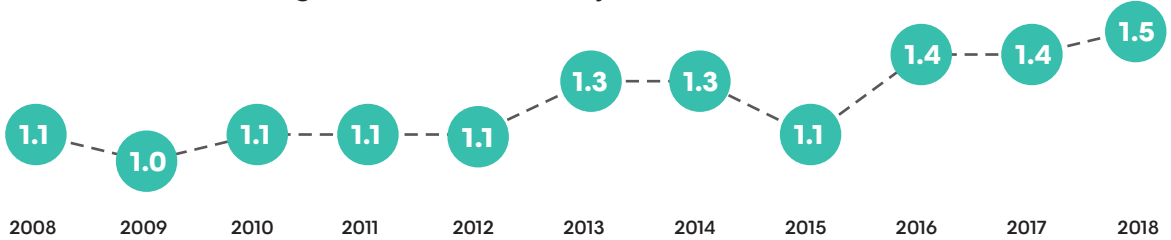
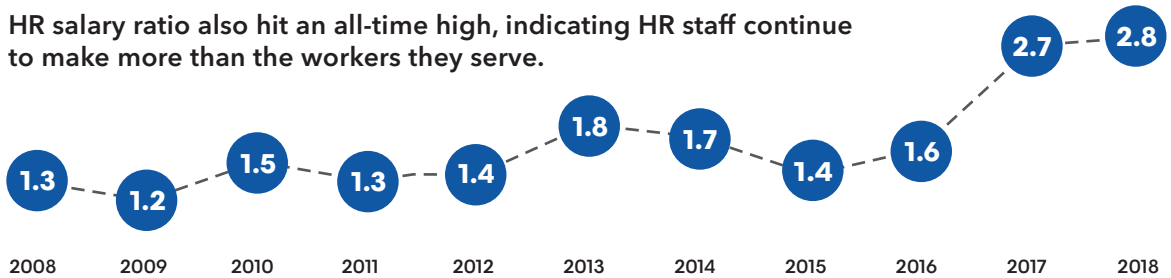


Staff ratio hits a new high—1.5 HR staff for every 100 workers.



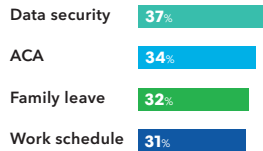
HR salary ratio also hit an all-time high, indicating HR staff continue to make more than the workers they serve.



A majority say they have made revisions to policies over the past 12 months.



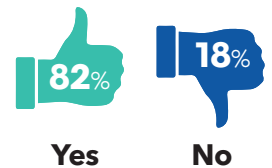
Most of the planned changes relate to data security, ACA, family leave, and work schedules.



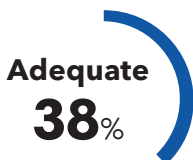
About two-thirds say they have formal performance management programs.



Most have updated their performance management programs in the past 3 years.



Nearly four out of 10 HR professionals say their use of metrics and analytics is adequate.



Those who agree that their usage of metrics and analytics is adequate report notably higher levels of departmental efficiency, cost savings, and data-driven decision-making.

