

Randstad

# HR game changers

## 2016 survey

Randstad HR Game Changers 2016 survey is the result of valuable insights, opinions and feedback of almost 500 prominent HR and talent acquisition leaders from India's most admired companies. Provided here are key highlights and findings from the survey.

### HR game changers of 2016

#### top 5 trends



#### other trends

- 6 Shift to skill based hiring as opposed to experience
- 7 Enhancing HR efficiency through SMAC (Social, Mobile, Analytics and Cloud)
- 8 Increased investments in Employer branding
- 9 Emphasize on creating a work culture that is flexible and employee friendly
- 10 L&D budgets to be dominated by Re-Skilling & Up-Skilling activities
- 11 Flex workers to form a significant portion of workforce
- 12 Employee led CSR will be an important talent retention technique
- 13 External regulations & factors(labor laws, social laws) will influence HR planning & processes

### Top 3 human resource challenges India Inc. anticipate

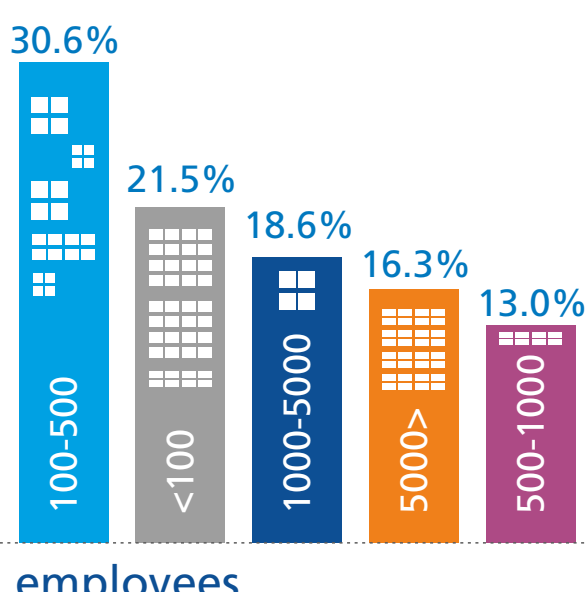
54%

- 1 Attracting the best talent
- 2 Talent retention
- 3 Enhancing workforce productivity

#### other challenges

- Developing a leadership pipeline
- Workforce engagement & satisfaction
- Managing internal change
- Timely fulfilment
- Re-skilling of workforce
- Managing compensation, benefits & expectations
- Regulatory compliance & social factors

### size of the organization

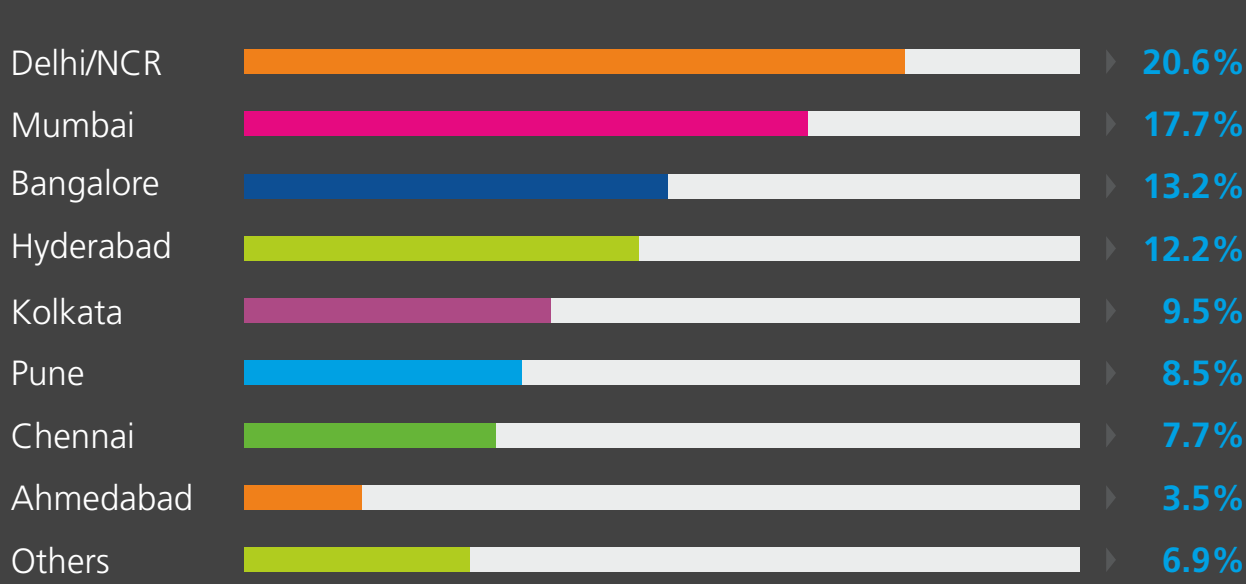


500



respondents

### location



### industry vertical

