



Global trends in HR Technology

And the ones to focus on

Technology Great
Innovation Resignation
Economic **COVID**
Turmoil

Disruptive trends shaping the world of work

Technology
Innovation

A.I.

Flexible
Employment
Skills

Great
Resignation

Collaboration
Tools

Edge
Computing

Employee
Listening

Global

Health

Slow Down

Concerns

Supply Chain
Weaknesses

Vaccine Status

Economic
Turmoil

Increased
Tensions

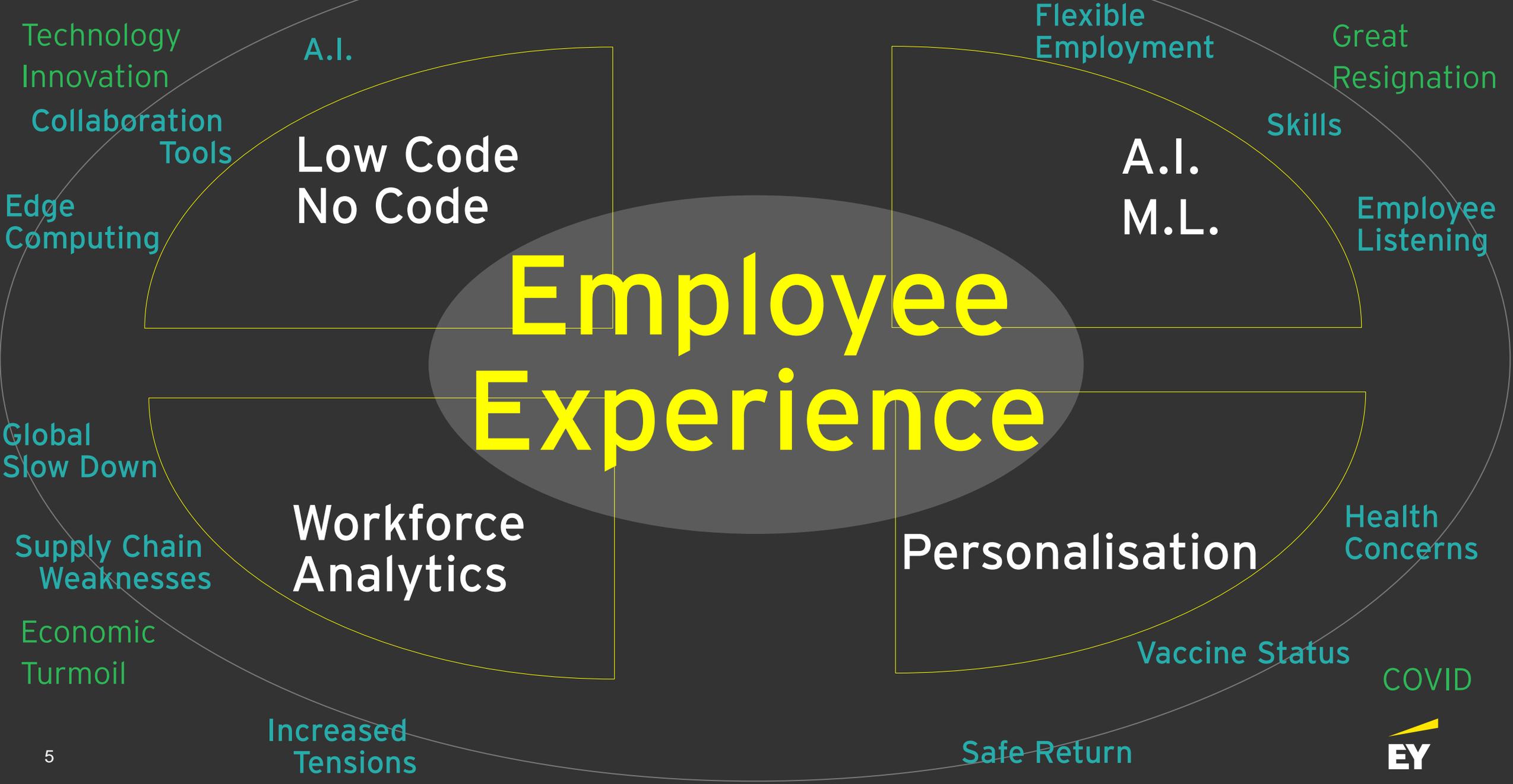
Safe Return

COVID

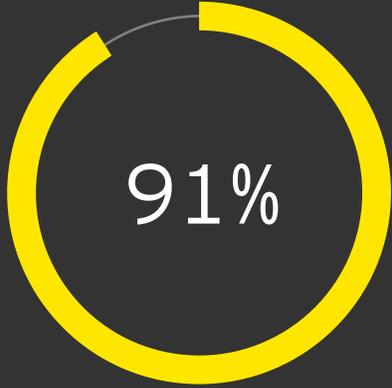
Disruptive trends shaping the world of work



Disruptive trends shaping the world of work



The old ways are not working



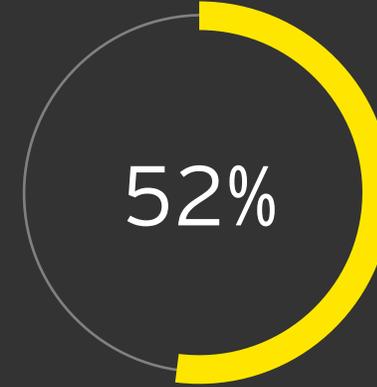
of business processes are managed offline.

51% Document approvals

41% Performance reviews

39% Leave requests

have manual steps



of employees say their company is not working to improve the employee experience

Many point solutions have tried and failed to solve these challenges

\$3 Trillion has been spent on Digital Transformation

Most have failed due to a siloed approach and a lack of end to end design thinking.

Common Challenges Faced by HR

Some HR teams lack the necessary capacity, technology, competencies, and services to adapt and amplify long-term value.

~90%



Using people to do 90% of HR work instead of leveraging technology to simplify and automate HR activities

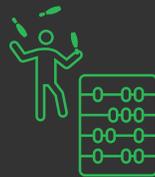
HR People are trapped, carrying out processes using expensive resources is not only time consuming but a governance risk.

>80%

Spending more than 80% of their time/budget on obsolete HR services

You cannot move forward if you are stuck maintaining old tools. Rebalance the spending priorities of HR.

~11



The average number of HR systems of record within an organisation

The impact on the user experience is significant and disruptive.

2X



Employees who are frustrated by workplace technology are 2X more likely to leave

Source: "EY OCX assessment data", 2019 and 2020

Work Reimagined, now is the time to meet the future

Our survey

In 2021 EY conducted a global survey to look closely at the impact the recent events and shifts in technology have had on employees and how they view work.



Culture has improved

Most feel that despite remote work, their performance and productivity can be accurately measured.



Employees are positive about the future

Employees believe their employers have responded well to the challenges over the last 2 years.



Flexibility is important

9 out of 10 employees want flexibility in where and when they work and they are willing to quit to get it.



Technology is critical

To support this flexibility it is critical that the company offer technologies that make working anywhere simpler and easier.



Work needs to be frictionless

Beyond the technologies, administration and work needs to be frictionless, employees want to keep focussed.



Processes need to be Agile

To deliver on these needs, how work gets done needs to be responsive and agile.

Thank you