

June 2008 Human Resources Issues Survey

In June 2008, we conducted an online survey and asked employers what their three most pressing Human Resources issues are. Below is a summary of those key issues and the responses.

By far, the #1 issue is finding and hiring the right people. Other important issues facing employers today include keeping employees motivated and engaged, as well as management development. Cypress Ridge Solutions has helped clients address these issues for over 20 years. If you'd like to learn more, check out the resources page on our website and for the right solution for your people issues, contact Cypress Ridge at 408.294.3431.

What are the 3 Human Resources issues you are most concerned with in your business or role in Human Resources?

Answer Options	Response Percent
Finding and hiring the right people	72.4%
Turnover---Keeping our best employees from leaving	27.6%
Keeping our employees engaged and motivated	37.9%
Compensation--are our employees being paid competitively?	27.6%
Sales Incentive Planning--Is our sales team paid to perform?	6.9%
Cost of benefits programs	31.0%
Benefits planning issues	3.4%
Legal compliance issues	10.3%
Employee training--general skills	13.8%
Management development	31.0%
Leadership issues	24.1%
Other (please specify)	
employees biggest issue is work/life balance (IT)	
It's hard to pick 3 - all are key issues	

Why do your employees stay at your company?

Answer Options	Response Percent
The culture and community	64.3%
Their co-workers	42.9%
The management team	25.0%
Love their work/job	39.3%
The industry	14.3%
The Pay	14.3%
The Benefits	25.0%
Who knows?	3.6%
Other (please specify)	
More than "just work" --- maybe really culture and community	
Leadership in our space; future financial reward potential	
Flexibility of work schedule and closeness to home & school	

Please provide any suggestions, insights, or relevant issues you'd like to share with us?

I think a lot of smaller companies could definitely benefit with a higher engagement ratio in "managing within the law" and other such courses. Also, teaching managers that a major part of their job is development and pathing for their employees will aid in retention.
The more bigger companies can "feel" like smaller companies to the employees, the better.
Effective recruitment and retention is a huge issue for small and emerging companies . . . then training . . . too many make mediocre or poor hires . . and then do not train the GOOD ONES!
I'd be interested in knowing more about how employers are viewing opportunities to hire "retired" people back into positions based on seasonal, project or other temporary basis.
Hiring, developing and retaining.
Creating a green environment at work