

## How do people professionals feel about what they do?



80% of people professionals feel their career is meaningful.



73% of people professionals feel they add value to their organisation.

## How are people professionals developing themselves?

Online learning

51%



Peer learning

50%



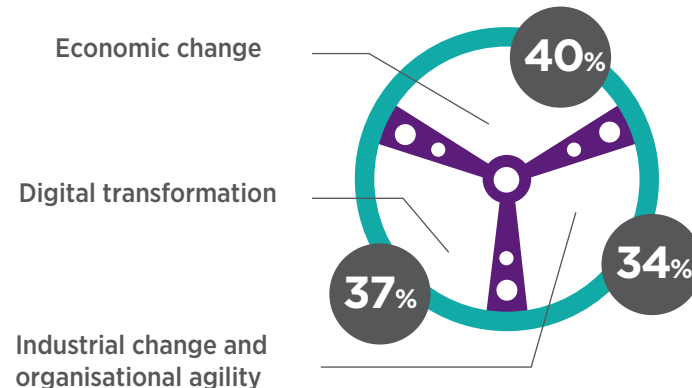
Conferences, workshops and events

48%



But 33% of people professionals don't plan how to achieve their own development goals

## What's driving change within organisations?



## How are people professionals using data and analytics?

89% of people professionals are planning to use people data and analytics.

There's far higher use of data and analytics in large firms (96%), than SMEs (77%).

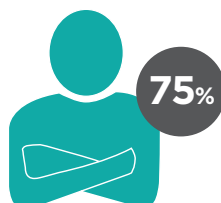
36% of people professionals are using basic analytics and reporting.

6% of people professionals are using advanced analytics techniques.



## Is the profession:

Principles-led?



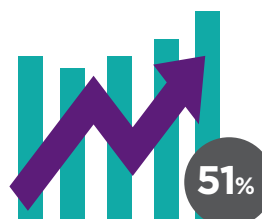
75% of people professionals would not compromise their principles due to business needs or pressure from senior leaders.

Evidence-based?



60% of people functions seek to define problems before recommending a solution.

Outcomes-driven?



51% of people professionals have clear measures of success to measure progress against agreed outcomes.

## Do people professionals have the right skills for the job?



37% of people professionals have the skills to cope with more demanding work. But almost 1 in 5 lack the skills they need to be able to do their role.

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