

People  
Management

# HR satisfaction survey 2018

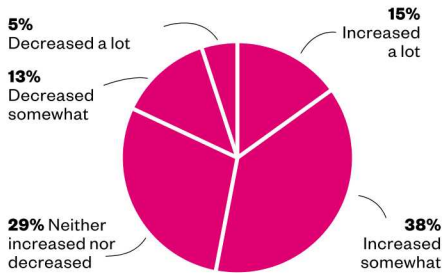
*We asked **641** HR and L&D professionals  
about their working life. Here's what they told us...*

# What HR does

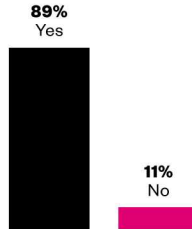
On a scale of 1 (very badly) to 10 (very well), to what extent would you say employees at your organisation understand what HR does?



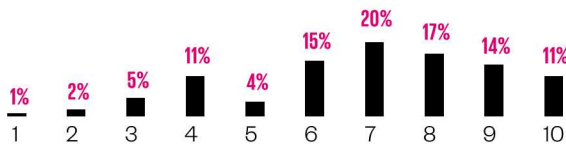
In the last five years, has investment in HR at your organisation...



Do you feel you add value and make a difference within your organisation?

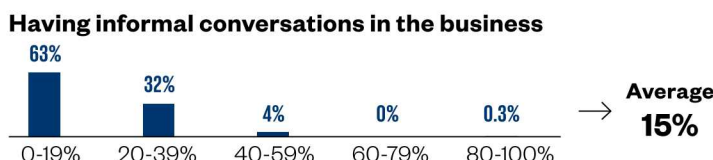
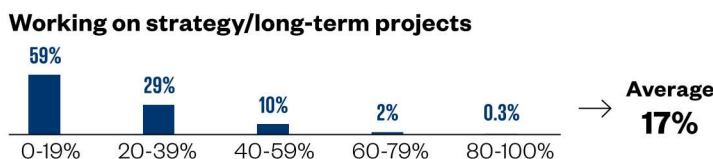
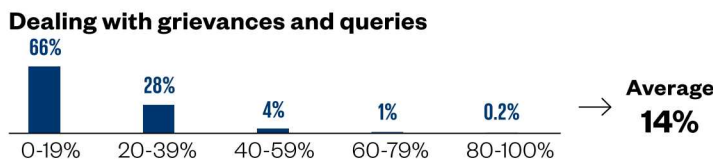
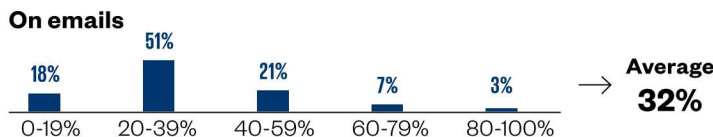
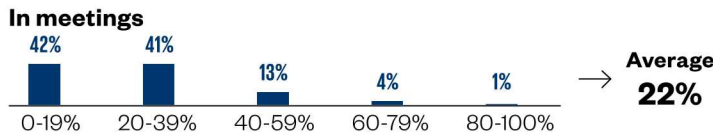


On a scale of 1 (very badly) to 10 (very well), to what extent would you say HR is supported by leadership inside your organisation?



# Your day

On average, how much of your working day do you spend:

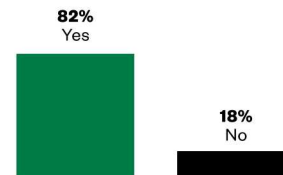


# Your job

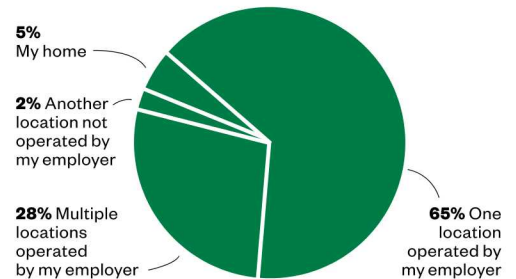
How many HR/L&D professionals work in your team?



Is HR/L&D your only job function?



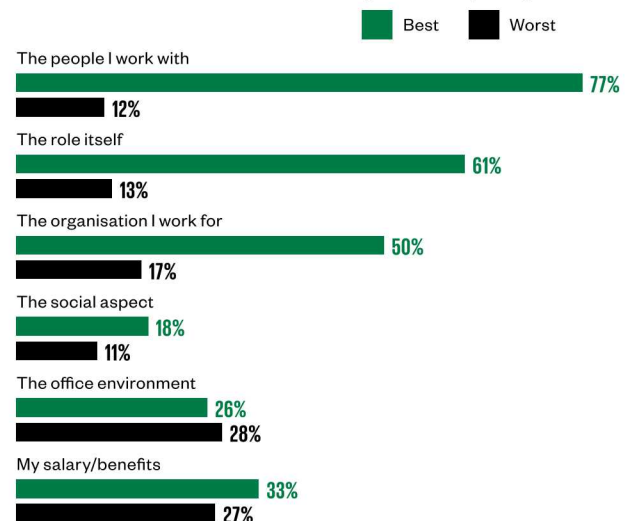
Where do you do most of your work?



How strong is your relationship with your HR leader?



What are the best and worst aspects of your job?



# Wellbeing

Does your job have an effect on your physical health?



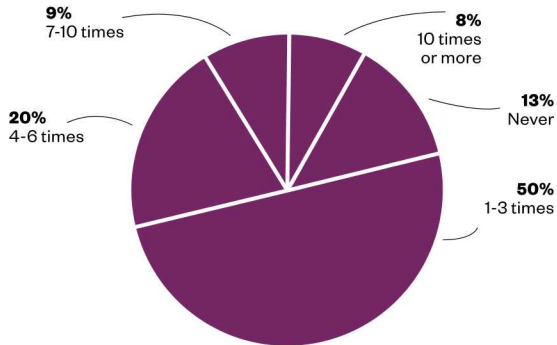
Does your job have an effect on your mental health?



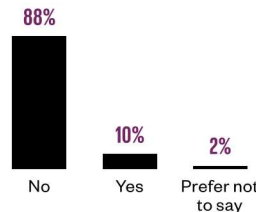
Is your individual workload increasing, staying the same or decreasing at the moment?



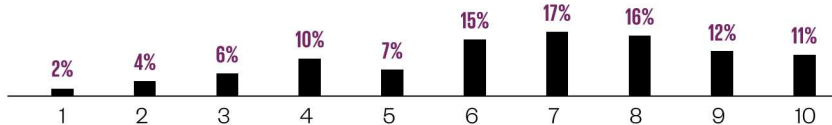
In an average month, how many times would you say you feel extremely stressed or overwhelmed because of work?



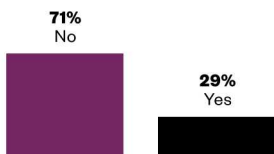
Have you ever taken time off work because of work-related stress in your current role?



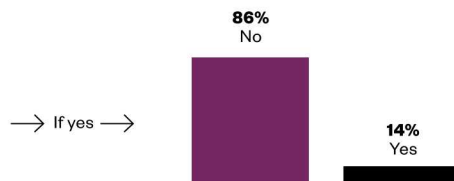
On a scale of 1 (very badly) to 10 (very well), to what extent do you feel you would be supported by your organisation if you were to report work-related stress or another mental health condition?



Have you ever been bullied at work?



Was the situation dealt with effectively?

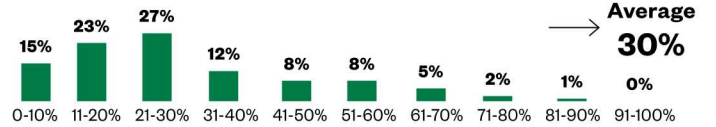


# Technology

What is your opinion of automation?

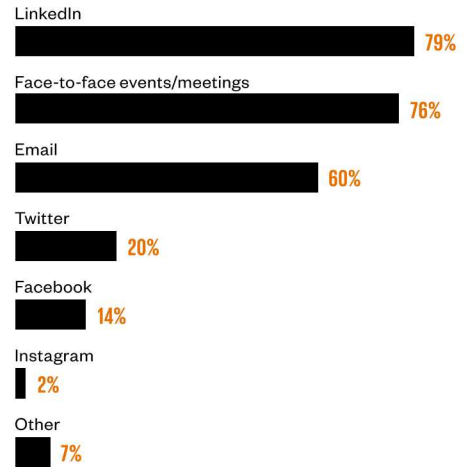


How much of your role could be done by automated software?



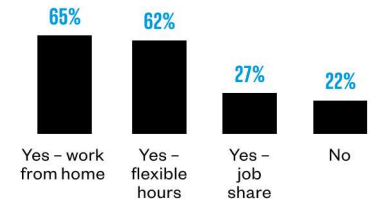
# Networking

Which channels or methods do you use to network with fellow HR/L&D professionals?

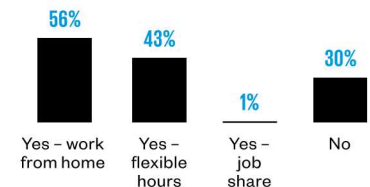


# Flexible working

Does your organisation offer the option to work flexibly?

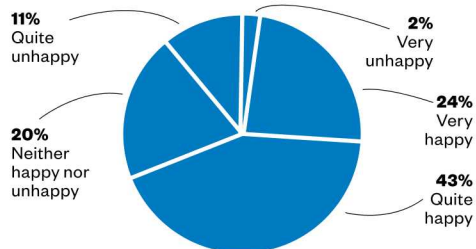


If yes, do you use the flexible working opportunities available to you?

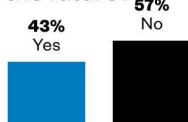


## Your future

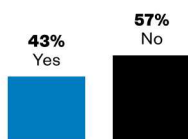
Are you happy with your career progression to date?



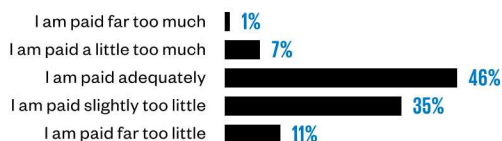
Would you like to be an HR director in the future?



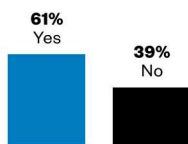
Would you feel able to ask for a pay rise?



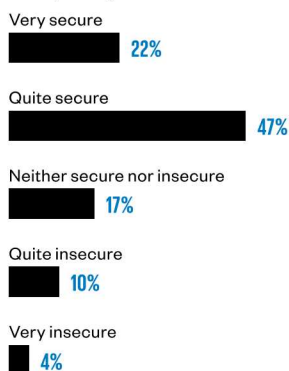
Do you feel you are paid adequately for your role?



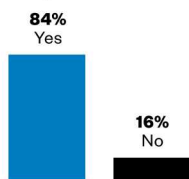
Do you feel you are given sufficient learning and development opportunities?



How secure do you feel your job is?

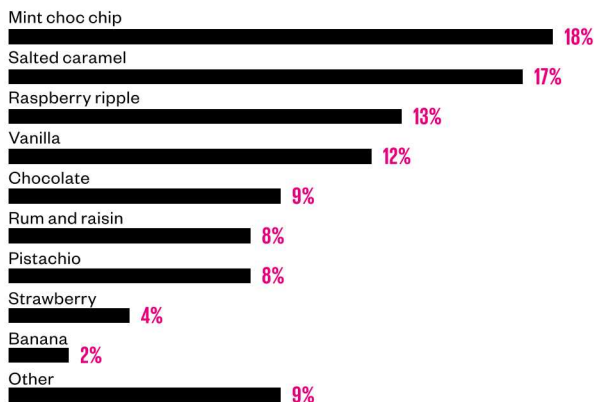


Do you still expect to be working in HR/L&D in five years' time?



## Just for fun

What is your favourite ice cream flavour?

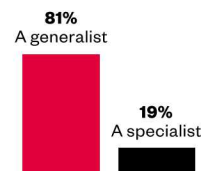


## About you

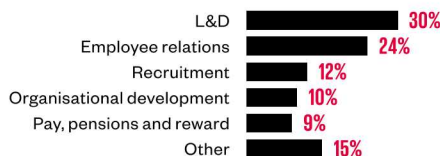
What is your job title?



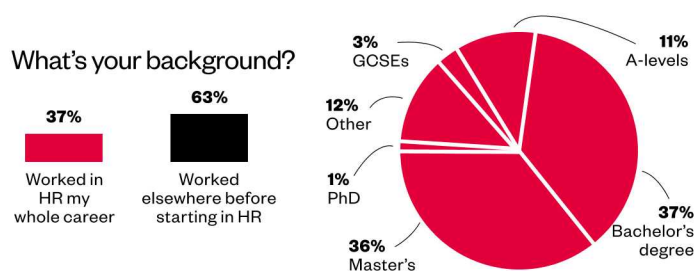
Do you consider yourself...



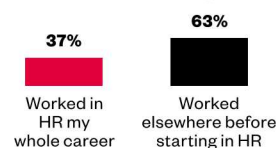
What is your specialism?



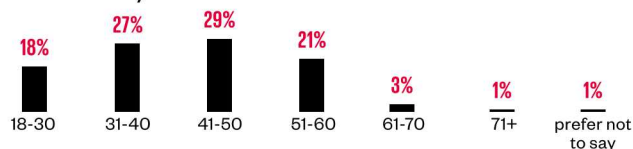
What is the highest level of education you have completed?



What's your background?



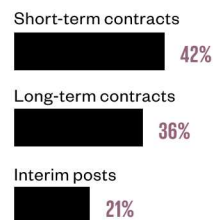
How old are you?



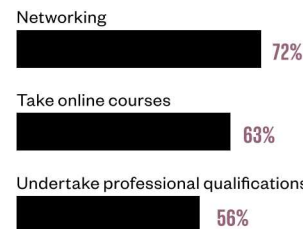
## Consultancy

We asked independent HR consultants about their roles

Apart from consultancy, what other types of work do you take on?



What do you do to develop your own knowledge or expertise?



Where do you source your new assignments?

