

# CIPD People Profession survey report 2022 (Ireland) workday.



#### How have people professionals developed their skills post-pandemic?



Upskilled or reskilled

- - Upskilling is focused on building longer-term skills

Haven't needed to adapt their skill set in the last year

## their own wellbeing?

How do people professionals perceive



#### What is the perceived strategic value of the profession?

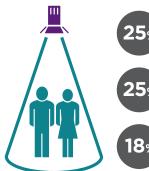


Work collaboratively to meet business needs

Contribute strategically to organisational performance

Feel their success is recognised by business leaders

#### What are the most prominent HR operating models in a hybrid world?

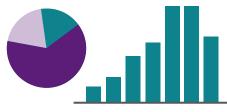


- A business partnering model with specialists and shared services
- - A single HR team that includes generalists, specialists and administration all together

A small, centralised HR function which outsources much of its people activity

More professionals work onsite than remotely or hybrid. However, enabling flexible people operations is a top priority area.

#### How has the use of people data and analytics changed since 2021?



General use of people data reporting

Use of analytics to support decision-making



Combining people data with other forms of data



Use of advanced analytical techniques

People data managed by the HR function

### How are organisations trying to improve employee experience?



Collect exit data from leavers

Make employee experience part of the core people strategy

Gather information about recruitment, selection and onboarding experiences

Total number of Ireland respondents = 125