruit, hire and develop top talent. When used in combination with HR software, HR professionals are sure to improve all people-related processes. The business of creating HR solutions is booming, and HR professionals can access just about any solution they need to overcome personnel-related obstacles, from hiring through to the retention

Other Statistics in Digital transformation

- Companies with best in class talent management programs are 26% more likely to be using performance management software. (Source: Aberdeen)
- Seventy-five (75%) of hiring and talent managers use either applicant tracking or recruiting software to improve their hiring process. (Source: Capterra)
- Sixty-four percent (64%) of employees say their mobile devices make them more productive in the office. (Source: Aruba Network)
- But, fewer than 20% of companies give employees access to mobile HR apps. (Source: Deloitte

University Press)

- Fifty-nine (59%) of job-seekers used social media to research a company's culture before applying. (Source: Jobvite)
- Forty-seven (47%) of companies have HR software that is over seven years old. (Source: Bersin by Deloitte)
- Companies with newly upgraded HR systems see cost savings of 22% per employee. (Source: Bersin by Deloitte).
- Spending on cloud-based HR software is growing faster than spending on installed or on-premises HR software, and cloud-based HR software will be 50% or more of total HR technology spending by 2017. (Source: Gartner)
- Companies who have formalized employee engagement programs have 26% higher annual revenue growth than those who don't have formalized engagement programs. (Source: Aberdeen)
- Forty-eight percent (48%) of HR and talent professionals want to replace their current HR software with a cloud-based system by 2018. (Source: Information Services Group)
- Of those HR professionals who want to replace their HR software in the next year, 54% say it's because they need better capabilities and functionality. (Source: Brandon Hall)

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